

USA Taekwondo
TEAM LEADER SELECTION PROCEDURES
2016 Olympic Games
November 4, 2015

These procedures provide for selection of USA Taekwondo's Team Leader for the 2016 Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. What are the NGB's criteria for Team Leader position (attach a job description, if any)?

Team Leader must:

- 1.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.
 - 1.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform the NGB and/or USOC.
 - 1.2. Possess a valid passport that will not expire until at least six months after the conclusion of the Games.
 - 1.3. Have completed USAT's SafeSport education requirements.
 - 1.4. Have the ability to work effectively with the USOC.
 - 1.5. Have strong administrative, communication and organizational capabilities/skills.
 - 1.6. Be responsible for Team's adherence to all rules regarding discipline at the Games.
 - 1.7. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
 - 1.8. Be available for entire duration of the Games.
 - 1.9. Have the NGB's approval to make financial decisions regarding the Team.
 - 1.10. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
 - 1.11. Have proven ability to establish harmonious relationships with athletes and other Team personnel.
 - 1.12. Be in good standing with USAT and the IF without prior suspensions or misconduct within the past year.
 - 1.13. Have worked as a Team Leader or Team Manager at an international competition for USAT within the last 2 years either as a current USAT staff member or volunteer.
2. Describe the process that candidates should follow to express interest in being considered for the Team Leader position:

USAT will not solicit applications for the Team Leader position. The Team Leader position will be selected from a pool of current NGB staff members or volunteers who have filled the role of Team Leader or Team Manager at an international event for USAT within the last 2 years and who best meets the criteria in #1 above.

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Team Leader position:

The USAT's Executive Director, Secretary General and AAC Representative will determine the best fit for the position of Team Leader based on the criteria in #1 above and make the final selection.

4. Describe the removal of Team Leader:

An individual who is to be nominated as the Team Leader by the NGB may be removed as a nominee for any of the following reasons, as determined by the NGB.

- 4.1. Voluntary withdrawal. Team Leader nominee must submit a written letter to USAT's Executive Director.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by the NGB. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3. Inability to perform the duties required.
- 4.4. Violation of the NGB's Code of Conduct (Attachment A).

Once a Team Leader nomination is accepted by the USOC, the USOC has jurisdiction over the Team Leader, at which time, in addition to any applicable NGB Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at:
<http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct>
<http://www.teamusa.org/Footer/Legal/Governance-Documents>

5. Describe the replacement of Team Leader:

In the event that the Nominated Team Leader is unable to perform the duties of Team Leader due to injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the criteria listed in #1 above and, if applicable, come from the pool of candidates described in #2 above. Any necessary replacement candidate will be selected according to the procedures described in #3 above.

6. Which group/committee will make the final approval of the Team Leader?

The USAT's Executive Director and AAC Representative will make the final approval.

7. Conflict of Interest:

Any individual who is being considered for the Team Leader position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Team Leader.

8. Date of Nomination:

The Games Staff Nomination Form with the Team Leader nominee's name, including the name of a replacement (if applicable), will be submitted to the USOC on or before:

April 01, 2016

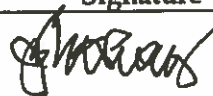

9. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by the NGB in the following locations:

9.1. Web site: <http://www.teamusa.org/USA-Taekwondo>

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

9.2. Other (if any): N/A

Position	Print Name	Signature	Date
NGB Interim Executive Director	John Long		1.21.16
USOC Athletes' Advisory Council Representative*	Lynda Laurin		1/26/2016

* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by the NGB, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A



USA TAEKWONDO CODE OF CONDUCT

The following outline is the Code of Conduct for USA Taekwondo (USAT). The Code is for all athletes, coaches, tournament committee, referees and staff members to fully abide by when participating in any and all USA Taekwondo sanctioned event(s). Failure to comply with the following guidelines can result in the removal from an event, dismissal from future USAT sanctioned events, and/or the complete suspension from participation as a competitor, coach or staff member in future USAT sanctioned events.

1. One will act in a manner consistent with the spirit of fair play and responsible conduct.
2. One will acknowledge, respect and adhere to the authority of USA Taekwondo's appointed event staff and tournament staff if necessary.
3. One will fully comply with USA Taekwondo (USAT) and the World Taekwondo Federation (WTF) uniform requirement.
4. One will maintain an appropriate level of fitness to promote optimal athletic performance.
5. One will refrain from the use of any performance-limiting drugs, including, but not limited to, tobacco and alcohol.
6. One will refrain from using any substance on the World Anti-Doping Code, as enforced by USADA.
7. One will abide by the policies and rules established by USAT, the USOC and the World Taekwondo Federation.
8. One will respect others, including coaches, competitors, officials, and spectators.
9. One will not engage in, nor tolerate, any form of verbal, physical or sexual abuse.
10. One will respect the property of others.
11. One will refrain from illegal or inappropriate behavior that would deter from a positive image of oneself and USA Taekwondo.
12. One will maintain a positive attitude and act in a way that will bring honor to oneself, the staff, the sport of Taekwondo, USA Taekwondo and the United States of America.
13. One will remember that he/she is an ambassador of USA Taekwondo, his/her country and the Olympic movement.

USA Taekwondo recognizes that this Code does not establish a comprehensive set of rules that prescribes every aspect of appropriate behavior.

Participant's Printed Name

Participant's Signature

Date

Parent/Guardian's Printed Name

Parent/Guardian's Signature

Date

