



USA TEAM HANDBALL

MEN'S NATIONAL TEAM STAFF SELECTION PROCEDURES

IHF Emerging Nations Tournament North American and Caribbean Confederation Phase - 2019

12 March 2019

These procedures provide for selection of USA TEAM HANDBALL **MEN'S NATIONAL TEAM STAFF** for **IHF EMERGING NATIONS TOURNAMENT, North American and Caribbean Confederation**.

Responsibility of payment for allocated positions will be determined by USA TEAM HANDBALL.

1. Describe the specific competition position(s) that USA TEAM HANDBALL is requesting.

USA Team Handball Name - (Position)	Responsibility
Team Leader	Serve as primary point of contact and liaison between USATH and the IHF before, during and after the competition
Coach (Head Coach or Assistant Coach)	Prepare athletes/teams for success on the field of play.
Medical Staff	Provide appropriate medical care to the athletes

2. What are USA TEAM HANDBALL's criteria for the above Competition Staff position(s) (attach a job description, if any)?

USA TEAM HANDBALL Competition Staff must:

- 2.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USA Team Handball Background Check Policy prior to nomination.
 - 2.1.1 Should a nominee experience any event between the time the background check is conducted and the relevant competition that may change his/her background check status, the nominee must inform USA TEAM HANDBALL immediately.
- 2.2 Successfully complete the US Center for Safe Sport Training education and training program, and verified by the USA Team Handball staff
- 2.3 Possess a valid passport that does not expire until at least six months after the conclusion of the competition.
- 2.4 Demonstrate the ability to work effectively with the USA Team Handball staff and athletes.
- 2.5 Possess strong administrative, organizational capabilities, and demonstrate effective verbal and written communication skills.
- 2.6 Adhere to and enforce the USA Team Handball **Code of Conduct**, national team rules regarding behaviors and discipline at the competition.
- 2.7 Commit to and be available for entire duration of the competition.

- 2.8 Participate in the cultural and education program, as requested.
- 2.9 Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.10 Possess thorough knowledge and understanding of the IHF competition rules and regulations governing the sport

In addition to criteria 2.1 through 2.10 above, Coach(s) must:

- 2.11 Possess high level, specific technical and tactical knowledge for coaching the sport.
- 2.12 Demonstrate ability to establish harmonious relationships with athletes and other team staff and personnel.
- 2.13 Previously served as a head coach or assistant coach with the USA Senior, Junior or Youth National Team.
- 2.14 Possess thorough knowledge of the USA Men's National Team Athlete Pool.

- 3. Describe the process that candidates shall follow to express interest in being considered for the position, in each category below:

USA Team Handball will not solicit applications for the Staff Positions for the IHF Emerging Nations Tournament, North American and Caribbean Confederation Phase to be held, 6 - 14 April, 2019. The IHF Emerging Nations Tournament, North American Caribbean Confederation Phase Staff Positions will be filled by current USA Team Handball Employees and/or Contractors that meet the criteria in section #2.

Team Leader:

A posting of the job description for the Team Leader(s) position can be found on the USA Team Handball website: www.usateamhandball.org. All staff candidates interested in being considered for participation as a staff member for future competitions should inquiry with the USA Team Handball organization to learn about the certification and qualification process.

Coach(s):

A posting of the job description for the Coach(s) position can be found on the USA Team Handball website: www.usateamhandball.org. All staff candidates interested in being considered for participation as a staff member for future competitions should inquiry with the USA Team Handball organization to learn about the certification and qualification process.

Medical Staff:

A posting of the job description for the Team Leader(s) position can be found on the USA Team Handball website: www.usateamhandball.org. All staff candidates interested in being considered for participation as a staff member for future competitions should inquiry with the USA Team Handball organization to learn about the certification and qualification process.

- 4. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Competition Staff position(s) listed below:

USA Team Handball will not solicit applications for the Staff Positions for the IHF Emerging Nations Tournament, North American and Caribbean Confederation Phase to be held, 6 - 14 April, 2019. The IHF Emerging Nations Tournament, North American Caribbean Confederation Phase Staff Positions will be filled by current USA Team Handball Employees and/or Contractors that meet the criteria in section #2.

Team Leader:

All staff candidates interested in being considered for participation as a staff member for future competitions should inquiry with the USA Team Handball organization to learn about the certification and qualification process.

Coaches(s)

All staff candidates interested in being considered for participation as a staff member for future competitions should inquiry with the USA Team Handball organization to learn about the certification and qualification process.

Medical:

All staff candidates interested in being considered for participation as a staff member for future competitions should inquiry with the USA Team Handball organization to learn about the certification and qualification process.

5. Describe the removal of Competition Staff:

An individual who is to be selected to the above-listed Competition Staff position(s) by USA TEAM HANDBALL may be removed as a nominee for any of the following reasons, as determined by USA TEAM HANDBALL organizational policies and procedures.

- 5.1. Voluntary withdrawal. Competition Staff must submit a written letter to the USA TEAM HANDBALL Executive Director or Board of Directors.
- 5.2. Injury or illness as certified by a physician (or medical staff) approved by USA TEAM HANDBALL. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA TEAM HANDBALL, his/her injury will be assumed to be disabling and he/she may be removed.
- 5.3. Inability to perform the duties required.
- 5.4. Violation of USA TEAM HANDBALL'S Code of Conduct – located in Attachment A and at www.usateamhandball.org

Once the Competition Staff selections are made by USA TEAM HANDBALL, the organization has jurisdiction over the Competition Staff, at which time, in addition to any applicable USA TEAM HANDBALL Code of Conduct, all USA TEAM HANDBALL Forms apply. The USA TEAM HANDBALL Forms are available as part of Competition Registration prior to the respective competition.

6. Describe the replacement of Competition Staff:

In the event that the Selected Competition Staff member is unable to perform the duties of the position(s) for injury, illness, commits a 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 applicable criteria listed in #2 above and be selected through the same process as outlined in Sections 3 and 4.

7. Which group/committee will make the final approval of the position(s)?The Selection Committee which will be made up of the USA Team Handball's Organizational Leadership will be responsible for the final approval of the Team Leader, Head Coach, Assistant Coach and Medical Staff for the Inter-Continental Phase of the IHF Trophy Tournament.

8. Conflict of Interest:

An individual involved in the selection process who has a conflict of interest must disclose the information that puts him or herself in conflict, and recuse him or herself and not influence others regarding the discussions, meetings or decisions involving the selection of the Competition Staff position(s). If there is an issue concerning whether a conflict of interest exists, the USA TEAM HANDBALL Judicial Committee, as appropriate, shall determine whether a conflict of interest requires recusal.

9. Date of Selection:




The Competition Staff Selection Form with the Staff nominee's name, including the name of a replacement (if applicable), will be submitted to the on or before: 14 March 2018

10. Publicity/Distribution of Procedures:

The USA TEAM HANDBALL approved selection procedures (complete and unaltered) will be posted/published by USA TEAM HANDBALL by 12 March 2019, on the website at the following location:

Website: www.usateamhandball.org

10.1. Other (if any):

Position	Print Name	Signature	Date
USATH Interim CEO	Bob Djokovich		03/012/19
USATH Interim CEO	Dee Miller		03/12/19
USOC Athletes' Advisory Council Representative*	David Thompson		03/012/19

* 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/HPMO/PSO, he/she may submit those reasons in writing to his/her Sport Performance Team.

Attachment A

USA Team Handball Code of Conduct

USA Team Handball National Team Staff Members - I pledge to uphold the spirit of the USA Team Handball Code of Conduct (the "Code"), which offers a guide to my conduct as a member of the USA Team Handball National Team (the "Team"). I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code. I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the Team.

As a Member of the Team, I hereby promise and agree that I will abide by all rules related to the Team selection procedures as approved by USA Team Handball; have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct; will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities; will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the International Handball Federation (IHF) rules; am not currently serving a doping violation and/or do not have a pending or unresolved doping charge; will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors; am eligible to compete under the rules of USATH, USOC, PATHF, IHF, and will refrain from conduct detracting from my ability or that of my teammates to attain peak performance; will respect the property of others whether personal or public; will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse; will follow my Team's rules, including by way of example, rules regarding curfew and required attendance at team meetings; am aware that USA Team Handball sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Team Handball apparel at all official Team functions and events; will not conceal or cover-up any USA Team Handball sponsor, supplier or licensee brand or other identification appearing on my USA Team Handball apparel; agree to be filmed and photographed by the official photographer(s) and network(s) of USA Team Handball under conditions authorized by USA Team Handball and give event organizers and USA Team Handball the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the team on which I compete; in no event may USA Team Handball or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission; will not use or authorize the use of photographs, films or videos of myself in my USA Team Handball apparel or equipment or the use of the USA Team Handball logo for the purpose of trade, without the prior written consent of the USA Team Handball (which consent shall not be unreasonably withheld); will act in a way that is consistent with team unity and cohesiveness, and commit to not using my position with the USATH National Team for which I was selected to advance a personal agenda, whether financial, political, or personal, and will bring respect and honor to the United States, USA Team Handball, my teammates and myself, and will remember that at all times I am an ambassador for my sport, my country, and the Olympic Movement.

PARTICIPANT'S AFFIRMATION I have read and accept this Code of Conduct in its unaltered form. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the Team.

Name (print)

Signature

Date