

**USA TRIATHLON
GAMES STAFF SELECTION PROCEDURES
2019 ANOC WORLD BEACH GAMES
(Aquathlon)
January 25th, 2019**

These procedures provide for selection of USA Triathlon's **Games Staff** (Team Leader / Coach) for the 2019 ANOC World Beach Games. 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 the Team Leader/ Coach or Team Leader and Coach position(s) (attach a job description, if any)?

Team Leader/Coach 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 does not expire until at least six months after the conclusion of the Games.
- 1.3. Have the ability to work effectively with the USOC.
- 1.4. Have strong administrative, communication and organizational capabilities/skills.
- 1.5. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 1.6. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.7. Successfully complete the US Center for SafeSport safe sport awareness training and education program

In addition to criteria 1.1. through 1.17. above, Team Leader must:

- 1.8. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- 1.9. Have the NGB's approval to make financial decisions regarding the Team.

In addition to criteria 1.1. through 1.8. above, Coach(es) must:

- 1.10. Have proven ability coaching athletes who are World Beach Games age-eligible at the international level.

- 1.11. Possess specific technical and tactical knowledge of the sport, including knowledge and understanding of the IF rules and regulations governing the sport.
- 1.12. Possess a current USA Triathlon coaching certification and be in good standing with USAT High Performance National Team Coach contract requirements.

2. How will the NGB make known the Staff position(s) and/or application process?

USA Triathlon will make the staff position(s) and/or application process known by posting to the website: www.usatriathlon.org

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

USA Triathlon will not solicit applications for the Games Staff position(s). The Games Staff position(s) will be filled by current **USA Triathlon** employees and/or contractors.

In the event more Games Staff positions are filled than accreditations are assigned by the USOC, the High Performance General Manager (HPGM) will recommend position prioritizations to the USAT AAC Chair and USAT Triathlon Executive Director to be adopted.

Games Staff position prioritizations will be made using the following principles. These are in no particular order:

- Impact the individual's position will have on Team results. This includes consideration of the degree to which access to restricted areas is required for the Games Staff member to perform their function
- Individual's ability to critically and positively impact performance by establishing and maintaining harmonious relationships with athletes and Team personnel
- Individual's strength in strategic assessment and decision making which impact overall US outcomes, especially pertaining to the pursuit of gold medal performances
- Ability to prioritize Team needs ahead of those of a personally coached athlete (applicable to Personal Coach position)

4. Describe the removal of Games Staff:

An individual who is to be nominated to the above-listed Games Staff position(s) by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon.

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA Triathlon Executive Director/CEO/President.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by the USA Triathlon. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Triathlon, 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 USA Triathlon's Code of Conduct (Attachment A).

Once the Games Staff nomination(s) is/are accepted by the USOC, the USOC has jurisdiction over the Games Staff, at which time, in addition to any applicable USA Triathlon 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 Games Staff:

In the event that the Nominated Games Staff member is unable to perform the duties of the position(s) for 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 #3 above.

6. Which group/committee will make the final approval of the Games Staff position(s)?

The USAT AAC Chair, USAT High Performance General Manager & USAT CEO will make the final approval.

7. Conflict of Interest:

Any individual who is being considered for the Games Staff position(s) 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 Games Staff position(s). If there is an issue concerning whether a conflict of interest exists, the NGB's/HPMO's/PSO's Board or ethics Committee, as appropriate, shall determine if a conflict exists.

8. Date of Nomination:

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

June 24, 2019

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: www.usatriathlon.org

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

Position	Print Name	Signature	Date
USA Triathlon CEO	Rocky Harris		1/25/2019
USOC Athletes' Advisory Council Representative*	Erin Storie		1/25/2019

* 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 Triathlon (“USAT”) Non-Athlete Code of Conduct

I pledge to uphold the spirit of the USAT Code of Conduct (the “Code”), which offers a guide to my conduct as a coach or service provider of USAT. I acknowledge that I have a right to a hearing if I believe my opportunity to participate 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 membership status with USAT. [I further agree to any amendments and revisions to the USA Triathlon Code of Conduct that may take effect during the Term of this Agreement.](#)

As a coach or service provider of USAT, I hereby promise and agree that I:

- will abide by all Bylaws, rules, regulations, policies, and procedures of USA Triathlon, including, but not limited to, its SafeSport Policy;
- will abide by all rules, regulations, policies, and procedures of the U.S. Center for SafeSport, and submit without reservation to the jurisdiction of the U.S. Center for SafeSport;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of knowledge and professionalism that will permit my contribution to USAT to be at the maximum of my abilities;
- 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;
- will refrain from conduct detracting from my ability or that of USA Triathlon athletes to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of USA Triathlon, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- am aware that USA Triathlon sponsors, suppliers and licensees provide critical support for USA Triathlon and, in recognition of this fact, I will wear designated USA Triathlon apparel when required as a member of an International Triathlon Union (“ITU”) World Triathlon Series Finale Team, and at other events as required by USA Triathlon;
- will represent myself authentically in online communications as I interact with fans, team members, fellow competitors, governing bodies and sponsors (both current and potential; personal and USA Triathlon). I understand that remarks I make on social platforms can be considered “on the record” for the media, and I will avoid posting inflammatory statements or discussing sensitive, confidential and potentially divisive subjects. I will exercise good judgment and will be mindful to represent myself, my family, my sport, USA Triathlon and the spirit of Olympic competition in a positive way;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Triathlon under conditions authorized by USA Triathlon and give event organizers and USA Triathlon the right to use my name, image, picture, likeness, voice 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 USA Triathlon. In no event may USA Triathlon or the event organizers use or authorize the use of my name, image, picture, likeness, voice or biographical information for commercial purposes, including any use in a manner that would imply an endorsement of any company, product, or service, without my prior written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USA Triathlon apparel or equipment or the use of the USA Triathlon logo for the purpose of trade, without the prior written consent of USA Triathlon (which consent shall not be unreasonably withheld);
- will act in a way that will bring respect and honor to myself, my colleagues, USA Triathlon and the United States;
- will remember that at all times I am an ambassador for triathlon and the United States;

- know that, in addition to other crimes as discussed in USA Triathlon’s background screen procedures, the conviction of, imposition of a deferred sentence for, or any plea of guilty or no contest at any time, past or present, or the existence of any pending charges for (i) any felony, (ii) any offense involving use, possession, distribution or intent to distribute illegal drugs or substances, (iii) any crime involving sexual misconduct, or (iv) any crime involving a minor, may be cause for termination of this Agreement;
- will refrain from any nonconsensual sexual conduct, or unwelcome advance or other inappropriate sexually oriented behavior or action directed toward an athlete, staff, coach or any other person participating in any capacity in the affairs or activities of USA Triathlon (whether or not such person is a member of USA Triathlon);
- will refrain from the sale, distribution or acquisition of illegal drugs or the sale, distribution, or acquisition of any substance on the World Anti-Doping Agency’s (“WADA”) recognized list of banned substances (a doping violation will likely be adjudicated through the hearing procedures of the United States Anti-Doping Agency (“USADA”));
- will refrain from the possession or use of illegal drugs, including in the presence of an athlete;
- will not engage in any activity that contravenes the laws of the United States or the host country in which the activity is taking place;
- will not provide alcohol to an athlete who is under the legal age to consume or purchase alcohol;
- will refrain from the abuse of alcohol (i) in the presence of an athlete under the age of 21 or (ii) while serving in my USAT staff capacity, including, but not limited to, on an official USAT trip (camp or event);
- will refrain from participating in, permitting and/or condoning the physical, mental or emotional abuse of an athlete by any person who, in the context of triathlon, is in a position of authority over that athlete;
- will refrain from any act of fraud, deception or dishonesty in connection with any USA Triathlon-related activity;
- will refrain from using any obscene language or gesture or other threatening language or conduct directed toward any official, that is related to any decision made by such official at a USA Triathlon or ITU sanctioned competition or other event that I am attending in my role for USA Triathlon;
- will not violate any rules of conduct as established by the United States Olympic Committee (“USOC”), International Olympic Committee (“IOC”), USAT, ITU or person in authority leading an international team, including but not limited to department, curfew, practice, team meeting attendance, and timely attendance at competitions;
- will not talk to the media on behalf of USA Triathlon without prior approval from the USAT CEO about items not directly involving an athlete’s abilities or performance on the field of play;
- will refrain from any action or conduct that hinders or denies an equal opportunity to amateur athletes, coaches, trainers, managers, administrators and officials to participate in amateur athletic competition without discrimination on the basis of race, color, religion, age, sex or national origin as per the Ted’s Steven Olympic and Amateur Sports Act;
- will refrain from any intentional act, conduct or omission not provided for above, that is detrimental to the image or reputation of USA Triathlon, or the sport of triathlon;
- understand that USA Triathlon may mirror any sanctions imposed on me by the U.S. Center for SafeSport, USADA, WADA, IOC, USOC, or ITU.

PARTICIPANTS’ AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in this document as a condition of being selected to participate as a member of the Team.

Signature

Printed Name

Date