

**USA TRIATHLON
COACH SELECTION PROCEDURES
2016 PARALYMPIC GAMES
JANUARY 13, 2016 EDITED JUNE 27, 2016**

These procedures provide for selection of USA Triathlon Coach(es) for the 2016 Paralympic Games. However, accreditation allocation is not guaranteed and the number of Coach positions will be based on final USOC credential allocation and overall team size.

1. What are the NGB's/HPMO's criteria for Coach positions (attach a job description, if any)?

Coaches 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/HPMO 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. Be available for entire duration of the Games.
- 1.4. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.5. High level specific technical and tactical knowledge of sport.
- 1.6. Thorough knowledge and understanding of the ITU and USAT rules and regulations governing the sport.
- 1.7. Previous experience coaching teams at ITU Paratriathlon events.
- 1.8. Proven ability to establish harmonious relationships with athletes and personnel.
- 1.9. Proven record of performance with USAT and the USOC.
- 1.10. Minimum of a USAT Level 2 certified coach certification as of April 1, 2016.
- 1.11. Be available for camps and pre-Games training.

2. Describe the process that candidates should follow to express interest in being considered for a Coach position:

Head Coach (1):

USAT will publicize and post the Head Coach position and selection procedures at www.usatriathlon.org. USAT will solicit applications/interest for the Head Coach position. The application/request for interest will be emailed to the eligible contacts within the USAT coach membership database. Applications must be submitted to the Paratriathlon Program Manager by April 1, 2016.

Assistant Coach (up to 3):

USAT will publicize and post the Assistant Coach position(s) and selection procedures at www.usatriathlon.org. USAT will solicit applications/interest for the Assistant Coach position(s). The application/request for interest will be emailed to the eligible contacts within the USAT coach membership database. Applications must be submitted to the Paratriathlon Program Manager by April 1, 2016.

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

The Head Coach and Assistant Coach(es) will be selected from the pool of candidates who submitted an application by April 1, 2016 and meet the criteria listed above.

4. Describe the removal of a Coach:

An individual who is to be nominated as a Coach by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon:

- 4.1. Voluntary withdrawal. Coach nominee must submit a written letter to the USA Triathlon Executive Director.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by 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 a Coach nomination is accepted by the USOC, the USOC has jurisdiction over the Coach, 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/For-Athletes/Athlete-Ombudsman/Games-Info>

5. Describe the replacement of a Coach:

In the event that a Nominated Coach is unable to perform the duties of Coach 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 #3 above.

6. Which group/committee will make the final approval for the Coaches?

The Paratriathlon Program Manager and the USAT Executive Director will collectively recommend the candidate(s) to the USA Triathlon Board of Directors.

The USA Triathlon Board of Directors will approve the recommendation(s). The Board of Directors is composed of the following voting members: eight (8) general directors, three (3) athlete directors, and one (1) independent director.

7. Conflict of Interest:

Any individual who is being considered for a Coach 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 Coach.

8. Date of Nomination:



The Games Staff Nomination Form with the nominated Coach(es) name(s), including names of any replacements (if applicable), will be submitted to the USOC on or before: ~~June 30, 2016~~ July 26, 2016

9. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by the NGB/HPMO 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.

- 9.3. USA Triathlon Paratriathlon Newsletter e-mail

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Rob Urbach		6/27/16
USOC Athletes' Advisory Council Representative*	Sarah Reinertson		6/28/ 2016