

USA VOLLEYBALL
GAMES STAFF SELECTION PROCEDURES
2020 Olympic Games
Indoor Women & Men
November 21, 2017
AMENDED May 8, 2020

USOPC Role Name	Example Games Function
Team Leader	Team Leader
Coach	Coach, Assistant Coach, Consultant Coach
Technical Personnel	Tech Personnel, Statistics, Video
Medical Staff	Doctor, Physiotherapist, Medical Personnel, Massage Therapist, etc.

These procedures provide for selection of USA Volleyball’s **Games Staff** [Team Leader, Coach(es), and/or Additional Officials] for the 2020 Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOPC credential allocation and overall team size. Responsibility of payment for allocated accreditations will be determined by the USOPC and USA Volleyball.

1. Describe the specific Games Staff position(s) that USA Volleyball is requesting.

USOPC Role Name - (Games Function)	Responsibility
Team Leaders	Serve as primary point of contact and liaison between the USOPC and USA Volleyball before, during and after the Games.
Head Coach(es), Assistant Coach(es), Consultant Coach(es)	Prepare athletes/teams for success on the field of play.
Medical (<u>for example</u> , ATC, Physio, Physician, Massage)	Provide appropriate medical care to the athletes.
Technical Personnel, Statisticians, Video Analysts	Provide coaching staff and athletes with relevant data and video to prepare for success on the field of play.

2. What are USA Volleyball’s criteria for the above Games Staff position(s) (attach a job description, if any)?

USA Volleyball’s Games Staff must:

- 2.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOPC Games 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 Games that may change his/her background check status, the nominee must inform the NGB/HPMO/PSO and/or USOPC.
- 2.2 Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 2.3 Have the ability to work effectively with the USOPC.
- 2.4 Have strong administrative, communication and organizational capabilities/skills *(if applicable)*.
- 2.5 Be responsible for Team's adherence to all rules regarding discipline at the Games *(if applicable)*.
- 2.6 Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings *(if applicable)*.
- 2.7 Be available for entire duration of the Games *(if applicable)*.
- 2.8 Have the NGB's/HPMO's/PSO's approval to make financial decisions regarding the Team *(if applicable)*.
- 2.9 Possess high level, specific technical and tactical knowledge of the sport *(if applicable)*.
- 2.10 Have thorough knowledge and understanding of the IF rules and regulations governing the sport *(if applicable)*.
- 2.11 Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 2.12 Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.13 Be listed on NGB's/HPMO's/PSO's Long List and must have successfully completed all Games Registration requirements by stated deadline.
- 2.14 Participate in USADA training as required for position *(if applicable)*.
- 2.15 Have previous involvement with the National Team program, high performance programs or USAV operations *(if applicable)*.
- 2.16 Possess relevant experience with the sport of volleyball *(if applicable)*.
- 2.17 Have experience with international events in a team management, consultant, medical, technical or coaching role *(if applicable)*.
- 2.18 Successfully complete the USOPC SafeSport training.

In addition, Medical Personnel must:

- 2.19 Possess the appropriate certifications.
- 2.20 Pass a medical credential review in addition to the approved USOPC Games Background Check, which will be a combined check managed through USOPC Sports Medicine (separately arranged background checks will not be considered).
- 2.21 Meet the required experience and proficiency levels as determined by USOPC Sports Medicine and outlined in Attachment A and the documents found at

~~<http://www.teamusa.org/About-the-USOC/Athlete-Development/Sports-Medicine/Volunteer-Program.aspx>~~<https://www.teamusa.org/Team-USA-Athlete-Services/Medical/Sports-Medicine/Volunteer-Program>.

- 2.22 Be approved for nomination through the USOPC's Sports Medicine Division.

In addition, Coaches Must:

- 2.23 Possess a high level of specific technical and tactical knowledge of the sport.
2.24 Possess the ability to devise and implement a program of training and competition that leads to sustained competitive success.

In addition, Technical Personnel Must ~~(i.e. Ski Tech, Video Tech, etc...)~~:

- 2.25 Possess appropriate experience relative to the position/area of expertise for which they may be nominated.

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

Team Leader(s):

Applications for Team Leader Positions are not publicly solicited.

Coach(es):

Applications for Coach Positions are not publicly solicited.

Medical (*e.g., trainer, physical therapist, massage therapist, psychologist, nutritionist, sports medicine professional*):

Applications for Medical Positions are not publicly solicited.

Technical (*e.g., videotape and statistical consultants / scouts*):

Applications for Technical Positions are not publicly solicited.

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

Team Leader(s):

The Team Leaders will be recommended by the respective National Team Head Coaches, from individuals with relevant qualifications and experience as listed Section 2., to the Selection Review Committee for approval.

Coach(es)

The primary pool of candidates are the National Team coaches employed by USAV. In the event a National Team coach employed by USAV is unable to attend the Olympic Games in a coaching capacity due to reasons listed in Section 5 below, then currently employed national team coaches, and/or consultant, and/or or collegiate coaches that have relevant qualifications and experience with the National Team programs may be recommended as a replacement by the CEO to the Selection Review Committee for approval based on the criteria in Section 2.

Medical (*e.g., trainer, physical therapist, massage therapist, psychologist, nutritionist, sports medicine professional*):

The Medical Personnel will be recommended by the respective National Team Head Coaches, from individuals with relevant qualifications and experience as listed Section 2., to the Selection Review Committee for approval.

Technical (*e.g., videotape and statistical consultants / scouts*):

The Technical Personnel will be recommended by the respective National Team Head Coaches, from individuals with relevant qualifications and experience as listed Section 2., to the Selection Review Committee for approval.

5. Describe the removal of Games Staff:

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

- 5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to USA Volleyball's Executive Director/CEO/President.
- 5.2 Injury or illness as certified by a physician (or medical staff) approved by USA Volleyball. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Volleyball, 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 Volleyball's Code of Conduct. Reference by way of example <http://www.teamusa.org/USA-Volleyball/Membership/Forms-and-Information>. USA Volleyball approved forms will be updated and posted for the 2020-2021 ~~2019-2020~~ season).
- 5.5 No longer able to meet the required criteria in Sections 2 and 4 at the time of the Games.

Once the Games Staff nomination(s) is accepted by the USOPC, the USOPC has jurisdiction over the Games Staff, at which time, in addition to any applicable USA Volleyball Code of

Conduct, the USOPC's Games Forms apply. The USOPC's Games Forms are available as part of Games Registration prior to the respective Games.

6. 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 the applicable criteria listed in Section 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 Games Staff position(s)?

The Selection Review Committee which consists of the Chief Executive Officer, the ~~Chief of Sport Secretary General~~, and the AAC Representative.

8. Conflict of Interest:

An individual involved in the selection process who has a conflict of interest must disclose this information, and recuse him or herself and not influence others regarding the discussions, meetings or decisions involving the selection of the Games Staff position(s). If there is an issue concerning whether a conflict of interest exists, USA Volleyball's Board or Ethics Committee, as appropriate, shall determine if a conflict exists.

9. 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 USOPC on or before:

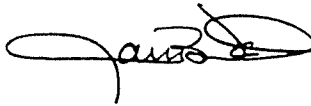
March 1, 2020.

10. Publicity/Distribution of Procedures:

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

10.1 Web site: www.usavolleyball.org
These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOPC.

10.2 Other (if any): N/A

Position	Print Name	Signature	Date
NGB/HPMO/PSO President or CEO/Executive Director	Jamie Davis		5/14/2020
NGB/HPMO/PSO Chief of Sport Secretary General	<u>Peter Vint</u> Kerry J.W. Klostermann	APPROVED BY EMAIL	5/15/2020
USOPC Athletes' Advisory Council Representative*	Chris Seilkop	APPROVED BY EMAIL	5/14/2020

* If the USOPC 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/HPMO/PSO, 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 USOPC AAC Representative, the NGB/HPMO/PSO must designate an athlete from that sport to review and sign the Selection Procedures.

Kerry Klostermann

From: Peter Vint
Sent: Friday, May 15, 2020 2:16 PM
To: Kerry Klostermann
Subject: Re: Amended Staff Selection Procedures - Olympics

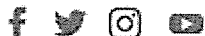
Hi Kerry – I approve both documents.

Peter



USAVolleyball

Peter Vint
Chief of Sport
4065 Sinton Rd., Ste. 200
Colorado Springs, CO 80907
T: (719) 228-6800



From: Kerry Klostermann <Kerry.Klostermann@usav.org>
Date: Friday, May 15, 2020 at 1:58 PM
To: Peter Vint <Peter.Vint@usav.org>
Subject: FW: Amended Staff Selection Procedures - Olympics

Hi, Peter would you please provide me with an approval email if signing and scanning is not an option, thanks, KK.



USAVolleyball

Kerry Klostermann
Secretary General
4065 Sinton Rd., Ste. 200
Colorado Springs, CO 80907
T: (719) 228-6800



Kerry Klostermann

From: Chris Seilkop <cseilkop@vfymca.org>
Sent: Thursday, May 14, 2020 12:12 PM
To: Kerry Klostermann
Subject: RE: Amended Staff Selection Procedures - Olympics

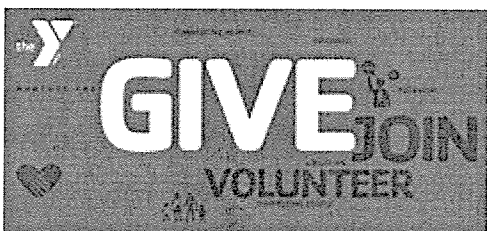
Hi Kerry,

All is well here and I hope you and the rest of the USAV staff are staying safe. I approve the amended procedures.

Chris Seilkop
President/CEO

VOLUSIA FLAGLER FAMILY YMCA
761. E. International Speedway Blvd, DeLand, FL 32724
(P) 386 738 9622
(E) cseilkop@vfymca.org (W) vfymca.org
(O) Facebook [@vfymca](https://www.facebook.com/vfymca) | Instagram [@vfymca](https://www.instagram.com/vfymca) | Twitter [@vfymca](https://twitter.com/vfymca)

The Y: We're for youth development, healthy living and social responsibility.



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From: Kerry Klostermann [mailto:Kerry.Klostermann@usav.org]
Sent: Thursday, May 14, 2020 12:28 PM
To: Chris Seilkop <cseilkop@vfymca.org>; Chris Seilkop <usav15@yahoo.com>
Cc: Carla L. Hall <Carla.Hall@usav.org>; Jamie Davis <jamie.davis@usav.org>; Peter Vint <Peter.Vint@usav.org>; Kerry Klostermann <Kerry.Klostermann@usav.org>
Subject: Amended Staff Selection Procedures - Olympics

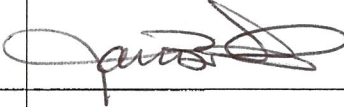

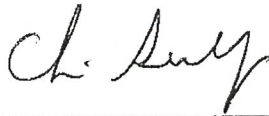
Hi, Chris and hope all is well. If OK would you please send me an email approving the amended procedures, thanks, KK.

Carla would you please use Jamie's stamp on the attached and return, and Peter can you sign and scan and return the signature page or if not send me an email approving? Thanks, KK.

10. Publicity/Distribution of Procedures:

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

- 10.1 Web site: www.usavolleyball.org
These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.
- 10.2 Other (if any): N/A

Position	Print Name	Signature	Date
NGB/HPMO/PSO President or CEO/Executive Director	Jamie Davis		12/1/17
NGB.HPMO/PSO Secretary General	Kerry J.W. Klostermann		12/1/17
USOC Athletes' Advisory Council Representative*	Chris Seilkop		11/30/17

* 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/HPMO/PSO, 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/HPMO/PSO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

USOPC Sports Medical Games Requirements

PURPOSE

The USOPC has developed medical requirements to ensure the safety of athletes during Games (Olympic, Paralympic, Pan American and Para Pan American, etc.). This policy addresses equipment requests and minimum standards for all NGBs/HPMOs/PSOs (NGBs from here forward) and medical providers attending games.

POLICY

1. Requests

NGBs **must identify medical support requests to the USOPC Sports Medicine department.** These requests must specify any supplies, equipment, and other medical support provided at the Games. Anti-doping concerns or comments should also be identified. Collected information will be reviewed by the USOPC Managing Director of sports medicine who will then identify and communicate the level of support to be provided by USOPC Sports Medicine. Any changes to the requested sports medicine support should be immediately forwarded to USOPC Sports Medicine. In cases where medical services or materials are not identified, the USOPC cannot guarantee support for additional or late requests because of time, budget and other factors.

2. NGB Health Care Providers

NGBs must nominate and allocate Games credentials to NGB identified health care provider(s) to support the NGB sports medicine needs during the games. Any potential NGB medical provider who *could* be nominated to provide services must be identified by the NGB no later than the due date for the respective Games Long List. Additionally, all NGB medical providers must meet the criteria as identified in the NGB's approved Additional Officials Selection Procedures, along with the additional criteria outlined below.

The medical staffing list will include anyone who will potentially be credentialed by the NGB and/or use a day pass to provide services at an Olympic/Paralympic Village or a High Performance Training Center. Health care providers must meet minimum qualification standards which are identified below by their specialty without exception. NGBs must ensure their identified medical staff can meet these standards prior to advancing their nomination for a Games credential or day pass access. If the provider is not licensed in the United States, they may be ineligible to be credentialed. In order to meet expected standards of care and mitigate risk management issues, selected provider(s) **must** meet the below minimum qualifications in addition to the Selection Procedures criteria to provide medical services at games. These qualifications include:

- 1) Meet all criteria identified in the USOPC Volunteer Program Application for specific specialty (Attachments located at www.teamusa.org/medicalvolunteer). On occasion, specific supporting documentation will be requested at the discretion of USOPC Sports Medicine.
- 2) Successfully pass a medical credential review and criminal background check at or above USOPC standards with the National Center for Safety Initiatives (NCSI)
- 3) Review of the venue emergency action plan with USOPC Sports Medicine staff prior to the first scheduled practice or event.
- 4) Complete required Medical Team Education Modules addressing Anti-Doping, Safe Sport and/or other prerequisite training.

Appendix: Location of criteria:

- Athletic Trainer Qualification Criteria – located at www.teamusa.org/medicalvolunteer
- Physical Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Doctor of Chiropractic Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Physician Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Massage Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer