

**U.S. Ski & Snowboard  
GAMES STAFF SELECTION PROCEDURES  
2020 YOUTH OLYMPIC GAMES  
(Cross Country)  
February 2019**

These procedures provide for selection of U.S. Ski & Snowboard **Games Staff** (Team Leader / Coach) for the 2020 Youth Olympic Games. Accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. 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 available for entire duration of the Games.
- 1.7. Participate in the cultural and education program, as requested.
- 1.8. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.9. Successfully complete the USOC's safe sport awareness training and education program
- 1.10. Have the proven ability to maintain harmonious relationships with athletes and other Team personnel.
- 1.11. Have specific experience, certification, etc., necessary to perform the position at the elite level.
- 1.12. Have a minimum of level 100 U.S. Ski & Snowboard Cross Country coach's certification

In addition to criteria 1.1. through 1.12. above, Team Leader must:

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

In addition to criteria 1.1. through 1.14. above, Coach(es) must:

- 1.15. Have proven ability coaching athletes who are YOG age-eligible at the international level.
  - 1.16. Possess specific technical and tactical knowledge of the sport, including knowledge and understanding of the IF rules and regulations governing the sport.
2. The USOC approved selection procedures (complete and unaltered) will be posted/published by U.S. Ski & Snowboard in the following locations:
  - 2.1. Website: [www.us Ski and Snowboard.org](http://www.us Ski and Snowboard.org)  
These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.
3. Games Staff position(s) candidates will be identified and considered according to the following criteria:
  - 3.1. U.S. Ski & Snowboard will select U.S. Ski & Snowboard staff and contractors (first priority) for the position of Cross Country coach.
4. An individual who is to be nominated to the above-listed Games Staff position(s) by U.S. Ski & Snowboard may be removed as a nominee for any of the following reasons, as determined by U.S. Ski & Snowboard.
  - 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to U.S. Ski & Snowboard Executive Director/CEO/President.
  - 4.2. Injury or illness as certified by a physician (or medical staff) approved by U.S. Ski & Snowboard. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Ski & Snowboard, 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 U.S. Ski & Snowboard's [Code of Conduct](#).

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 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 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 and #3 above.

**5.1** In the event that U.S. Ski & Snowboard staff and contractors are unable to attend, a pool of candidates will be selected by U.S. Ski & Snowboard based on previous experience with aforementioned teams.

5.2 Once the pool of candidates is created the Sport Development Manager will identify the candidates that best meet the criteria outlined in 1.1 – 1.16 above and will make a recommendation to the U.S. Ski & Snowboard CEO, U.S. Ski & Snowboard Executive Vice President of Athletics and the U.S. Ski & Snowboard Athlete Representative to the USOC for the position of Cross Country coach for their final approval.

6. 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).



7. 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: November 4<sup>th</sup>, 2019.

8. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by U.S. Ski & Snowboard in the following locations:

- 8.1. Website: [www.us Ski and snowboard.org](http://www.us Ski and snowboard.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
U.S. Ski & Snowboard CEO	Tiger Shaw		4/8/19
USOC Athletes' Advisory Council Representative*	Holly Brooks		3/20/19

\* 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, U.S. Ski & Snowboard must designate an athlete from that sport to review and sign the Selection Procedures.

