

**U.S. SKI & SNOWBOARD
GAMES STAFF SELECTION PROCEDURES
OLYMPIC WINTER GAMES – BEIJING 2022
SKIING AND SNOWBOARDING – ALL DISCIPLINES
December 1, 2021**

These procedures provide for selection of **U.S. Ski & Snowboard Games Staff** [see following table for a list of positions] for the Olympic Winter Games – Beijing 2022. 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 U.S. Ski & Snowboard.

1. Games Staff positions that U.S. Ski & Snowboard is requesting.

Games Staff Role	Responsibility
Team Leader(s)	Serve as primary point of contact and liaison between the USOPC and U.S. Ski & Snowboard before, during and after the Games.
Coaches	Prepare athletes/teams for success on the field of play.
Medical Staff (e.g., ATC, Physical Therapist, Medical Doctor, Massage Therapist)	Provide appropriate medical care to the athletes.
Administrative Personnel (e.g., Chief of Staff, Sport Directors, High Performance Director, Medical Director, Athletic/Team Coordinators, Communications Director, Covid liaison)	Management and coordination of assigned members of the U.S. Ski & Snowboard delegation.
High Performance Personnel (e.g., Psychologist, Conditioning, Technical Advisor, Dietician, Chef, Uniform Tailor, Film Coach)	Service providers to carry out high performance strategies.

2. U.S. Ski & Snowboard criteria for the above-mentioned Games Staff position(s).

U.S. Ski & Snowboard Games Staff must:

- 2.1. Undergo a background screen in accordance with the current [USOPC Games Background Check Policy & Procedures](#) 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 U.S. Ski & Snowboard and the 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 as applicable for the specific role.
- 2.5. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 2.6. Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings, as applicable.
- 2.7. Be available for entire duration of the Games, if requested.
- 2.8. Have U.S. Ski & Snowboard's approval prior to making any financial decisions regarding the Team.
- 2.9. Possess high level, specific technical and tactical knowledge of the sport as needed for the specific role.
- 2.10. Have thorough knowledge and understanding of the IF rules and regulations governing the sport as needed for the specific role.
- 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 a currently employed staff member or contractor of U.S. Ski & Snowboard.
- 2.14. Be listed on U.S. Ski & Snowboard's Long List.
- 2.15. Successfully complete all Games Registration requirements by stated deadlines.
- 2.16. Participate in the appropriate anti-doping training as required for the Games Staff position by stated deadline.
- 2.17. Successfully complete the appropriate U.S. Center for SafeSport's online training module(s) by stated deadline.
- 2.18. Be fully vaccinated against Covid-19.

In addition, Medical Personnel must:

- 2.19. Possess the appropriate professional 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. (www.teamusa.org/medicalvolunteer)
- 2.22. Complete the mandatory Games training prior to the Games.
- 2.23. Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.24. Fulfill all requests and meet deadlines for any required information or documentation such as the submission of a temporary licensing application (to practice medicine at the Games) and medical equipment submission requirements.

In addition, Administrative Personnel must:

- 2.25. Possess appropriate experience and/or certifications relative to the position/area of expertise for which they may be nominated.
 - 2.26. As Chief of Staff, handle overall management and coordination of entire U.S. Ski & Snowboard delegation. Overall coordination with USOPC.
 - 2.27. As Sport Director, manage and coordinate relevant members of the U.S. Ski & Snowboard delegation as assigned by discipline (Alpine, Snowboarding/Freeskiing/Freestyle, Cross Country, and Nordic).
 - 2.28. As High Performance Director, manage and coordinate high performance personnel (conditioning directors, sport science, technology, etc.) and high performance strategies.
 - 2.29. As Medical Director, manage and coordinate all medical personnel and overall medical strategy.
 - 2.30. As Communications Director, manage and coordinate the activity of all Press Officers.
 - 2.31. Athletic/Team Coordinators, support management of the delegation and coordination with USOPC.
 - 2.32. As Covid Liaison, manage and coordinate covid-mitigation practices and procedures and coordinate efforts with USOPC Covid Liaisons.
 - 2.33. As Uniform Tailor, modify competition apparel to the specification of the Team and athletes.
 - 2.34. As Film Coach, film all practice and competition for snowboarding or freeskiing to the specifications of the Head Coach.
3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

U.S. Ski & Snowboard will not solicit applications for the Games Staff position(s) listed above as these position(s) will be filled by current U.S. Ski & Snowboard employees and/or contractors.

4. Removal of Games Staff:

An individual who is 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 the U.S. Ski & Snowboard President and CEO.
- 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 the [U.S. Ski & Snowboard Code of Conduct](#).
- 4.5. No longer able to meet the required criteria in Section 2 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 U.S. Ski & Snowboard 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.

5. 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 the applicable criteria listed in Section 2 above.

6. Group/Committee to provide final approval of the Games Staff position(s).

- U.S. Ski & Snowboard President and CEO
- U.S. Ski & Snowboard Chief of Staff
- Athlete Representative designated by the U.S. Ski & Snowboard Athletes' Council

7. 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, the U.S. Ski & Snowboard Board or Ethics Committee, as appropriate, shall determine if a conflict exists.

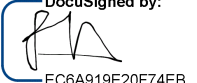
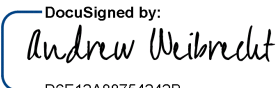
8. Date of Nomination:

Nominations of Games Staff, including the names of any replacements, will be submitted to the USOPC on or before November 30, 2021.

9. Publicity/Distribution of Procedures:

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

- 9.1. Web site: <https://www.usskiandsnowboard.org/sport-programs/criteria>
These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOPC.
- 9.2. Other (if any): N/A

Position	Print Name	Signature	Date
U.S. Ski & Snowboard President & CEO	Sophie Goldschmidt		12/3/2021 10:48 AM MST
USOPC Athletes' Advisory Council Representative*	Andrew Weibrecht		12/3/2021 9:28 AM MST

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