



**USA  
GYMNASTICS**

**USA Gymnastics  
TEAM LEADER SELECTION PROCEDURES  
2012 Olympic Games  
Men's Artistic, Women's Artistic, Rhythmic and Trampoline  
December 8, 2011**

These procedures provide for selection of USA Gymnastics' Team Leader(s) (one per discipline) for the 2012 Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. What are USA Gymnastics criteria for Team Leader position (attach a job description, if any)?

Team Leader must:

- 1.1. Successfully pass the approved USOC Games Background Check.
  - 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. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
  - 1.7. Be available for entire duration of the Games.
  - 1.8. Have the USA Gymnastics' approval to make financial decisions regarding the Team.
  - 1.9. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
  - 1.10. Be a current program administrator or National Team Coordinator.
  - 1.11. Have experience working with USA Gymnastics national team members and coaches.
  - 1.12. Have previous work experience with the USOC.
  - 1.13. Have experience in a leadership role at international competition.
2. Describe the process that candidates should follow to express interest in being considered for the Team Leader position(s)?

The Team Leader positions will not be posted or publicized. USA Gymnastics has staff members who work as program administrators/National Team Coordinators

in each discipline and these will be the only individuals identified for serving as a Team Leader.

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Team Leader position:

The respective Program Committee or Selection Committee for each discipline will recommend a team leader candidate based on the criteria listed in #1.

4. Describe the removal of Team Leader:

An individual who is to be nominated as the Team Leader by the USA Gymnastics may be removed as a nominee for any of the following reasons, as determined by the USA Gymnastics.

- 4.1. Voluntary withdrawal. Team Leader nominee must submit a written letter to USA Gymnastics' President.
- 4.2. Injury or illness as certified by a USA Gymnastics approved physician (or medical staff). If the individual refuses verification of his/her illness or injury by a USA Gymnastics approved physician (or medical staff), 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 USA Gymnastics' Code of Ethics (Attachment A).

Once a Team Leader nomination is accepted by the USOC, the USOC has jurisdiction over the Team Leader, at which time, in addition to any applicable USA Gymnastics Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply.

5. Describe the replacement of Team Leader:

In the event that the Nominated Team Leader is unable to perform the duties of Team Leader, 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. Who will make the final approval of the Team Leader?

The President of USA Gymnastics.

7. Conflict of Interest:

Any individual who is being considered for the Team Leader 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 Team Leader.

8. Date of Nomination:

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

March 15, 2012



9. Publicity/Distribution of Procedures:

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

9.1. Web site: [www.usagym.org](http://www.usagym.org)

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

9.2. Other (if any): n/a

Position	Print Name	Signature	Date
President/CEO	Steve Penny		12/15/2011
USOC Athletes' Advisory Council Representative*	David Durante		12/15/2011

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

## **USA GYMNASTICS CODE OF ETHICS**

### **I. Introduction**

The mission of USA Gymnastics is to encourage participation and the pursuit of excellence in all aspects of gymnastics. USA Gymnastics grants the privilege of membership to individuals and organizations committed to that mission. The privilege of membership may, therefore, be withdrawn by USA Gymnastics at any time where USA Gymnastics determines that a member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

In order to assist all members to better serve the interests of those who participate in gymnastics, USA Gymnastics has adopted the Ethical Code which follows. This Code is not intended to establish a set of rules that will, by inclusion or exclusion, prescribe the appropriate behavior for USA Gymnastics' members in every aspect of their participation in the sport. Rather, the Code offers general principles to guide the conduct, and the judicious appraisal of conduct, of all USA Gymnastics' members (including employees and agents of USA Gymnastics) in situations that have ethical implications.

This Code cannot further ethical conduct in the sport of gymnastics; that can only come from the personal commitment of the participants in the sport to behave ethically. This Code is offered instead to guide and to affirm the will of all of USA Gymnastics' members to safeguard the best interests of the sport by acting ethically at all times.

### **II. Elements of the Code**

#### **A. Participant Relationships.**

Members of USA Gymnastics are charged with the responsibility for contributing to an environment which makes participation in the sport a positive and rewarding experience. In order to achieve that result, each professional member has a special obligation to make decisions based on the best interest of the athlete. It is inconsistent with this obligation for any member to:

1. Fail to follow the safety guidelines established by USA Gymnastics, or otherwise knowingly subject a participant to unreasonable physical or emotional risk.
2. Engage in conduct which is unfair including, in particular, attempting to injure, disable or intentionally interfere with the preparation of a competitor.

3. Engage in conduct toward another participant in the sport which is abusive. USA Gymnastics recognizes that the process for training and motivating athletes will vary with each coach and each athlete, but it is nevertheless incumbent on everyone involved in the sport to support the development and use of motivational and training methods that avoid conduct which is, or is likely to be perceived as being, abusive.
4. Discriminate in the provision of resources or opportunities to any member or prospective member on the basis of race, sex, creed, sexual orientation, age, national origin or mental or physical disability.
5. Attempt to intimidate, embarrass or improperly influence any individual responsible for judging or administering a competition.
6. Engage in business practices directed toward another member which are determined by a court, or other similar adjudicatory body, to be unethical, illegal or a breach of contract.

B. Participation.

Any USA Gymnastics' activity or event should be open to any member properly qualified under the rules of that activity or event, and every member participating in a USA Gymnastics' activity or event has an obligation to participate to the best of their abilities. It is inconsistent with this obligation for any member to:

1. Restrict the ability of a member to qualify for or participate in competition because of the member's association with a particular organization or individual or because of that member's race, sex, creed, sexual orientation, age, national origin or mental or physical disability.
2. Participate as a judge, coach, athlete or administrator in any activity where that judge, coach or athlete is inadequately prepared, unable to participate or fails to participate to the best of his or her ability.
3. Engage in behavior which is so disorderly or inappropriate as to interfere with the orderly conduct of the activity or other members' participation in, or enjoyment of, the activity.

C. Responsibility.

A member of USA Gymnastics has a responsibility to the sport of gymnastics and the rules and regulations which govern it. It is inconsistent with this obligation for any member to:

1. Knowingly misrepresent the policies or actions of USA Gymnastics or its authorized representatives.
2. Fail to resort in the first instance to the established procedures for challenging a competitive result, contesting a team selection decision, complaining about the conduct of another member, or attempting to reverse a policy adopted by USA Gymnastics.
3. Breach the duty to maintain appropriately established confidences of USA Gymnastics or its members.

4. Knowingly make false certifications on membership or event sanction applications or otherwise regarding the involvement of persons permanently ineligible for USA Gymnastics membership with regard to club, event, or advertised activities.

D. Communication.

Members of USA Gymnastics have a duty to communicate honestly and openly with the organization and its members. It is inconsistent with this obligation for any member to:

1. Misrepresent competitive achievements, professional qualifications, education, experience, eligibility, criminal record or affiliations.
2. Knowingly disseminate false or misleading information about another member.
3. Withhold from athlete members information or resources likely to enhance the athletes' enjoyment of the sport or reduce their risk of injury or illness.
4. Fail to consult with or inform fully the athlete or the athlete's parents about opportunities made available to the athlete involving competitions, commercial activities or recognition.
5. Misrepresent the nature or extent of an injury in order to decline an invitation to participate in or withdraw from a competition assignment, training camp or other similar activity.
6. Misrepresent the nature or extent of an injury in order to participate in (or cause an athlete to participate in) a competition, training camp or other similar activity when such participation is inconsistent with the appropriate medical response to the injury.

E. Alcohol and Drug Abuse.

Members of USA Gymnastics must ensure that the sport is conducted in an environment free of drug or alcohol abuse. It is inconsistent with this obligation for any member to:

1. Use or provide to a third party any drug proscribed by applicable federal, state or municipal law.
2. Assist or condone any competing athlete's use of a drug banned by the International Olympic Committee, United States Olympic Committee, Federation Internationale de Gymnastique, USA Gymnastics, or National Collegiate Athletic Association, or, in the case of athlete members, to use such drugs or refuse to submit to properly conducted drug tests administered by one of those organizations.

3. Provide alcohol to, or condone the use of alcohol by, minors, abuse alcohol in the presence of athlete members or at USA Gymnastics' activities or, in the case of athlete members, consume alcoholic beverages while a minor.

F. Criminal Conduct.

Members of USA Gymnastics are expected to comply with all applicable criminal codes. This obligation is violated by any member who has been convicted of or has entered a plea of guilty or no contest to a criminal charge or indictment involving sexual misconduct, child abuse, or conduct that is a violation of a law specifically designed to protect minors, and, depending on the nature of the crime, may be violated by any member who has been convicted of or has entered a plea of guilty or no contest to any felony charge or indictment involving conduct other than that specifically described above.

G. Sexual Misconduct.

Members of USA Gymnastics are expected to promote a safe environment for participants, coaches, officials, volunteers and staff in all gymnastics disciplines, which includes an environment free from sexual misconduct. It is inconsistent with this obligation for any member to:

1. Solicit or engage in sexual relations with any minor.
2. Engage in any behavior that utilizes the influence of a professional member's position as coach, judge or administrator to encourage sexual relations with an athlete or participant.
3. Engage in sexual harassment by making unwelcome advances, requests for sexual favors or other verbal or physical conduct of a sexual nature where such conduct creates an intimidating, hostile or offensive environment.

H. Sexual Relationships.

Professional Members of USA Gymnastics must protect the integrity of the sport and the interests of the athletes they serve by avoiding sexual relationships with athletes except where the capacity and quality of the athlete's consent to enter that relationship is beyond question.

I. Professional and Athletic Development.

Members of USA Gymnastics should strive to increase their level of proficiency and skill. To fulfill this obligation professional members should:

1. Participate in continuing education programs such as Safety/Risk Management Certification or other curriculum made available by USA Gymnastics University.

2. Remain current on safety, health and training developments relevant to the sport and seek advice and counsel of colleagues and experts whenever such consultation is in the best interests of the athlete.

J. Conflict of Interest.

Members of USA Gymnastics are responsible for avoiding both actual and perceived conflicts of interest in the conduct of business on behalf of the organization. It is inconsistent with this obligation for any member to:

1. Use, or be perceived as using, USA Gymnastics' properties, services, opportunities, authority or influence to gain private benefit.
2. Fail, as an employee, director, officer or committee member of USA Gymnastics, to complete an annual conflict of interest of form, or fail to complete that form accurately.
3. Incur expenses in furtherance of USA Gymnastics' business which are unreasonable, unnecessary, or unsubstantiated.
4. Participate in the deliberation or decision making process about any issue for which the member has a direct financial interest.

**III. Enforcement of Code**

Compliance with this Code depends primarily upon understanding and voluntary compliance, secondarily upon reinforcement by peers, and, when necessary, upon enforcement through disciplinary action.

Any individual who believes that a member of USA Gymnastics has failed to meet his or her obligations under this Code is, under all but the most egregious circumstances, encouraged to first address that concern directly to that member. If that action does not result in a satisfactory resolution, the individual may file a written complaint with the President, program director or other appropriate staff member of USA Gymnastics. That complaint must be signed and state specifically the nature of the alleged misconduct. Upon review of the complaint and, where appropriate, additional discussions with the complainant and/or member who is the subject of the complaint, the President may:

1. Determine that the complaint does not merit further action,
2. Counsel the member who is the subject of the complaint and record both the complaint and the nature of the counseling in the member's permanent record,
3. Refer the complaint, as appropriate, to the state or regional chairs/committees or affiliated organization, or
4. Process the complaint under the member misconduct or grievance procedures of USA Gymnastics' Bylaws.