

**USA GYMNASTICS  
ATHLETE SELECTION PROCEDURES  
2012 OLYMPIC GAMES  
Men's Artistic Gymnastics  
July 7, 2011**

**1. SELECTION SYSTEM**

1.1. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:

1.1.1. Citizenship:

Athletes must be U.S. Citizens at the start of the 2012 Visa Championships and, at the time of nomination, hold a current U.S. Passport valid through March 2013.

Eligibility rules may be found in the Men's Rules and Policies at [http://www.usa-gymnastics.org/pages/men/pages/rules\\_policies.html](http://www.usa-gymnastics.org/pages/men/pages/rules_policies.html)

1.1.2. Minimum International Federation (IF) standards for participation (if any):

The minimum age requirement will follow International Gymnastics Federation (FIG) statutes which for artistic men's gymnastics is 16 years old by December 31, 2012.

Athlete must hold a current FIG athlete license.

1.1.3. Other requirements (if any):

Must be a current USA Gymnastics Athlete member.

1.2. Tryout Events:

1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

- The 2012 Visa Championships will be conducted on June 7 -10, 2012 in St. Louis, Missouri.
- The 2012 U.S. Olympic Team Trials - Gymnastics will be conducted on June 28 - July 1, 2012 in San Jose, California.

These two events will be referred to as the Selection Events.

1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1. (if any).

- a. Athletes may qualify to compete in the 2012 Visa Championships through the following methods:
  - Senior National Team members who are named following the 2012 Winter Cup Challenge being held on February 2 - 4, 2012 in Las Vegas, Nevada.
  - Qualify to the 2012 Visa Championships based on the National Points Ranking System from the 2012 National Qualifier to be held on or about May 5 at a site to be determined (posted on the USA Gymnastics web site a minimum of 45 days prior to the event). The minimum number of athlete positions available from the qualifier will be a total of 14 athletes.
  - The top six (6) all around athletes (U.S. citizens) based on the final all around results from the 2012 NCAA Men's Gymnastics Championships will automatically qualify to the 2012 Visa Championships. The Men's Program Committee (MPC) may invite additional athletes, up to 12 athletes total (including the six automatically qualified all around athletes), who participate in the 2012 NCAA Championships, being held April 19 - 21 in Norman, Oklahoma, based on the determination that their performance at the 2012 NCAA Championships would make them competitive with the field at the 2012 Visa Championships. This determination will be carried out in the following manner for those athletes who do not automatically qualify by all around results:
    - i. The athlete must submit a video of his competition from one complete session of competition at the 2012 NCAA Championships (may not include routines performed in separate sessions). To be eligible for consideration the athlete's video must be addressed to the Men's Program Director and received at USA Gymnastics no later than close of business on Friday, April 27, 2012.
    - ii. A minimum of two representatives of the MPC, who hold an FIG Brevet rating, will judge the submitted routines using current FIG rules.
    - iii. The final scores derived from the submitted 2012 NCAA Championships videotaped routines will be compared to the scoring results of the 2012 National Qualifier to insure

that the additional NCAA athletes would be competitive with the field of athletes from the 2012 National Qualifier. Based on this review the MPC may determine to approve up to 12 athletes total (including the six automatically qualified all around athletes) from the 2012 NCAA Championships to the 2012 Visa Championships.

- iv. If less than 12 athletes from the 2012 NCAA Championships are approved to compete at the 2012 Visa Championships, then any unused positions will come from the rank order points results of the 2012 National Qualifier.
- An athlete who is unable to participate in the 2012 National Qualifier may petition to compete in the 2012 Visa Championships using the process described in 1.3.b. unless that athlete was a participant at the 2012 NCAA Championships.

- b. Athletes may qualify to compete in the 2012 U.S. Olympic Team Trials - Gymnastics through the following method:
  - Qualify to the 2012 U.S. Olympic Team Trials - Gymnastics by being named to the Senior National Team following the 2012 Visa Championships. The process for earning a position on the Senior National Team will be published a minimum of 45 days prior to the start of the 2012 National Qualifier.
  - An athlete who is unable to participate in the 2012 Visa Championships may petition to compete in the 2012 U.S. Olympic Team Trials - Gymnastics using the process described in 1.3.b.

- 1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process to become Team nominees (include maximum Team size).

The U.S. Olympic Team will be comprised of five (5) athletes who will be nominated to the USOC. Up to three (3) replacement athletes will also be determined. The top two all around athletes, based on the combined final results of the 2012 Visa Championships and U.S. Olympic Team Trials - Gymnastics (final results as defined in 1.3.a.3.i. below), will automatically qualify to the Olympic Team as long as each athlete also places within the top three scores on three of the six individual events. The remaining three (3) athletes and the replacement athletes will be determined by the 2012 Olympic Games Selection Committee (Selection Committee) from among the competitors at the U.S. Olympic Team Trials - Gymnastics or petitioned

athletes. Up to five (5) athletes may be selected if no athlete meets the automatic qualification criteria.

Two athletes - either automatically qualified or selected - will be identified immediately following the end of the men's competition at the U.S. Olympic Team Trials with the remaining three Olympic Team athletes and the replacement athletes selected within 24 hours at the U.S. Olympic Team Trials - Gymnastics.

- a. Process for the selection of the five team members and up to three replacement gymnasts for the 2012 Olympic Games Team:
  1. Place first or second in the all around at the conclusion of the 2012 Olympic Team Trials - Gymnastics using the final results as defined in 3.i. below. To be eligible for automatic selection, a Team Member must be a participant in the 2012 Olympic Team Trials - Gymnastics. In addition, to be eligible for automatic selection, the first and/or second place all around athlete(s) must have placed in the top three on three of the six events using the final results. Athletes who place first or second in the all around, but do not place in the top three on three different events may be selected to the team as provided for in items 2 through 5 below.
  2. Selected athletes will be chosen from among the 2012 Olympic Team Trials - Gymnastics competitors or from petitions to the 2012 Olympic Games Team.
  3. The Selection Committee will consider the following factors when selecting the remaining three to five Olympic Team members and potential replacement athletes (up to three):
    - i. The Final Results will be determined using combined results from both the 2012 Visa Championships and 2012 Olympic Team Trials. The results at the 2012 Visa Championships and the 2012 Olympic Team Trials **may** be weighted (i.e., 40% for the Visa Championships with 20% for day one results and 20% for day two results and 60% for the Olympic Team Trials - Gymnastics with 30% for day one results and 30% for day two results). An athlete who is not able to complete the 2012 Visa Championships or the 2012 Olympic Team Trials - Gymnastics will have his scores count equally for all sessions competed (i.e., two days of competition would count 50% + 50% = 100%). The Men's Program Committee will determine and publish any weighting of the results a minimum of 45 days prior to the start of the 2012 National Qualifier. Note: An athlete who fails to complete the

- 2012 Visa Championships must qualify to the 2012 Olympic Trials - Gymnastics through the petition process.
- ii. The percentage of hit routines by the gymnast in the Selection Events.
  - iii. Start values (D Score) on each apparatus from the 2012 Olympic Games Selection Events.
  - iv. Execution (E Score) on each apparatus from the 2012 Olympic Games Selection Events.
  - v. Points ranking system derived from the 2012 Olympic Games Selection Events competitive results. The National Points Ranking System will be published no less than 45 days prior to the 2012 National Qualifier.
  - vi. Past domestic and international performance and experience including type, frequency and level of domestic and international competitions and routine hit percentage in those events.
  - vii. Demonstrated professional attitude and ability to positively contribute to the team dynamic.
  - viii. Any physical, training or performance factor which might inhibit peak performance at the 2012 Olympic Games.
4. The Selection Committee will consider the information noted in number 3 above in the following prioritized manner.
- i. The results from the 2012 Olympic Games Selection Events will be used to identify the teams which would produce the highest team score for the five man team, four athletes compete, three scores count in the preliminary team competition and also for the five man team, three athletes compete and all three scores count in the team finals format.
  - ii. The start values (D Score) of all potential team members will be factored into the process of selecting the final team.
  - iii. The execution (E Score) of all potential team members will be factored into the process of selecting the final team.
  - iv. The remaining factors, the National Points Ranking System, past domestic and international experience and other factors as listed above will be considered by the committee only in the event that a final decision identifying the team members cannot be reached using the competition results, start values and execution factors.
5. The Selection Committee will name a minimum of two members of the Olympic Team at the 2012 Olympic Team Trials - Gymnastics immediately following the conclusion of the final day of competition. These two members will be the automatically selected athletes based on the all around ranking or, in the case that the all-around athletes do not qualify for automatic selection, up to two selected members.

The remaining Olympic Team members (equal to the remaining three team positions and replacement positions) will be named within 24 hours of the conclusion of the men's competition.

b. PETITIONS

1. Petition Rights: USA Gymnastics will allow athletes with a specific injury, illness or unusual circumstance, which prohibits the athlete from participating in the competitive process, to petition USA Gymnastics for the right to:
  - i. Enter the 2012 Visa Championships as determined by the Men's Program Committee (MPC).
  - ii. Enter the 2012 U.S. Olympic Team Trials as determined by the Selection Committee.
  - iii. To be selected to the 2012 Olympic Games Team, as determined by the Selection Committee.
2. Petition Procedures and Requirements
  - i. Only athletes who meet the following criteria may submit a petition:
    - A petition to enter the 2012 Visa Championships may be submitted by any athlete.
    - A petition to enter the 2012 Olympic Team Trials - Gymnastics may only be submitted by an athlete who is or has been a Senior National Team Member in the years 2008, 2009, 2010, 2011 or 2012.
    - A petition directly to the 2012 Olympic Team may only be submitted by an athlete who was an Olympic or World Team member in the years 2008, 2009, 2010 or 2011 or by an athlete who has participated in a selection event and is in the first, second or third position in the 2012 National Points Ranking System based on completed competition.
  - ii. Petitions to the 2012 Visa Championships and 2012 Olympic Team Trials - Gymnastics will be considered for approval by the Men's Program Committee and must be received by the Men's Program Director no later than May 5, 2012 for the Visa Championships or June 9, 2012 for the Olympic Team Trials.
  - iii. Petitions directly to the 2012 Olympic Team will be considered for approval by the Selection Committee. In order to be considered by the Selection Committee, petitions onto the 2012 Olympic Team must be submitted in writing to USA Gymnastics' national office as soon as practical after the athlete becomes aware of his inability to participate in the applicable competition and no later

than the conclusion of competition at the 2012 Olympic Team Trials – Gymnastics.

- iv. A petition must state the specific injury, illness or unusual circumstance, which prohibited the athlete from participating in the competitive process. In the case of a petition based upon an injury or illness, the petition must be accompanied by a physician's statement, and the nature and extent of that injury or illness is subject to verification by one or more doctors selected by USA Gymnastics. Athletes must also be able to demonstrate through past competitive results from USA Gymnastics or FIG sanctioned events that they are highly competitive in the field with other athletes qualified for the 2012 Visa Championships, 2012 Olympic Team Trials – Gymnastics or named Olympic team members.
- v. An athlete who successfully petitions to the Olympic Team will be required to demonstrate readiness at the 2012 Olympic Team Preparation Camp noted in Section 9. The criteria for demonstrating readiness are:
  - The Selection Committee will inform the athlete on which events he must show readiness at the preparation camp. The athlete must perform full routines at the preparation camp on those events (he may also perform routines on the other events).
  - All of the athlete's routines will be judged by a minimum of two judges who participated as judges at the 2012 Olympic Team Trials – Gymnastics.
  - The Selection Committee will use the scores from the routines the athlete performed at the preparation camp and apply the selection criteria described in 1.3.a. to evaluate the athlete's performance to assess whether the athlete would have been named to the Olympic Team.
  - If the Selection Committee determines that the athlete's performance is not at the level necessary to remain on the Olympic Team, then the athlete will not have shown readiness and will be removed from the Olympic Team.
  - Replacement of the athlete will follow the guidelines described in Section 4.

## **2. DISCRETIONARY SELECTION (if applicable)**

### **2.1. Provide rationale for utilizing discretionary selection (if any):**

The sport of gymnastics is a subjectively judged event. In the selection of athletes who will compete together as a team, it is difficult to make selection

decisions based solely by the rank order to be competitive for both team and individual event medals. The current rules do not require athletes to compete on all events, which necessitate evaluating relative event strength and contribution to total team or event scores.

- 2.2. List the discretionary criteria and explain how they will be used (if any):

Refer to Section 1.3.

- 2.3. Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members currently serving on the committee and their titles:

2012 Olympic Games Team Selection Committee

<b>Name</b>	<b>Title</b>
TBD	Coach Representative
TBD	Coach Representative
TBD	Athlete Representative
TBD	At large Representative (coach, athlete or administrator)
Kevin Mazeika	Senior National Team Coordinator
Dennis McIntyre	USA Gymnastics Men's Program Director Voice - No Vote ex-officio

- 2.3.1. Any member of the committee that has a conflict of interest (to include, but not limited to, an athlete or a coach or a family member of an athlete being considered for a nomination to the Team) must declare a conflict of interest, recuse him/herself and not influence others regarding the discussions, meetings and voting.

### 3. REMOVAL OF ATHLETES

- 3.1. Prior to acceptance of nominations by the USOC, the NGB has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by the NGB may be removed as a nominee for any of the following reasons, as determined by the NGB:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the NGB CEO/Executive Director.

- 3.1.2. Injury or illness as certified by an approved NGB physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved NGB physician (or medical staff), his injury will be assumed to be disabling and he may be removed.
- 3.1.3. Violation of the USA Gymnastics Code of Ethics (Attachment A).
- 3.1.4. Lack of performance in training which inhibits peak performance at the 2012 Olympic Games.
- 3.1.5. Failure to show readiness in the case of a petitioned athlete as described in 1.3.b.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Gymnastics Bylaws (Article 10) or the USOC's Bylaws, Section 9.

- 3.2. Once an athlete nomination is accepted by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable NGB Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply.
- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, PASO, IPC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

#### **4. REPLACEMENT OF ATHLETES**

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

The Selection Committee will also identify up to three potential replacements to the 2012 Olympic Games Team who may or may not travel to the 2012 Olympic Games using the criteria described in Section 1.3.

- 4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

The Selection Committee will identify which replacement athletes will be considered to replace a previously nominated athlete using the Discretionary Selection criteria described in Section 1.3.

- 4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

After acceptance by the USOC but prior to departure to the Olympic Games the Selection Committee will determine a replacement to the Team.

After departure to the Olympic Games the Team Head coach (TBD), Senior National Team Coordinator (Kevin Mazeika) and the Men's Program Director (Dennis McIntyre) will determine a replacement to the Team.

## **5. SUPPORTING DOCUMENTS**

USA Gymnastics will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the Games.

## **6. REQUIRED DOCUMENTS**

The following documents are required to be signed by an athlete as a condition of nomination to the Olympic Games and are included as attachments:

- USA Gymnastics Code of Ethics (Attachment A)
- National Team Agreement (Attachment B)

Also attached: International Procedures Document (Attachment C)

## **7. PUBLICITY/DISTRIBUTION OF PROCEDURES**

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by USA Gymnastics in the following locations:

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

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

7.2. Other:

Notice of where procedures can be found on-line will be published in *USA Gymnastics*.

## 8. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on or before:

2 July 2012, by 5 pm Mountain Daylight Time (MDT)

## 9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition:

An Olympic Team preparation camp will be held following the 2012 Olympic Team Trials - Gymnastics. All Olympic Team members and named replacement athletes are required to attend for the duration of the camp.

Athletes and coaches will be notified by email and/or web site posting at [www.usagym.org](http://www.usagym.org) of the date and site of the camp 45 days prior to the start of the 2012 Visa Championships.

## 10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, PASO, WADA, IF, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, PASO, WADA, IF, USADA and USOC Rules, as applicable.

## 11. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

### **Men's Program Committee**

<b>Name</b>	<b>Title</b>
Yoichi Tomita	Chairman
Russ Fystrom	Senior Representative
Kip Simon	Senior Representative
Kelly Crumley	Junior Representative
Hideo Mizoguchi	Junior Representative
John Roethlisberger	Athlete Representative
David Sender	Athlete Representative
Steve Butcher	FIG Representative

Dennis McIntyre	Men's Program Director, voice – no vote ex-officio
Kevin Mazeika	Nat Team Coordinator, voice – no vote ex-officio
Dan Bachman	NGJA Representative, voice – no vote ex-officio

## **12. NGB BYLAWS AND GRIEVANCE PROCEDURES**

The USA Gymnastics Bylaws and Grievance Procedures can be found at:  
[www.usagym.org](http://www.usagym.org)

## **13. INTERNATIONAL DISCLAIMER**

These procedures are based on IOC, IPC, PASO, as applicable, and/or FIG rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, PASO, as applicable, and/or FIG rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Gymnastics. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised, pursuant to their resubmission to the USOC.




## **14. ATHLETE OMBUDSMAN**

Athletes who have questions regarding their opportunity to compete that are not answered by USA Gymnastics may contact the USOC Athlete Ombudsman, John W. Ruger, by:

- Telephone at (719) 866-5000
- Toll-free telephone at (888) ATHLETE (1-888-284-5383)
- E-mail at [john.ruger@usoc.org](mailto:john.ruger@usoc.org)
- [www.athleteombudsman.org](http://www.athleteombudsman.org)

## **15. NGB SIGNATURES**

**I certify that I have read and understand the standards/criteria set by our IF and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Gymnastics.**

Position	Print Name	Signature	Date
NGB President/CEO	Steve Penny		9/14/11
Nat. Program Director	Dennis McIntyre		9/14/11
USOC Athletes' Advisory Council Representative*	David Durante		9/14/11

\* 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 Athlete 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.

## Attachment A

# 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.

*Approved by USA Gymnastics' Board of Directors, June 2009*

Attachment B

**USA GYMNASTICS  
2012 NATIONAL TEAM  
FUNDING AND SUPPORT AGREEMENT**

This Agreement is entered into between USA GYMNASTICS (USAG), a not-for-profit corporation designated by the United States Olympic Committee (USOC) as the national governing body for the sport of gymnastics in the United States and \_\_\_\_\_ (referred to as "I," "me," or "you" throughout), an athlete member of USAG who has been selected to the USAG's National Team.

**Recitals**

1. In order to meet its obligation as the national governing body for the sport of gymnastics (including fielding teams to represent the United States in international competition), USAG selects, trains and funds National Teams. As part of that process, USAG desires to provide to me, as a member of its National Team (the "Team"), various forms of support designed to assist me in my training and competitive efforts.
2. I am a member in good standing of USAG whose performance in USAG competitions qualifies me for the Team, and I desire to be a member of the Team. As a member of the Team, I am willing to devote my best efforts to use the support provided by USAG to develop my full potential as a gymnast.

Now, therefore, USAG and I agree as follows:

**I. Athlete's Obligations**

In consideration for the support provided by USAG to me as a member of the Team, I agree to be bound by each of the following:

1. General Responsibilities. I recognize that as a member of the Team, I am serving as a representative of the thousands of gymnasts participating in gymnastics throughout the United States who are members of USAG, and I will conduct myself accordingly. I accept the responsibility, therefore, to comply at all times with USAG's Code of Ethics (a copy of which is attached to this Agreement as Exhibit A) so long as the provisions or application of that Code of Ethics is not inconsistent with or superceded by the standards established by the Ted Stevens Olympic and Amateur Sports Act or the policies of the United States Olympic Committee.
2. Testing. I will participate in all required physical and psychological testing conducted by USAG.

3. Competition. Recognizing the critically important role played by USAG's events in generating the funds necessary to support the Team, I will use my best efforts to participate in those national or international competitions and exhibitions to which I am invited or assigned by USAG. Notwithstanding the foregoing, I will not be obligated to participate in any competition or event if I am not medically fit to do so, or if such participation would create a risk of injury based on an existing condition. Further, USAG will consult with me before determining the competitions to which I will be assigned.

**When I accept an invitation to compete in an event as a member of the Team, I will make every effort to perform to the best of my ability. I will participate for the full duration of the event unless I am excused by the Head of Delegation or Program Director. I also acknowledge that I understand that my participation in gymnastics competitions, exhibitions, and/or events that are not sanctioned by USAG or the International Gymnastics Federation (FIG) may jeopardize my eligibility to participate in competitions sanctioned by the FIG.**

4. Other Team Selection. During the course of this Agreement, I recognize that I may have the opportunity to qualify for teams selected by USAG to compete in such international events as the Olympic Games, World Championships, Pan American Games and World University Games. I acknowledge that these teams are selected in accordance with written selection procedures which will be published in USAG publications and/or web-site and provided to me as a member of the Team. I further acknowledge my obligations to make myself familiar with and to be bound by those selection procedures.
5. Banned Substances. I will not use any chemicals, drugs or other banned substances, or violate policies and procedures established by the United States Anti-Doping Agency (USADA), the FIG, the IOC, the USOC, or the World Anti-Doping Agency (WADA). I acknowledge that the list of banned substances, policies and procedures may change during the course of this Agreement and that I have an obligation to stay informed about changes communicated to me by any of the aforementioned organizations. I further agree to submit to periodic unannounced drug tests as required by WADA, USADA, the USOC, IOC or the FIG. *USADA website: [www.usantidoping.org](http://www.usantidoping.org).*
6. Eligibility. I will maintain my eligibility to compete in national and international gymnastics competition under the eligibility rules established by USAG or FIG. I understand, however, that the eligibility rules of USAG or FIG may not be consistent with the eligibility requirements of high school or collegiate athletic associations, and I accept full responsibility for keeping myself informed about, and to the extent I desire, in compliance with the eligibility requirements of those athletic associations.
7. Use of my Image. I grant to USAG the non-exclusive right to use, license, assign, sell or otherwise use my name, image, likeness, voice or performance as a member of the Team for the purpose of:

- a. Promoting the sport of gymnastics, my achievements as a gymnast, and the work of USAG,
- b. Promoting events sponsored or sanctioned by USAG, provided, however, that this right shall not extend to events in which I am not scheduled to participate or events having a title or presenting sponsor that is a competitor of a company with which I have an endorsement relationship,
- c. Producing educational or safety materials,
- d. Producing television broadcasts, recordings or other factual accounts of the performance of the Team and its members,
- e. Raising funds for USAG through the sale of merchandise (including photographs, posters, and prints) featuring images of the Team or any images or collection of images featuring three or more members of the Team, or
- f. Allowing a company to identify itself as a national sponsor or official supplier of USAG in advertising or promotions approved by USAG. This grant is subject to the following conditions:
  - (1) such advertising or promotion incorporates a minimum of three (3) athletes of the same sex in an advertisement or promotion that is clearly team-themed and does not suggest that I have a relationship with the sponsor; or
  - (2) each athlete whose name, picture, image or performance is used provides his or her written consent.

In any instance where USAG raises funds through the sale of merchandise featuring my image pursuant to subsection 7(e) above, I will be compensated under mutually agreed upon terms. Whenever requesting my participation in a promotional activity, USAG will identify the financial terms (if any) associated with my participation, and commits to make sure that all funds made available by a sponsor to pay for athlete/coach appearances will be used only for that purpose.

8. Sponsors. This agreement does not limit my ability to enter into a commercial relationship with a third party, including third parties who are competitors of USAG's sponsors or suppliers. I recognize, however, the important role played by the sponsors of USAG, USAG events and the Team in helping to fund and promote the Team and my participation on the Team. Accordingly, when I am presented with a commercial opportunity I will, where I conclude in my sole discretion that to do so will not jeopardize that opportunity, give to an existing USAG sponsor in the same product category the right, and a reasonable period of time within which to exercise the right, to match the terms and conditions of any offer made to me by a competitor of that sponsor. I understand that I am not permitted to convey to my sponsors any marketing rights

associated with USAG or the Team. By way of example, I am not permitted to wear Team apparel or refer to my membership on the Team in advertising and promotions conducted by sponsors who are not sponsors of USAG. USAG has provided to me as Exhibit B to this Agreement a list of USAG's sponsors and suppliers.

9. Promotion of the Team. Consistent with my training and competition schedule, I recognize that all of us involved in USAG and the Team have an obligation to make a good-faith effort to participate in activities designed to teach gymnastics skills or promote the sport of gymnastics, the work of USAG, the Team, and USAG events. Such activities may include, but are not limited to, Team meetings, national and regional congresses, clinics, seminars, promotional appearances on behalf of USAG events and programs and sessions with members of the media.
10. Appearance. I will meet all prescribed guidelines for appearance whenever appearing or traveling as a member of the Team. I understand that those guidelines may also obligate me to wear certain types of competition, training and leisure apparel when appearing as a member of the Team, including opening and closing ceremonies of a competition. Those guidelines do not, however, limit my ability to use the competition shoes/socks, grips and wrist supports or other medical braces of my choice.
11. Travel. I will have in my possession a valid and current passport and be prepared to notify USAG of the passport number and place and date of issue. I will also maintain current passport style photos for use by USAG in applying for visas. I agree to meet all travel schedules set for me when traveling as a member of the Team, and understand that I may only change travel arrangements with the approval of USAG. I agree to be personally responsible for any additional cost resulting from changes to the travel arrangements made for me without the prior approval of USAG.
12. Medical Attention. I give my consent to USAG to provide, through a medical staff of its choice, customary medical care and athletic training, transportation and emergency medical services as warranted in the course of my participation as a member of the Team.
13. Retirement or Inability to Compete. I will notify USAG promptly if I decide to retire from the Team, or if I suffer any injury or illness which may prevent me from fulfilling my responsibilities as a member of the Team. In the event of such injury or illness, I agree to submit to all reasonable requests for examination or evaluation by medical personnel retained by USAG.
14. Waiver and Release. I AM FULLY AWARE OF AND APPRECIATE THE RISKS, INCLUDING THE RISK OF CATASTROPHIC INJURY, PARALYSIS, AND EVEN DEATH AS WELL AS OTHER DAMAGES AND LOSSES, ASSOCIATED WITH PARTICIPATING IN GYMNASTICS. I FURTHER AGREE THAT USAG, AND ITS SPONSORS, SUPPLIERS, EMPLOYEES, AGENTS, OFFICERS, AND DIRECTORS (the "Released Parties") SHALL NOT BE LIABLE FOR ANY LOSS OR DAMAGES OCCURRING AS A RESULT OF MY PARTICIPATION IN GYMNASTICS, UNLESS

THAT LOSS OR DAMAGE RESULTS DIRECTLY FROM THE WILLFUL OR WANTON CONDUCT OF THE RELEASED PARTIES.

## II. USAG Obligations

In consideration for my agreement to be bound by the terms and conditions of Section I of this Agreement, I understand that USAG agrees to do each of the following for me:

1. Membership. USAG will provide me with a USAG team membership, including all insurance coverage and benefits associated with that membership as identified in Exhibit C.
2. Training. USAG's staff and/or clinicians will be available to work with me and my coach to establish a training program designed to assist me in my development as a gymnast. This assistance will include types and amounts of assistance as agreed upon by USAG and my coach. In addition, USAG will pay for the travel, lodging and meal expense associated with my participation in USAG training camps (if any) which I am required to attend.
3. Apparel. USAG will provide me with Team apparel if and when I am invited or assigned by USAG to participate in national or international competitions and exhibitions.
4. Funding. I will be eligible to participate in (and, where appropriate, have my coach and club participate in) those funding programs described in Exhibit D.
5. Competition. USAG will arrange for my participation in national competitions, international competitions and exhibitions subject to program policy, the availability of funding, other competitions, and the discretion of USAG,.
6. Travel. USAG will be responsible for all normal travel and meal and housing expenses directly associated with my participation in training camps, competitions, exhibitions and promotional appearances, if any, where such participation is at the request of USAG and as a member of the Team.
7. Health Counseling and Referral. As part of its commitment to maintaining the health of the members of the Team, USAG will have a trainer, nutritionist, sports psychologist and Team doctor available to assist the Team. In addition, USAG will assist me by identifying medical experts in other specialties or geographic locations with whom I might consult.
8. Representation. USAG has established and funds an Athletes' Council. That Council is charged under USAG's Bylaws with soliciting athlete input on pending policies and decisions and communicating to USAG the views of the Athletes on those issues. As a member of the Team, I am eligible to both serve on and elect representatives to the Athletes' Council.
9. Communication. USAG will give me the right to call the USAG national office without charge to me. In addition, USAG will provide me with copies of relevant

selection procedures, information concerning my opportunities to participate in competitions or training and minutes from meetings of the Athletes' Council.

10. Public Relations. USAG will help to publicize my participation as a member of the Team by creating a special biography and individual file photograph of me for distribution to the media, and by issuing press releases to newspapers in geographic areas identified by me concerning my performance as a member of the Team.

### **III. Other Terms of the Agreement**

1. Term. This Agreement is effective from the date of the Athlete's/Parent's Signature to the conclusion of the next re-ranking competition.
2. Suspension or Dismissal from the Team. I understand that any conduct by me which constitutes a significant material violation of any obligations under USAG's Code of Ethics may result in my suspension or dismissal from the Team and the termination of all benefits associated with my membership on the Team. No termination or suspension may be imposed, however, except by application of the procedures identified in Article 9 of USAG's Bylaws.
3. Other Sanctions. For matters which do not involve a significant material breach of my obligations under the Code of Ethics, I understand that USAG may respond to my failure to meet my obligations under this Agreement by imposing a sanction (including, for example, withholding all or part of any support or assistance outlined in Exhibit D) other than suspension or dismissal from the Team.

Before imposing any sanction under this Section III.3 , I understand that USAG will:  
a) provide me with written notification of the specific conduct which is the basis for withholding the support, b) identify the exact nature of the proposed sanction, c) give me an opportunity to be heard and d) inform me of the actions which must be taken by me (if any) to avoid the sanction. If I wish to challenge a decision by USAG to impose a sanction in this manner, I understand that I must follow the grievance process identified in Article 10 of USAG's Bylaws.

4. Dispute Resolution. All disputes arising out of or connected with this Agreement are subject to resolution exclusively through the procedures set forth in USAG's Bylaws, and/or, if appropriate, through the grievance procedures of the USOC.



## Attachment C

# **USA GYMNASTICS SENIOR NATIONAL MEN'S TEAM INTERNATIONAL TEAM MEET PROCEDURES MANUAL**

The USA Men's Program has seen an unprecedented eight years of sustained success. This success has given rise to the even more ambitious goal of challenging for medals at the highest level at every international event where the US men are participants. Obviously this is a goal which will require commitment to excellence from every aspect of the men's program and an unprecedented attention to detail.

The International Team Meet Procedures Manual has provided direction and organization to assist in past success and will be even more important in providing clarity and consistency in our organizational structure in support of our ambitious goals.

This document will address all areas of responsibility for major international team meets (i.e. Olympic Games, World Championships, Pan American Games, etc.). The concepts that are established in this document should also guide the participants of any international team or individual meet on how all US delegations should conduct themselves at events.

Section A of this document will address general event selection and assignment for both athletes and coaches:

- I. Selection Procedure Events
- II. Team and/or Individual Event competitions
- III. Credentialing for Olympic Games and World Championships

Section B of this document will address the following team participant roles and responsibilities:

- I. Senior National Team Coordinator
- II. Head coach
- III. Assistant coach(es)
- IV. Personal coach
- V. Team leader
- VI. Judge
- VII. Athlete

The responsibilities of each role will be addressed in the following areas

- A. Pre-meet: the time before and after the head coach is selected but prior to team selection
- B. Team preparation: the preparation period following team selection and up to the beginning of the competition
- C. Competition: including site training, establishing the line-up, podium training and competitive sessions
- D. Post meet: after the competition has concluded

Section C of this document gives important general information concerning the following areas:

- I. Decision making model

- II. Conflict resolution
- III. Removal from the team or disciplinary action
- IV. Information concerning specific activities such as credentials, podium training strategy and the determination of coaches assigned to the competition floor. Also included is a review of important FIG competition regulations.

## **Section A: Event Selection and Team Assignments**

### **I. Selection Procedure Events**

The Men's Program Committee (MPC) has the responsibility to develop Selection Procedures for the Olympic Games, Pan American Games, Youth Olympic Games and the World Championships. These selection procedures will address athlete selection and may or may not include coach selection. Coaches' selection may be handled separately by the MPC or delegated to a selection committee.

All MPC developed selection procedures are subject to review and approval by the President of USA Gymnastics as well as the USA Gymnastics Board of Directors. In the case of USOC events such as the Olympic Games and Pan American Games, selection procedures are also subject to United States Olympic Committee (USOC) approval.

The MPC has the ability, at its discretion, to establish selection procedures for any event that US men will participate in.

### **II. Team or Individual Event Selection and Assignments**

The MPC will assign athletes and coaches for all international events where selection procedures or a qualification process (i.e. – some World Cup series events) are not used. The National Team Coordinator (NTC) will provide recommendations and rationale for all international assignments.

### **III. Limited Credential Events – Olympic Games, Pan American Games, World Championships**

The credential process is part of most team events and can/does affect the ability of personal coaches to fully participate during all phases of an event. Understanding the realities of the event rules and the process for awarding credentials can help avoid misunderstandings or conflicts.

#### **A. World Championships**

The FIG controls the number and type of credentials that any country's delegation will have access to. The number of credentials and credential access is strictly limited by category (i.e. – athlete; coach; team leader; medical; guest). Teams attending the World Championships will be accommodated with the proper credentials for each athlete, assigned staff, selected coaches and the named personal coaches to the extent that the rules and financial realities allow. The Men's Program Committee, with the approval of the president of USA Gymnastics will make the final determination on assigning the available credentials. It is a priority for the Men's Program to ensure that each athlete has a represented coach from their program/facility credentialed.

Coaches are reminded that the number of credentialed coaches allowed in the competition area is limited to two by FIG rules.

## B. Olympic Games

The Olympic Games are an IOC/USOC organized event and the credential process and number of credentials available is both limited and controlled by those organizations. This fact can present its own problems. Every attempt will be made, prior to arriving at the Olympic Games, to arrange to provide an "AO" credential to all personal coaches not named to the recognized delegation list of five athletes, head coach, medical trainer and team leader.

If USA Gymnastics is unable to obtain the necessary number of credentials from the Olympic Committee to accommodate all the personal coaches, then the procedure for distributing any additional credentials will be determined by the MPC with review and approval of the President of USA Gymnastics and the USOC. It is a priority for the Men's Program to ensure that each athlete has a represented coach from their program credentialed. Therefore, credentials could be distributed to training facilities based on the highest ranked gymnast per facility.

Coaches are reminded that the number of credentialed coaches allowed in the competition area is limited to two by FIG rules. When an athlete qualifies to the All-Around or Event Finals, every attempt will be made to obtain or exchange a credential to ensure that the personal coach can be on the competition floor with his athlete.

The IOC/USOC does not currently recognize any athlete alternates as part of the official delegation. Therefore, alternate athletes do not receive credentials or USOC event apparel. USA Gymnastics will do everything possible to include the alternate team athletes in all team activities, but they are not recognized as Olympic Team alternates by the IOC or USOC.

The USOC is constantly reviewing how credentials are distributed for the Olympic Games. Every attempt will be made to provide the most updated information to the coaches prior to the selection process.

## **Section B: Team Participant Roles and Responsibilities**

### **I. Senior National Team Coordinator**

The Men's Program has established the position, job description and overall responsibilities of the Senior National Team Coordinator (NTC). The job description of the NTC that appears below is taken from the Senior National Team Program Manual.

This position, reporting to the Men's Program Director, is responsible for the continuing education of National Team coaches and athletes and serves as a resource for gathering and disseminating information to the National Team coaches and athletes. Specific duties and responsibilities include:

- Oversee the development and implementation of an international competition plan for the Senior National Team

- Establish and maintain open lines of communication with all athletes and coaches of the National Team
- Plan, coordinate and implement the activities at all senior team camps
- Develop a senior coaches' education plan
- Consult with National Team athletes and coaches to develop individual training plans and monitor progress
- Oversee the Expert Clinician Program for the National Team
- Work closely with the National Training Center staff to insure maximum support and productivity for all national team members
- Serve as a resource or technical consultant to National Team coaches and athletes as well as the MPC, JOPC, and NGJA
- Provide scouting information relative to senior athletes in other countries
- Assist in identifying and making available educational materials to coaches
- Attend major national and international events as necessary
- Attend World Championships and Olympic Games to assist the men's team

In addition to the responsibilities listed in the NTC's job description, the role of the NTC with respect to specific international team meets is as follows:

A. Pre-meet period

1. Work with the coaches to develop a specific strategic plan for the major events.  
Aspects of this plan would include:
  - a. Establishing a timetable for team and coach selection, travel and general team preparation including the site and time of specific preparation camps
  - b. Monitoring the physical readiness of national team members and review training plans with coaches and athletes
  - c. Assisting with media as requested by USA Gymnastics
2. Work closely with the selected event coaches to:
  - a. Fine tune the event schedule
  - b. Develop national team camp and communication activities that will help to establish the head coach's position, help the head coach develop a good working relationship with all national team members and their coaches, and to promote team building activities
  - c. Work with the head coach to establish a preparation and competition plan specific to the event.

B. Team Preparation Period

After the head coach and team have been selected, the NTC will work with the Head Coach and Personal Coaches to determine the final preparation plans for the team. In addition:

1. The NTC assists the head coach in the coordination of all administrative duties such as schedule, travel and the distribution of team communication.
2. While at the preparation camp, assist in coaching, judging, video-tape training, keeping statistical information related to routines (hits, misses, landings, etc.), and speaking at team meetings while working with the head coach and the personal coaches.
3. Ensure that the USA judges have all the necessary information relating to the men's team. In addition, the NTC will work with the USA FIG representative and the event judges in an attempt to build relationships with international judges and to promote the men's team.

#### C. Competition Period

The primary responsibility of the NTC during the competition is to assist the head coach in carrying out the competition plan. This includes:

1. Assisting the head coach in the coordination of all administrative duties such as communicating transportation and workout schedules and the submission of all competition forms.
2. Final determination of the team lineup. The NTC will meet with the Head Coach, Personal Coaches and the Men's Program Director to develop the team line-up. The men's staff will be given until the following day to look over the first draft of the line-up. During this time the NTC, Head Coach and the Men's Program Director will review the line-up prior to the meeting the following day.

The next day all coaching staff members will be offered the opportunity to voice any changes to the line-up. Following any discussion the NTC will make the final decision on the line-up.

**\*\*Note –** The goal has been, and will continue to be, having the coaching staff work together and agree on the final line up.

3. Assuring that all participants are following the official competition rules and regulations.
4. Assisting the head coach in monitoring the progress of the competition and the submission of any meet inquiries.

#### D. Post Competition Period

The NTC will provide a written report within 30 days of the event on all aspects of the competition to USA Gymnastics, the MPC and senior national team coaches.

## II. Head Coach

The selection of the head coach is determined by the MPC or by a Selection Committee as designated by approved selection procedures. Any special duties related to the head coaching position will be included in the selection document. Otherwise, the role of the head coach is as follows:

- A. Through all phases of the competition the head coach is responsible for:
  1. Communicating all administrative and event specific information to all national team members and coaches and/or event participants.

2. Establishing and enforcing rules for the conduct of the team. This is accomplished in consultation with the Men's Program Director and the NTC.
3. Working with the media as requested by USA Gymnastics.

**B. Preparation Period**

After the team has been selected the Head Coach and NTC will work together to ensure team readiness. These duties include:

1. The implementation of the competition plan.
2. Overseeing and communicating to the team participants all details of travel, housing and transportation. This will be in conjunction with the Men's Program Director and the national office.
3. Organizing training plans with the personal coaches.
4. Organizing and communicating the details and activities of the preparation training camp.
5. Provide written recommendations as to the selection of the assistant coach(es) according to the selection procedures established by the MPC. This will be in a written format to the MPC.

**D. Competition Period**

The Head Coach shall:

1. Work with the NTC to carry out all administrative aspects of the competition including the credentialing process, housing, transportation, training and competition schedules and the submission of all required competition forms. This may include coordination of duties of a designated team leader or head of delegation, depending on the format or organizing authority for the event.
2. Work with the NTC to oversee the coaching and team activities during team training.
3. Produce a daily schedule that includes; apparel, meal, training and meetings times for the day
3. Ensure that the guidelines are followed in determining a team line-up (see section on Decision Making Process).
4. Handle the coaching responsibilities for the team during podium training and competition and assign the coach(es) to the competition area during the podium training and all competitive sessions.

**E. Post Competition Period**

The Head Coach shall provide a written report within 30 days of the event on all aspects of the competition to USA Gymnastics, the MPC and the senior national team coaches.

**III. Assistant Coach(es)**

A coach who accepts the duties of the assistant coach must realize he is responsible for helping all team members. This will mean making a concentrated effort to ensure that he is not isolating his energy to his personal athlete only.

**A. Pre-meet**

All current selection procedures stipulate that the assistant coach be chosen after the team is selected. Should the procedures approved by the MPC allow for the assistant coach to be selected prior to the team selection, then his responsibility is to assist the head coach in carrying out all of his pre-meet duties.

#### B. Preparation Period

The assistant coach will:

1. Assist the head coach and NTC in the organization of the team including training plans, coaching duties at preparation camps and the handling of all administrative duties.
2. Assume coaching duties as assigned during the preparation camp.

#### C. Competition Period

**Note:** Concerning the selection of the 2<sup>nd</sup> (assistant) coach to be on the competition floor, there are two different scenarios – one dealing with the World Championships and the other with the Olympic Games.

World Championships: Depending on the number of coaching credentials the US team receives, the following are possible:

1. Assigned assistant coaches trade off in assisting the team on the competition floor with the head coach.
2. There is only one assistant selected to be with the team on the competition floor.
3. A final decision will be determined by the NTC in consultation with the head coach

Olympic Games: USA Gymnastics is only guaranteed one AO coaching credential which will be designated for the head coach. Should USA Gymnastics be able to acquire additional AO credentials then the process to assign the assistant coach or coaches to assist the team is as follows:

1. The selected assistant coach will receive the first additional AO credential.
2. If other stipulations are not required by the U.S. Olympic Committee in order to receive additional credentials, then the allocation of any additional AO credentials will be determined by the MPC. The priority is that each athlete has at least one coach from his program/facility.

The assistant coach will:

1. Assist the head coach and NTC with all administrative duties.
2. Participate in determining the team line-up.
3. Attend all team meetings.
4. Carry out coaching duties, as assigned by the head coach and/or NTC, during training, podium and all competition sessions.

#### D. Post Competition

The assistant coach will provide a written report within 30 days of the event on all aspects of the competition to USA Gymnastics, the MPC and the senior national team coaches.

#### **IV. Personal Coaches**

**Any personal coach who attends a competition as an official delegation member should be prepared to carry out all of the duties and obligations listed for Assistant Coaches. In the event that a personal coach is not assigned as a floor coach or is unable to receive a competition credential then the following also apply.**

##### **A. Pre-meet**

The coaches of all national team members should work with the NTC and the head coach (after his selection) to assist in the event planning and, whenever possible, the training preparation of all potential event team members.

##### **B. Preparation and Competition Period**

Personal Coaches will:

1. Work closely with the NTC, Head and Assistant coach(es) on the design of the training plans and preparation of the team for competition.
2. Attend all training and preparation camps, team activities and team meetings.
3. Assume coaching duties as assigned by the head coach. Personal coaches must understand that these activities will be limited in scope during different portions of the competitive process as dictated by the rules and/or by the availability of event credentials.
4. Transition of personal coach to advisor: The personal coach must help the head coach and assistant coach(es) as they prepare to handle the activities of coaching on the competition floor. This will best be serviced with the personal coach transitioning from a personal coach to advisor to the head coach and assistant coach(es). This would mean:
  - Discussing with the coaching staff (personal coach, athlete & staff) the needs of that athlete
  - Communicating technical information in relation to helping with skills
  - Apparatus settings
  - Athlete needs with regard to lifting to the apparatus
  - Vault numbers
  - Managing the athlete during competition – i.e.; comments/cues that could affect the athlete's performance – i.e. things to say/do, things to avoid.

##### **C. Post Competition**

A personal coach should provide a competition report in the event that he feels that he has information or thoughts that will be of benefit in future international competitions. The report is not mandatory.

#### **V. Team Leader/Team Manager**

At this time, the team leader position only exists at USOC events including the Olympic Games, and Pan American Games. The team leader is an administrative position that serves as the liaison between the NGB team and the USOC. The duties and responsibilities of the team leader are defined by the USOC. An individual who serves as the team leader should be fully aware of all the responsibilities of the position and be prepared to carry out those duties fully in support of the men's team. If the NTC serves in the capacity of team leader then he must assume the duties of both positions.

The Team Manager position is recognized as a credentialed position by the FIG at the World Championships. There are no official responsibilities as dictated by the FIG for this position.

## **VI. Judges and Officials**

All judges who are part of the official delegation are considered to be part of the team's coaching staff. Their responsibilities to the team are very important. The judges' responsibilities include:

### **A. Pre-Meet**

1. Upon learning of their assignment to the event, judges should contact the head coach and NTC so they can participate in and contribute to the competition plan and strategy.
2. Judges should make themselves available to national team members to answer questions and to perform routine analysis as requested.

### **B. Preparation Phase**

1. Judges should be aware of routine content and construction and perform routine analysis for all team members following the selection event.
2. Judges should make every effort to attend the preparation camp, attend all team meetings and participate in all camp activities as assigned by the head coach.

### **C. Competition Phase**

1. Judges should stay in daily communication with the coaches, athletes and staff.
2. The judges should attend team meetings when not in conflict with their official duties. If transportation is an issue, then arrangements will be made to have the judges attend specific meetings as determined by the head coach and NTC.
3. The judges will attend all team practices to assist the coaches when not in conflict with their official duties. If transportation is an issue, then every effort will be made to arrange transportation for the judges to attend specific team practices as determined by the head coach and NTC.

### **D. Judges Communication:**

1. All communications to the FIG Technical Committee will be done through the FIG Representative from the United States. If the USA Men's Program does not have representation on the FIG Technical Committee, then this communication will go through the Men's Program Director.

2. All questions and information from the USA Judges concerning judging issues will be presented to the Delegation Leader/Men's Program Director and the NTC. This information or questions will then be communicated to the FIG Representative from the United States. If the USA Men's Program does not have a representative on the FIG Technical Committee, then this communication will go through the Men's Program Director.

## **VII. Athletes**

Upon being named to a team, athletes are obligated to train in a manner consistent with the competition plan. Athlete responsibilities include:

### **A. Preparation Phase**

Athletes are obligated to attend the preparation camp, attend all team meetings and participate in all camp activities as scheduled by the coaching staff.

### **B. Competition Phase**

1. The USA Men's Team travels together to the competition.
2. The USA Men's Team will room together at the competition.
3. All team members must attend all scheduled activities during events.
4. Team members must attend team functions after the competition days. Team members should not go off "on their own" after the competition is completed.
5. Team members must attend all team meetings prior, during and following the event.
6. Each team member is responsible to assure he eats correctly and is rested before each workout and competition.
7. A typical day at international competitions consists of:
  - Team breakfast
  - Morning training
  - Team lunch
  - Afternoon training
  - Team dinner
  - Team meetings
8. Team members will avoid drinking alcohol until the competition is over. At this point, it is up to the Head Coach and/or NTC to decide if social drinking is appropriate for team members who are of legal age. Athletes are reminded that until the delegation has returned home, they are still representing the United States and are obligated to conduct themselves in a professional manner at all times. Failure to do so could result in disciplinary action. Athletes should also remember that drug testing is possible through the end of a scheduled event and the possibility of in-competition testing may not end with the last day of the athlete's competitive participation in that event.

### **C. Family and Personal Relationships**

With the time demands so great on the team, it is important that team members take on these additional responsibilities:

1. Team members must inform the head coach if any family members, wife or girlfriend will be attending the competition.
2. Team members must inform the head coach of the family members, wife or girlfriend's housing arrangements.
3. Team members should inform family members, wife or girlfriends that their social time together prior to the competition and in some cases after the competition will be limited due to team commitments. The head coach will establish schedules.
4. Team members must attend all team activities prior to and following the competition. Team members' family members, wife or girlfriend are not allowed to attend team activities unless specifically invited by USA Gymnastics or approved by the Men's Program Director.
5. Team members should plan on having their meals together.

## **Section C: General Information**

### **I. The Decision Making Process**

The decisions that are made during international events (primarily team events) need to follow a set policy so that coaches, athletes, officials and staff understand their involvement in this process. This decision making process is an essential part of the team plan in order to ensure that our team members eliminate as many distractions and disagreements among the participants as possible. This process affects line-up (including podium, qualification competition and the team finals), training plans for preparation camps, training plans at the competition and activities outside the training and competition times.

Throughout the process, all coaches will be asked for their input concerning schedules, training plans, activities, line-up, etc. Each coach will need to be prepared to present his ideas to the head coach and NTC.

#### **A. Pre-meet Phase**

All national team coaches will be asked by the head coach and/or NTC to contribute to the overall competition plan.

#### **B. Preparation and Competition Phases**

1. The personal coaches will be asked by the head coach/and or NTC (depending on the timing of coaches selection) to contribute to a more detailed preparation and competition plan following the selection event.
2. Establish a schedule for coaches meetings for the preparation camp and during the event. These meetings will review and update daily team schedules and ensure the clear communication of upcoming team activities and responsibilities.
3. The decision on the line-up will take place prior to the podium training. This enables the team to prepare more consistently with what will actually happen in the competition. However, the order for the team may be changed following the podium training. This will be discussed at the coaches meeting.
4. Each coach will have the opportunity to voice his opinion on the subjects discussed.

5. The head coach and NTC will record the opinions of the coaches and consider all information in order to make an educated decision. This is necessary in order for the Head Coach or NTC to make a final decision in the event that the coaches cannot come to a consensus agreement by the completion of the meeting.
6. The NTC will listen and offer input for the coaches to consider.
7. The head coach will consult with the NTC, Men's Program Director, judges attending the event (when available and applicable) and the USA FIG Technical Committee member (when available and applicable) to exchange thoughts and collect other neutral input.
8. The NTC has the final decision in regards to the line-up, training plan schedules and strategies.

**\*\*Note** – The goal has been, and will continue to be, having the coaching staff work together and agree on the final line up. If this cannot be accomplished then the procedure above will be used.

9. With regard to the line-up, a second meeting will take place within 24 hours of the previous meeting for the head coach and/or NTC to announce and explain his thoughts as to the final decisions made.

## **II. Conflict Resolution**

It is important that all team delegation members are aware of the process that they can use to resolve conflicts with other delegation members or with decisions which affect them. It is also important that all delegation members act in a completely professional manner in attempting to resolve any conflict.

- A. The first step that is encouraged in the resolution of any conflict is to approach the delegation member with whom the conflict exists to discuss the conflict and its resolution in a professional manner. If the person does not feel comfortable with this process then the following options exist.
  1. Athlete members should discuss their problem with the team captain who would then discuss the problem with the head coach.
  2. Coaching staff or judging members of the delegation should discuss their problem with the head coach. If they do not feel comfortable in doing so, then they should discuss the problem with the NTC who will then approach the head coach concerning the problem.
- B. If the conflict is not resolved using the options above, then the athlete, team captain or coaching staff member can request a meeting with the head coach, the NTC and the Men's Program Director to discuss the problem.
- C. The head coach, the NTC, and the Men's Program Director will make all final decisions concerning appropriate action to resolve a team conflict.

## **III. Removal from the Team or Disciplinary Action**

- A. Removal from the team

Obviously, removal from the team is a serious matter for the entire team. The Men's Program Committee has established a set of guidelines for removal of a team member which are included in the selection procedures for major events. Coaches should make use of these guidelines at all international events. The basic guidelines are:

An athlete or coach may be removed from the team if he violates the USA Gymnastics Code of Ethics. He may also be removed from the team if a preparation camp is organized and he fails to attend the training camp for the full duration of the camp. An athlete may also be removed from the team in the event of injury, illness or other factor that inhibits peak performance at the event. Verification of injury or illness will be by two neutral doctors selected by USA Gymnastics. Removal may only occur by action of the President of USA Gymnastics after consultation with the MPC, USA Gymnastics Men's Staff and an interview with the athlete or coach. Any decision to remove an athlete or coach is subject to review through the USA Gymnastics Grievance Procedures.

#### B. Disciplinary Action

At any event that the USA Men's Team participates in or attends as a delegation (this includes team as well as an individual event), the following guidelines will apply when disciplinary action must be taken.

1. Should a coach, athlete, official or staff member break the team's conduct or behavior rules, the head coach, the NTC and Men's Program Director will be notified.
2. The individual who has to face disciplinary action will first meet with the Men's Program Director, head coach and the NTC.
3. The individual will have an opportunity during this meeting to explain the incident in his own words and to defend himself.
4. The Men's Program Director, head coach and NTC will recommend a disciplinary action, if any, that will take place based on the level of severity of the incident. The Men's Program Director will inform the President of USA Gymnastics of the recommended disciplinary action. The final decision will be made public to the team at a scheduled meeting.
5. The disciplinary action taken can be no action, a warning or to the extreme of dismissal from the team or suspension for a period of time.

#### IV. General Information about Coaching at International Events

Failure to know and to follow the following information could adversely affect the outcome of an event and at worst, disqualify an athlete or team from competition.

- A. Only two credentialed coaches and a credentialed medical trainer are allowed to be in the competition area at one time.
- B. Know when you can be on the podium during the competition. Only one spotter can be present at high bar. A spotter at still rings and vault is not advised but is allowed.
- C. The head coach and assistant coach should be well informed about the inquiry process and the ability to ask a question of the D1 judge concerning a start value vs. a formal inquiry.

- D. One coach should be watching start values to ensure that each athlete has been evaluated correctly. This most likely would be the responsibility of the assistant coach. Any inquiry needs to follow the established FIG guidelines for score inquiries. The USAG Staff and additional coaches should also monitor start values and be prepared to communicate (by available and proper means) any issues to the coaches on the floor if they miss seeing a start value or for other problems.
- E. Ensure that no athlete leaves the competition floor. If he must leave, you need the permission of the President of the FIG Technical Committee or the Technical Director of the Competition.
- F. The line-up order can be changed prior to the start of that event.
- G. The original team line-up has to be turned in to the organizing committee 24 hours prior to the start of the competition. The team leader or head coach that submits the line-up for the team should receive a signed copy of the line-up as confirmation. If a signed copy is not received, then one should be requested. These common guidelines are subject to change so all coaches should be familiar with the Work Plan for each specific competition.
- H. Once the official line-up has been turned in (24 hours prior before competition begins), you cannot substitute another athlete. For example, your alternate can not be added if you have an athlete injured on the first competitive event. These common guidelines are subject to change so all coaches should be familiar with the Work Plan for each specific competition
- I. The 10-centimeter mats that are required on vault and high bar must remain in the position once you set them prior to the start of your athlete's routine. You are not permitted to slide the mat once the routine begins.
- J. The vault numbers are given to the scoring assistant who is located at the start of the vault runway. Vault numbers are turned in according to the schedule listed in the event Work Plan.
- K. All USA men's teams will address the judging panel at each competitive event wearing the appropriate competition apparel for that event. It is extremely important to set a professional and well-organized appearance to each judging panel. This is a subjectively judged sport and judges make individual decisions.
- L. One coach needs to keep track of the routine being performed and know that routine in detail in order to ensure that the athlete performs the correct sequence of skills to maximize his score once he remounts in the event of a fall. This knowledge also helps to ensure that he does not repeat an element or perform an extra swing.

## **V. Training Plans/Podium and Competition Strategies**

- A. Preparation Camp and On-Site Training  
The head coach and NTC will develop a preparation training camp plan that has the input of the personal coaches based on their own plans, with input from the NTC. A rough draft is developed backward from the first day of competition to the first team practice and prepared four weeks prior to departure. The final plan will be developed two

weeks prior to leaving for the preparation camp. The plan will be communicated to all coaches and team members. The plan will provide latitude for individual needs and team activities. A training plan will be discussed with the coaches prior to the preparation camp.

**B. Podium Strategy**

Podium strategy is discussed at the coaches meeting held 48 hours prior to the podium training. Each coach will prepare his ideas for the team's podium training and have the opportunity to discuss this during the coaches meeting. Should a problem exist, the head coach and NTC will consider all comments and use those to make a final decision. The head coach will meet with the NTC for final thoughts. The NTC has the final decision in regards to the line-up.

**\*\*Note –** The goal has been, and will continue to be, having the coaching staff work together and agree on the final line up. If this cannot be accomplished, then the procedure above will be used.

**C. Individual Finals and All-Around Finals**

Whenever possible, the USA men's team will provide the personal coach with the responsibility of coaching his athlete in the All-Around and Event Finals. It must be understood that the credential situation for the World or Olympic Games may not permit this process, but every possible means will be investigated.

**VII. Who Speaks for the USA Men's Team**

When participating at international events, there is always the chance of encountering an FIG official, judge for the event or local organizing official. To ensure that the team does not offend someone or provide contradictory information to any individual who can affect the team's performance, the following guidelines will benefit the team:

- Comments concerning FIG Technical Committee issues will be handled by the Men's Program Director, the NTC and head coach with input from the coaching staff.
- Comments concerning judging issues will be handled by the Men's Program Director, the NTC and head coach with input from the coaching staff.
- The President of USA Gymnastics will handle comments concerning FIG Executive Committee issues.

This policy will help to maintain a professional image from the USA Men's Delegation.

**VIII. Conflict Resolution for Unusual or Controversial Situations Surrounding the Competition**

As the men's team has discovered on more than one occasion, some conflict or controversy can accompany the competitive process. This includes disputes surrounding judging issues as well as actions associated with a team coach or member. It is important that the event staff, USA Gymnastics and the USOC (at their events) work with the affected participants to establish a plan of action to insure that an unusual or controversial situation is resolved in the best interest of the athlete(s) and the team and that a correct and unified message is presented to all observing parties.

In the event of such an unusual or controversial situation and, prior to any statements being made to officials or the press, a meeting should take place between the affected team participants, the head coach, National Team Coordinator, Men's Program Director and depending on the situation may also include the President of USA Gymnastics and officials from the USOC. The affected participant(s) would also have the right to include individuals deemed appropriate to the situation.

The goal of such a meeting should be to:

1. Identify the actual details of the situation using all facts and sources available
2. Determine possible solutions and/or courses of action
3. Work with the affected individual(s) to determine what solution or course of action best represents their interest and the interest of the sport of men's gymnastics in the U.S.
4. Prepare an operations plan to deal with the situation in the agreed upon manner
5. Provide for the execution of the operations plan