



Policy: Recruiting and training new medical providers at USA Gymnastics

Purpose: USA Gymnastics (USAG) has a large number of events across all 6 disciplines in the US and abroad necessitating a significant number of medical staff members in a variety of disciplines to meet the needs of our National Team athletes as well as those who attend our premier events. It is the responsibility of the leadership of Athlete Health and Wellness as well as current USAG medical contractors to assist in identifying and mentoring potential candidates for future roles with USAG.

Procedure:

1. Candidates qualified to volunteer with USAG (see USAG Healthcare Services Provider Position Description) in a medical capacity may be identified in a variety of ways, not limited to:
 - a. Referral by existing USAG medical team contractor, athlete or staff member
 - b. Referral by USOPC of a sports medicine volunteer
 - c. Local medical provider volunteering at an event expresses interest in performing additional volunteer work with USAG medical team
 - d. Letter of interest from community provider sent to Athlete Health and Wellness leadership or to medicalvolunteer@usagym.org
2. Trainees currently enrolled in a credentialed program may volunteer if a USAG medical contractor reviews and agrees to provide them appropriate supervision and education during the event. Trainees should be in an appropriate year of training and will function in an observer role.
3. Interested or referred applicants should apply as a volunteer by submitting a resume or CV with a cover letter to medicalvolunteer@usagym.org.
4. Athlete Health and Wellness leadership will review application to determine if candidate meets minimum criteria and will communicate decision with applicant.
5. Candidates who meet minimum criteria will be reviewed by Medical Director, Medical Administrator and Athlete Health and Wellness leadership, in consultation with core medical team and program leadership for the discipline, to determine if there is an upcoming event or camp that would be suitable for the applicant to attend as a volunteer.
6. Volunteers accepted into the program must become members of USAG, become SafeSport trained, pass a background check and volunteer at a minimum of 3 camps or events with close supervision by USAG medical contract staff. All USAG membership, background check, travel and housing expenses are the responsibility of the volunteer.

Exceptions to this requirement will be reviewed on a case by case basis by the National Team medical staff.

7. Volunteers should be willing to work with any discipline at USAG.
8. At each camp or event, USAG medical contract staff will work closely with volunteers and will provide a brief assessment of each volunteer to the Athlete Health and Wellness leadership. USAG program staff will be asked to provide an assessment if they had interaction with the volunteer. Assessment is shown below.
9. Once a volunteer has successfully completed at least 3 camps or events with favorable reviews by medical and program staff, the volunteer will qualify to become a paid contractor with USAG's medical team.
 - a. Volunteer may be asked to volunteer at more than 3 camps or events if we are unable to obtain a thorough assessment of skills, abilities and fit or may be asked to volunteer with a different discipline if there is a need.
 - b. Successful completion of 3 volunteer camps or events does not guarantee a position on the contract staff.
 - c. Positions are offered based on needs of the programs.
 - d. After successful completion of 3 events, volunteer may continue to volunteer if not offered a contract position.

Volunteer Assessment:

(Rate on a scale of 0-5 with 5 being highest)

1. The medical volunteer demonstrated professionalism throughout the event: _____
2. The medical volunteer demonstrated clinical competency appropriate for their training & specialty: _____
3. The medical volunteer documented assessments and treatments appropriately, if applicable: _____
4. The medical volunteer arrived to assigned areas in a timely manner: _____
5. The medical volunteer worked well within the medical team and demonstrated a willingness to help out in any capacity within their scope of licensure (including set up, take down, clean up, etc...): _____
6. The medical volunteer communicated appropriately with all athletes, coaches, staff, volunteers and others: _____

Comments:

Overall recommendation (circle one): Do not recommend Recommend Highly Recommend