

USA Gymnastics
COACH SELECTION PROCEDURES
2015 Pan American Games
Men's Artistic, Women's Artistic, Rhythmic, Trampoline
November 13, 2014

These procedures provide for selection of USA Gymnastics' Coaches for the 2015 Pan American Games. Accreditation allocation is not guaranteed and the number of Coach positions will be based on final USOC credential allocation and overall team size.

1. What are USA Gymnastics' criteria for Coach positions (attach a job description, if any)?

Coaches must:

- 1.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.
 - 1.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform USA Gymnastics and/or USOC.
- 1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 1.3. Be available for entire duration of the Games.
- 1.4. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.5. Must be a current National Team (High Performance) Coordinator, or personal coach of an athlete nominated to the 2015 Pan American Games team.
- 1.6. Must be a USA Gymnastics' Professional Member in good standing.
- 1.7. Must meet the following criteria:
 - Proven team leadership
 - International experience
 - Ability to communicate to athletes, coaches and judges
 - Attend all required meetings and training camps
- 1.8. In the event the Coach role is combined with the Team Leader function, that individual must fulfill the Team Leader responsibilities, as applicable.

2. Describe the process that candidates should follow to express interest in being considered for a Coach position:

A small, definitive group of individuals will meet the criteria outlined in #1 above for the Coach position(s) and it will not be necessary for those individuals to express their interest.

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for Coach position(s):

Each discipline's respective Selection Committee will recommend candidates for the Coach position(s) from the pool of candidates who meet the criteria listed in #1.

4. Describe the removal of a Coach:

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

- 4.1. Voluntary withdrawal. Coach nominee must submit a written letter to USA Gymnastics' President/CEO.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by USA Gymnastics. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Gymnastics, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3. Inability to perform the duties required.
- 4.4. Violation of USA Gymnastics' Code of Ethical Conduct (https://usagym.org/pages/aboutus/pages/code_of_ethics.html).
- 4.5. Violation of USA Gymnastics Responsibilities Manual
https://usagym.org/pages/women/pages/selection_procedures.html
https://usagym.org/pages/men/pages/selection_procedures.html
https://usagym.org/pages/rhythmic/pages/selection_procedures.html
https://usagym.org/pages/tt/pages/selection_procedures.html

Once a Coach nomination is accepted by the USOC, the USOC has jurisdiction over the Coach, at which time, in addition to any applicable USA GYMNASTICS Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at:

<http://www.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Information.aspx>.

5. Describe the replacement of a Coach:

In the event that a Nominated Coach is unable to perform the duties of Coach due to injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the criteria listed in #1 above and, if applicable, come from the pool of candidates described in #3 above.

6. Which group/committee will make the final approval for the Coaches?

The Final Approval of Coaches will be made by a committee consisting of:

Program Director for each discipline
 Athlete Representative for each discipline
 USA Gymnastics President/CEO

7. Conflict of Interest:

Any individual who is being considered for a Coach position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Coach.

8. Date of Nomination:



The Games Staff Nomination Form with the nominated Coach(es) name(s), including names of any replacements (if applicable), will be submitted to the USOC on or before:

Men's Artistic - May 22, 2015
 Women's Artistic - July 4, 2015
 Rhythmic - June 27, 2015
 Trampoline - May 1, 2015

9. Publicity/Distribution of Procedures:

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

- 9.1. Web site: www.usagym.org
 These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.
- 9.2. Other (if any): n/a

Position	Print Name	Signature	Date
USA GYMNASTICS President/CEO	Steve Penny		12/4/14
USOC Athletes' Advisory Council Representative*	David Durante		12/4/14

* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by USA Gymnastics, he/she may submit those reasons in writing to his/her Sport Performance Team.