

USA GYMNASTICS
ADDITIONAL OFFICIALS 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 Additional Official position(s) for the 2015 Pan American Games. However, accreditation allocation is not guaranteed and the number of Additional Officials will be based on final USOC credential allocation and overall team size.

1. Describe the specific Additional Official position(s) that USA Gymnastics is requesting.

Title	Responsibility
a. National Team (High Performance) Coordinator(s)	Assist with team preparation
b. Director of Elite Athlete Programs (Women’s Artistic only)	Assist with team preparation
c. Personal Coach(es)	Assist with team preparation
d. Program Director(s)	Assist with team preparation
e. Doctor(s)	Assist with team’s medical needs
f. Athletic Trainer(s)	Assist with team’s medical needs

2. Describe USA Gymnastics criteria for the above-mentioned Additional Official position(s).

2.1. Additional Official(s) must:

- 2.1.1. Successfully pass the National Center for Safety Initiatives’ (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.
 - 2.1.1.1. 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.
- 2.1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 2.1.3. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.1.4. Must meet the following criteria:
 - Proven team leadership
 - Ability to communicate with athletes, coaches and judges
 - Attend all required meetings and training camps for respective discipline

- 2.1.5. For the positions listed a-d above and as relevant for each particular position, must be a current National Team (High Performance) Coordinator (a), Director of Elite Athlete Programs (b), personal coach of an athlete who has been nominated to the 2015 Pan American Games team (c), or Program Director (d).
 - 2.2. In addition, medical personnel (e. and f.) must:
 - 2.2.1. Possess the appropriate certifications.
 - 2.2.2. Pass a medical credential review in addition to the approved USOC Games Background Check.
 - 2.2.3. Be approved for nomination through USOC's Sports Medicine Division.
 - 2.2.4. Be a current member of USA Gymnastics National Medical Staff.
 - 2.2.5. Be familiar with the athletes and coaches in the discipline where they are assigned.
3. Describe the process that candidates should follow to express interest in being considered for Additional Official position(s):

The individuals who meet the criteria outlined in #2 are a definitive group, and it will not be necessary for those individuals to express interest in the relevant position.

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

Each discipline's respective Selection Committee will recommend candidates for the Additional Official position(s) from the pool of candidates who meet the criteria in #2.

5. Describe the removal of an Additional Official:

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

- 5.1. Voluntary withdrawal. Nominee must submit a written letter to USA Gymnastics President/CEO.
- 5.2. 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.
- 5.3. Inability to perform the duties required.

- 5.4. Violation of USA Gymnastics Code of Ethical Conduct (https://usagym.org/pages/aboutus/pages/code_of_ethics.html).
- 5.5. 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 an Additional Official nomination is accepted by the USOC, the USOC has jurisdiction over the Additional Official, 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>.

6. Describe the replacement of an Additional Official:

In the event that the Nominated Additional Official is unable to perform his/her duties 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 #2 above and, if applicable, come from the pool of candidates described in #4 above.

7. Which group/committee will make the final approval of the Additional Official(s)?

The final approval of Additional Officials will be made by a committee consisting of:

For positions a-c, e and f in section 1. above:

Program Director for each discipline

Athlete Representative for each discipline

USA Gymnastics President/CEO

Approval of (d), Program Director, will be done by USA Gymnastics' President/CEO.

8. Conflict of Interest:

Any individual who is being considered for an Additional Official 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 that Additional Official position.

9. Date of Nomination:

The Games Staff Nomination Form with Additional Official nominees' names, including names of any replacements (if applicable), will be submitted to the USOC on or before:

For all disciplines, medical positions (e-f) will be nominated by May 22, 2015. The balance of the AO positions (a-d) will be identified after the team has been nominated consistent with the dates below:

Men's Artistic - May 22, 2015

Women's Artistic - July 4, 2015

Rhythmic - June 27, 2015

Trampoline - May 22, 2015



10. Publicity/Distribution of Procedures:

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

10.1. 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.

10.2. 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.