

**USA Gymnastics**  
**TEAM LEADER SELECTION PROCEDURES**  
**2016 Olympic Games**  
**Men's Artistic, Women's Artistic, Rhythmic, Trampoline**  
**August 28, 2015**

These procedures provide for selection of USA Gymnastics' Team Leader(s) for the 2016 Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. What are the NGB's criteria for Team Leader positions (attach a job description, if any)?

Team Leader 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. Have the ability to work effectively with the USOC.
- 1.4. Have strong administrative, communication and organizational capabilities/skills.
- 1.5. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 1.6. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- 1.7. Be available for entire duration of the Games.
- 1.8. Have USA Gymnastics' approval to make financial decisions regarding the Team.
- 1.9. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.10. Be a current USA Gymnastics staff member or National Team (High Performance) Coordinator, or, if the Team Leader function is combined with a Coach position, be the personal coach of an athlete nominated to the Olympic Team.
- 1.11. Have previous work experience with USA Gymnastics' national team members and coaches.
- 1.12. Have previous work experience with the USOC.
- 1.13. Have international competition experience in a leadership role.

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

Based on the selection process outlined below, it is not necessary for team leader candidates to express interest in the position.

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

The pool of Team Leader candidates is identified in 1.10. above; current staff members of USA Gymnastics and National Team (High Performance) Coordinators are employed or contracted by USA Gymnastics. The Team Leader will be recommended by each discipline's Vice President or Program Director, with final approval by the President/CEO of USA Gymnastics. If the Team Leader function is combined with a Coach position, the athlete representative in that discipline will also be consulted for final approval of the nominee.

4. Describe the removal of Team Leader:

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

- 4.1. Voluntary withdrawal. Team Leader nominee must submit a written letter to USA Gymnastics' CEO/President.
- 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](https://usagym.org/pages/aboutus/pages/code_of_ethics.html)).
- 4.5. Violation of USA Gymnastics Responsibilities Manual (specific to each discipline)  
[https://usagym.org/pages/women/pages/selection\\_procedures.html](https://usagym.org/pages/women/pages/selection_procedures.html)  
[https://usagym.org/pages/men/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/rhythmic/pages/selection_procedures.html)  
[https://usagym.org/pages/tt/pages/selection\\_procedures.html](https://usagym.org/pages/tt/pages/selection_procedures.html)

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

Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at:

<http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct>

<http://www.teamusa.org/Footer/Legal/Governance-Documents>

5. Describe the replacement of Team Leader:

In the event that the Nominated Team Leader is unable to perform the duties of Team Leader 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 of the Team Leader?

USA Gymnastics President/CEO will make the final approval for the Team Leader. If the team leader function is combined with a Coach position, the athlete representative in that discipline will also be consulted for final approval.

7. Conflict of Interest:

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

8. Date of Nomination:

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

Men's Artistic - June 27, 2016

Women's Artistic - July 10, 2016

Trampoline - June 24, 2016

Rhythmic - June 24, 2016



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](http://www.usagym.org)

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

9.2. Other (if any): n/a

<b>Position</b>	<b>Print Name</b>	<b>Signature</b>	<b>Date</b>
NGB President/CEO	Steve Penny		10/6/15
USOC Athletes' Advisory Council Representative*	David Durante		10/6/15

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

\* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by the NGB, 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 must designate an athlete from that sport to review and sign the Selection Procedures.