

USRowing
GAMES STAFF SELECTION PROCEDURES
2019 Pan American Games
July 31, 2017

These procedures provide for selection of USRowing’s Coaches and Medical Staff for the 2019 Pan American Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size. Responsibility of payment for allocated accreditations will be determined by the USOC and USRowing.

1. Describe the specific Games Staff position(s) that USRowing is requesting.

USOC Role Name - (Games Function)	Responsibility
Coaches	Prepare athletes/teams for success on the field of play.
Medical (ATC, Physio, Physician, Massage)	Provide appropriate medical care to the athletes.

2. What are the NGB’s/HPMO’s/PSO’s criteria for the above Games Staff position(s) (attach a job description, if any)?

USRowing Games Staff must:

- 2.1. 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 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 USRowing and/or USOC.
- 2.2 Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 2.3 Have the ability to work effectively with the USOC.
- 2.4 Be available for entire duration of the Games.
- 2.5 Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 2.6 Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.7 Be listed on NGB’s/HPMO’s/PSO’s Long List and must have successfully completed all Games Registration requirements by stated deadline.
- 2.8 Have thorough knowledge and understanding of the IF rules and regulations governing the sport (if applicable).
- 2.9 Have relevant international/domestic experience.

- 2.10 Pay a user fee to offset credential expenses incurred by USRowing.
- 2.11 Participate in USADA training as required for position (if applicable).
- 2.12 Successfully complete USOC SafeSport Awareness Training and Education Program..

2.13

In addition, Medical Personnel must:

- 2.14 Possess the appropriate certifications.
- 2.15 Pass a medical credential review in addition to the approved USOC Games Background Check, which will be a combined check managed through USOC Sports Medicine (separately arranged background checks will not be considered).
- 2.16 Meet the required experience and proficiency levels as determined by USOC Sports Medicine and outlined in Attachment A and the documents found at <http://www.teamusa.org/About-the-USOC/Athlete-Development/Sports-Medicine/Volunteer-Program.aspx>.
- 2.17 Be approved for nomination through the USOC's Sports Medicine Division.
- 2.18 Experience and knowledge with USRowing and the sport of Rowing in general.

In addition, Coaches Must:

- 2.19 Possess a high level of specific technical and tactical knowledge of the sport.

- 3. Describe the process that candidates shall follow to express interest in being considered for a Games Staff position, in each category below:

Coach(es):

Each winning crew from the Pan American Games Trials may propose one coach to the pool of candidates who must meet all of the criteria listed in #2.

Medical Personnel:

USRowing will nominate a candidate from its current pool of medical volunteers.

- 4. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s) listed below:

Coach(es):

The High Performance Director of USRowing will recommend coaching candidates **from those proposed by the winning crews at the Pan Am Trials** based on the following criteria listed in:

- 4.1 The number of available coaching positions on the team.
- 4.2 Choice of and compatibility with the selected crews, as determined by the crew proposing the coach.

- 4.3 Number of athletes on the team trained by a particular coach.
- 4.4 Demonstrated commitment to the crew throughout the year.
- 4.5 International coaching experience.
- 4.6 Demonstrated commitment to the National Team throughout the year.
- 4.7 Domestic coaching experience.

Medical Personnel:

- 4.8 Qualified candidates who have experience working with USRowing National Teams will comprise the pool of candidates.
- 4.9 A candidate from the pool who is available for the specific time frame will be selected by the chair of the USRowing medical committee based on their amount of experience with the National team and fit with the selected athletes.

5. Describe the removal of Games Staff:

An individual who is to be nominated to the above-listed Games Staff position(s) by USRowing may be removed as a nominee for any of the following reasons, as determined by USRowing.

- 10.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to the USRowing CEO.
- 10.2 Injury or illness as certified by a physician (or medical staff) approved by USRowing. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USRowing, his/her injury will be assumed to be disabling and he/she may be removed.
- 10.3 Inability to perform the duties required.
- 10.4 Violation of the USRowing's Code of Conduct (www.usrowing.org/selection-procedures/#Appendices).

Once the Games Staff nomination(s) is accepted by the USOC, the USOC has jurisdiction over the Games Staff, at which time, in addition to the USRowing Code of Conduct, the USOC's Games Forms apply. The USOC's Games Forms are available as part of Games Registration prior to the respective Games.

6. Describe the replacement of Games Staff:

In the event that the Nominated Games Staff member is unable to perform the duties of the position(s) for 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 applicable criteria listed in 2 above and be selected through the same process as outlined in Sections 3 and 4.

7. Which group/committee will make the final approval of the Games Staff position(s)?

The High Performance Director will recommend the candidates for the Games Staff positions to be approved by the High Performance Committee.

High Performance Committee: Chair and two athlete representatives.

8. Conflict of Interest:

An individual involved in the selection process who has a conflict of interest must disclose this information, and recuse him or herself and not influence others regarding the discussions, meetings or decisions involving the selection of the Games Staff position(s). If there is an issue concerning whether a conflict of interest exists, USRowing's Board, as appropriate, shall determine if a conflict exists.

9. Date of Nomination:

Coaches: June 17, 2019

Medical Staff: May 6, 2019

10. Publicity/Distribution of Procedures:

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

10.1 Web site: www.usrowing.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):

Position	Print Name	Signature	Date
NGB/HPMO/PSO President or CEO/Executive Director	SUSAN SMITH		8/10/17
USOC Athletes' Advisory Council Representative*	Wick LaCava		8/17/17

Attachment A

USOC Sports Medical Games Requirements

PURPOSE

The USOC has developed medical requirements to ensure the safety of athletes during Games (Olympic, Paralympic, Pan American and Para Pan American, etc.). This policy addresses equipment requests and minimum standards for all NGBs/HPMOs/PSOs (NGBs from here forward) and medical providers attending games.

POLICY

1. Requests

NGBs must identify medical support requests to the USOC Sports Medicine department. These requests must specify any supplies, equipment, and other medical support provided at the Games. Anti-doping concerns or comments should also be identified. Collected information will be reviewed by the USOC Managing Director of sports medicine who will then identify and communicate the level of support to be provided by USOC Sports Medicine. Any changes to the requested sports medicine support should be immediately forwarded to USOC Sports Medicine. In cases where medical services or materials are not identified, the USOC cannot guarantee support for additional or late requests because of time, budget and other factors.

2. NGB Health Care Providers

NGBs must nominate and allocate Games credentials to NGB identified health care provider(s) to support the NGB sports medicine needs during the games. Any potential NGB medical provider who *could* be nominated to provide services must be identified by the NGB no later than the due date for the respective Games Long List. Additionally, all NGB medical providers must meet the criteria as identified in the NGB's approved Additional Officials Selection Procedures, along with the additional criteria outlined below.

The medical staffing list will include anyone who will potentially be credentialed by the NGB and/or use a day pass to provide services at an Olympic/Paralympic Village or a High Performance Training Center. Health care providers must meet minimum qualification standards which are identified below by their specialty without exception. NGBs must ensure their identified medical staff can meet these standards prior to advancing their nomination for a Games credential or day pass access. If the provider is not licensed in the United States, they may be ineligible to be credentialed. In order to meet expected standards of care and mitigate risk management issues, selected provider(s) **must** meet the below minimum qualifications in addition to the Selection Procedures criteria to provide medical services at games. These qualifications include:

- 1) Meet all criteria identified in the USOC Volunteer Program Application for specific specialty (Attachments located at www.teamusa.org/medicalvolunteer). On occasion, specific supporting documentation will be requested at the discretion of USOC Sports Medicine.
- 2) Successfully pass a medical credential review and criminal background check at or above USOC standards with the National Center for Safety Initiatives (NCSI)
- 3) Review of the venue emergency action plan with USOC Sports Medicine staff prior to the first scheduled practice or event.
- 4) Complete required Medical Team Education Modules addressing Anti-Doping, Safe Sport and/or other prerequisite training.

Appendix: Location of criteria:

- Athletic Trainer Qualification Criteria – located at www.teamusa.org/medicalvolunteer
- Physical Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Doctor of Chiropractic Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Physician Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Massage Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer