

USA Wrestling
GAMES STAFF SELECTION PROCEDURES
2015 PAN AMERICAN GAMES
(MEN'S FREESTYLE, WOMEN'S FREESTYLE, GRECO-ROMAN)
November 13, 2014

These procedures provide for selection of USA Wrestling's **Games Staff** [National Team Manager(s) and Head Coaches] for the 2015 Pan American Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

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

Title	Responsibility
National Team Manager(s)	Serve as primary point of contact and liaison between the USOC and USA WRESTLING for athletes, coaches, and staff regarding operations, logistics, and high performance matters before, during and after the Games.
Head Coaches	Prepare athletes/teams for success on the field of play.

2. What are USA Wrestling's criteria for the above Games Staff position(s) (attach a job description, if any)?

USA Wrestling's 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 USA Wrestling 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. Have strong administrative, communication and organizational capabilities/skills.
- 2.5. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 2.6. Have proven ability to establish harmonious relationships with athletes and other Team personnel.

- 2.7. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.8. Be a currently employed Staff member of USA Wrestling.

In addition to 2.1 to 2.8 above, the National Team Manager(s) must:

- 2.9. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- 2.10. Be available for entire duration of the Games.
- 2.11. Have USA Wrestling's approval to make financial decisions regarding the Team.
- 2.12. Hold a current USAW membership card.
- 2.13. Be an employee of USA Wrestling.

In addition to 2.1 to 2.8 above, the Head Coaches must:

- 2.14. Possess high level, specific technical and tactical knowledge of the sport.
- 2.15. Have thorough knowledge and understanding of the IF rules and regulations governing the sport.
- 2.16. Hold a current Coaches' membership card.
- 2.17. Be at least Bronze Level Certified through the USA Wrestling Coaches Education Program.
- 2.18. Be a member of the National Coaching paid staff.

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

USA Wrestling will not solicit applications for these Games Staff positions. The Games Staff positions will be filled by current USA Wrestling employees who meet the criteria in #2 above.

- 4. Describe the removal of Games Staff:

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

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to USA Wrestling's Executive Director/CEO/President.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by USA Wrestling. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Wrestling, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3. Inability to perform the duties required.

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 any applicable USA WRESTLING 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-Info>.

5. 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 criteria listed in #2 above and, if applicable, come from the pool of candidates described in #4 above.

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

USA Wrestling's CEO/ED will make the final approval.

7. Conflict of Interest:

Any individual who is being considered for the Games Staff position(s) 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 Games Staff position(s).

8. Date of Nomination:

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

May 22, 2015

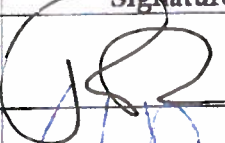

9. Publicity/Distribution of Procedures:

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

9.1. Web site: www.usawrestling.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): Not applicable.

Position	Print Name	Signature	Date
USA Wrestling Executive Director	Rich Bender		12/11/14
USOC Athletes' Advisory Council Representative*	Marcie Van Dusen		11/26/14

* 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 Wrestling, 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, USA Wrestling must designate an athlete from that sport to review and sign the Selection Procedures.