

**USA FENCING
GAMES STAFF SELECTION PROCEDURES
(for volunteers)
2020 OLYMPIC GAMES
June 25, 2019**

These procedures provide for selection of USA Fencing’s **Games Staff** [Team Captain, Personal Coach(es), Armorer and/or Medical Personnel] for the 2020 Olympic 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 USA Fencing.

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

USOC Role Name - (Games Function)	Responsibility
Personal Coach	Prepare athletes/teams for success on the field of play.
Team Captain	Head of Delegation (Athletic), Liaise with Directeur Technique and Arbitrage, Register protests, Manage referee assignments, Provide competition information to athletes and coaches, Attend all competition meetings.
Armorer	Manage the weapons for the Team.
Additional Medical (ATC, Physio, Physician, Massage)	Provide appropriate medical care to the athletes.

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

USA Fencing’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 Fencing and/or the 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 (*if applicable*).

- 2.5. Be responsible for Team's adherence to all rules regarding discipline at the Games (*if applicable*).
- 2.6. Be available for entire duration of the Games (*if applicable*).
- 2.7. Possess high level, specific technical and tactical knowledge of the sport.
- 2.8. Have thorough knowledge and understanding of the IF rules and regulations governing the sport (*if applicable*).
- 2.9. Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 2.10. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.11. Be listed on USA Fencing's Long List and successfully complete all Games Registration requirements by stated deadline.
- 2.12. Participate in USADA training as required for position.
- 2.13. Successfully complete the U.S. Center for SafeSport's online training in accordance with the current USOC Policy prior to nomination.

In addition, Coaches must:

- 2.14. Be a personal coach as designated by a qualified Athlete.
- 2.15. Possess a high level of specific technical and tactical knowledge of the sport.

In addition, Team Captain and Armorer must:

- 2.16. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.

In addition, Medical Personnel must:

- 2.17. Possess the appropriate certifications.
- 2.18. 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).
- 2.19. Meet the required experience and proficiency levels as determined by USOC Sports Medicine and outlined in Attachment A and the documents found at <https://www.teamusa.org/medicalvolunteer>.
- 2.20. Be approved for nomination through the USOC's Sports Medicine Division.

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

No application or publicizing of the positions will occur as there is a limited pool of qualified candidates. Candidates' experience must meet the criteria as outlined above in Section 2.

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

The USA Fencing Sports Performance Resource Team, in consultation with the USA Fencing Executive Director and Director of Sports Performance, will review all potential candidates and select those to be considered for all staff positions—Personal Coaches, Team Captain, Armorer, Additional Medical. A list of the Sports Performance Resource Team members can be found at <https://www.usafencing.org/committees> (click “About USA Fencing” and then “Committees”).

For Personal Coach positions, all personal coaches as designated by qualified athletes will be considered part of the pool of candidates. To select candidates, the Director of Sports Performance will present a list of qualified candidates to the Sport Performance Resource Team. The following factors, which are listed in no particular order, will be considered when developing the list of candidates and determining nominees:

- Schedule of events
- Number of events in which athlete(s) of personal coaches will compete
- Medal potential of athlete(s) of personal coaches competing based on ranking and past results
- Ability to work with multiple athletes and/or weapon squads
- History of traveling internationally with athlete(s)

5. Describe the removal of Games Staff:

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

- 5.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA Fencing Executive Director.
- 5.2. Injury or illness as certified by a physician (or medical staff) approved by USA Fencing. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Fencing, his/her injury will be assumed to be disabling and he/she may be removed.
- 5.3. 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 Fencing 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)?

With input from the Executive Director and the Director of Sports Performance, the USA Fencing Sports Performance Resource Team will review all potential candidates and make the final approval for all staff positions.

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, USA Fencing's Board or Ethics Committee, as appropriate, shall determine if a conflict exists.

9. 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:

Personal Coaches: June 5, 2020

Team Captain, Armorer and Additional Medical: April 17, 2020

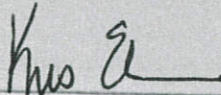
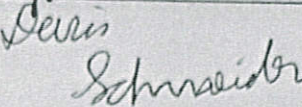
10. Publicity/Distribution of Procedures:

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

- 10.1. Web site: www.usfencing.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 Fencing President or CEO/Executive Director	Kris Ekeren		8/20/19
USOC Athletes' Advisory Council Representative*	DARIA SCHWEIDER		8/19/19

* 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.

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 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