

IMPORTANT NOTICE DUE TO POSTPONEMENT OF THE 2020 OLYMPIC GAMES
NOTICE POSTED May 13, 2020

Following the IOC’s announcement that the Tokyo 2020 Olympic Games have been rescheduled to take place July 23-August 8, 2021, this notice and the information below serve as an announcement of amendments to USA Wrestling’s Staff Selection Procedures.

Section of Procedures	Page #	Amendment Description
Throughout	All pages	Updated all references of “USOC” to “USOPC”
Sections 1, 3 and 4	multiple	Clarification: Medical (Physician, Athletic Trainer, Massage Therapist, <i>etc.</i>)
Section 5	Page 5	Removed “to be”
5.6	Page 5	Added: No longer able to meet the required criteria in Section 2 at the time of the Games.
Section 9: Date of Nomination	Page 6	Nomination date change: Submitted by April 17, 2020 – for Games Staff positions that are not dependent on which athletes are named to the 2020 Olympic Team Due by June 4, 2021 June 5, 2020 – for Games Staff positions that are dependent on which athletes are named to the 2020 Olympic Team

USA WRESTLING
GAMES STAFF SELECTION PROCEDURES
2020 OLYMPIC GAMES
GRECO-ROMAN, WOMEN’S FREESTYLE, MEN’S FREESTYLE
February 7, 2019
AMENDED May 13, 2020

These procedures provide for selection of USA WRESTLING’s **Games Staff** [Team Leader, Coaches, and/or Additional Officials] for the 2020 OLYMPIC GAMES. However, accreditation allocation is not guaranteed and will be based on final USOPC credential allocation and overall team size. Responsibility of payment for allocated accreditations will be determined by the USOPC and USA WRESTLING.

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

Games Staff Role	Responsibility/Function
Team Manager	Serve as primary point of contact and liaison between the USOPC and USA WRESTLING for athletes, coaches, and staff regarding operations, logistics, and high performance matters before, during and after the Games.
Team Leaders	Serve as primary point of contact and liaison between USA Wrestling and the style he/she is assigned to work with before, during and after the Games.
Coaches	Prepare athletes/teams for success on the field of play.
Medical (ATC, Physician, Massage, <i>etc.</i>)	Provide appropriate medical care to the athletes.

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 USOPC 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 the USOPC.
- 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 USOPC and in a Games environment.
- 2.4 Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 2.5 Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.6 Be listed on USA WRESTLING'S Long List and must have successfully completed all Games Registration requirements by stated deadline.
- 2.7 Participate in USADA training as required for position.
- 2.8 Successfully complete the U.S. Center for SafeSport's online training in accordance with the current USOPC Policy prior to nomination.

In addition, Team Manager must:

- 2.9 Be a currently employed staff member or contractor of USA Wrestling.
- 2.10 Possess appropriate experience and/or certifications relative to the position/area of expertise for which they may be nominated.
- 2.11 Hold a current USAW membership card.
- 2.12 Have strong administrative, communication and organizational capabilities/skills.
- 2.13 Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 2.14 Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings.
- 2.15 Be available for entire duration of the Games.
- 2.16 Have USA WRESTLING'S approval to make financial decisions regarding the Team.

In addition, Team Leaders must:

- 2.17 Have experience in Team Leader type roles with USA Wrestling (preferred).
- 2.18 Be an active and registered member of USA Wrestling.
- 2.19 Have previous international experience as a Coach, Team Leader, or administrator at the senior level.
- 2.20 Have strong administrative, communication and organizational capabilities/skills.
- 2.21 Be responsible for Team's adherence to all rules regarding discipline at the Games.

- 2.22 Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings, if requested.
- 2.23 Be available for entire duration of the Games, if requested.

In addition, Coaches Must:

- 2.24 Possess a high level of specific technical and tactical knowledge of the sport.
- 2.25 For a Head Coach position, individual must be a currently employed staff member or contractor of USA Wrestling.
- 2.26 For other coaching positions, candidates may either be employed/contracted by USA Wrestling or must be included and have applied through USA Wrestling's Volunteer Coaching Pool.
- 2.27 Individuals must hold a current USA Wrestling Coaches membership card, must be at least Bronze Level Certified through the USA Wrestling Coaches Education Program, and part of the National Volunteer Coaching pool, or a member of the National Coaching paid staff.
- 2.28 Be available for entire duration of the Games, if requested.

In addition, Medical Personnel must:

- 2.29 Possess the appropriate certifications.
- 2.30 Pass a medical credential review in addition to the approved USOPC Games Background Check, which will be a combined check managed through USOPC Sports Medicine (separately arranged background checks will not be considered).
- 2.31 Meet the required experience and proficiency levels as determined by USOPC Sports Medicine and outlined in Attachment A and the documents found at www.teamusa.org/medicalvolunteer.
- 2.32 Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.33 Experienced candidates may either be employed/contracted by USA Wrestling or must be included and have applied through USA Wrestling's Volunteer Medical Pool.
- 2.34 Be available for entire duration of the Games, if requested.

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

Team Manager:

USA Wrestling will not solicit applications for the Team Manager position(s). The Team Manager position(s) will be filled by current USA Wrestling employees and/or contractors.

Team Leader(s):

USA Wrestling's National staff recruits individuals for the position of Team Leader based on the criteria in Section 2 above, identifying the potential candidates who can best help the Team with preparation through the quadrennium towards the Olympic Games. This includes serving as a Team Leader at international events, such as the World Championships, throughout the quadrennium.

Head Coaches:

USA Wrestling will not solicit applications for the Head Coach positions. The Head Coach positions will be filled by the currently employed USA Wrestling National Team Coaches.

Assistant Coach(es):

Coaches need to be included in the USA Wrestling Volunteer Coaching pool or be a member of the USA Wrestling paid coaching staff prior to nomination. Coaches must apply before November 1, 2019. Selections may be made by December 31, 2019, based on who best fits the criteria in Section 2 above; however, the committee reserves the right to make the decision after the Olympic Trials if it is believed this will help in the preparation of the athletes who make the 2020 Olympic Team. The link to apply is:

<https://docs.google.com/forms/d/e/1FAIpQLSdZoYGTJY3AZ1GnljaJUgkQizGoaoLyKxHYAGSP0z6J8vHGcQ/viewform?c=0&w=1>

Medical (*Physician, Athletic Trainer, Massage Therapist, etc.*):

Medical personnel need to be included in the USA Wrestling Volunteer Medical pool or hold a contracted position with USA Wrestling prior to nomination. Medical personnel must apply before November 1, 2019. Selections will be made by December 31, 2019, based on who best fits the criteria in Section 2 above. The link to apply is:

<https://docs.google.com/forms/d/e/1FAIpQLSfOGqldjtebNONyOJ6oDfZuLCA77WbfnuvrC8JUUnlkjDm11fA/viewform?c=0&w=1>

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

Team Manager:

As the Team Manager position(s) will be filled by current USA Wrestling employees and/or contractors, the individual will be identified and approved by the Executive Director of USA Wrestling.

Team Leader(s):

The Team Leader(s) will be assigned and approved by USA Wrestling's Executive Director, National Teams High Performance Manager, and the USA Wrestling AAC Representative. If a replacement is needed, the same people will select the next best representative based on previous experience in serving in the Team Leader role during a major international event and, depending on the timing for needing to identify a replacement, may select a USA Wrestling employee and/or contractor to fill the role.

Head Coaches:

As the Head Coach positions will be filled by current USA Wrestling employees and/or contractors, the individuals will be identified and approved by the Executive Director of USA Wrestling.

Assistant Coach(es):

The candidates will be selected and recommended by the respective USA Wrestling Sport Committees and final approval will be made by the USA Wrestling Executive Committee (committees defined in Section 7 below).

Medical (*Physician, Athletic Trainer, Massage Therapist, etc.*):

Selections will be determined by USA Wrestling's Executive Director, National Teams High Performance Manager, and the USA Wrestling AAC Representative and final approval will be made by the USA Wrestling Executive Committee (committees defined in Section 7 below).

5. 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.

- 5.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA WRESTLING Executive Director/CEO.
- 5.2. 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.
- 5.3. Inability to perform the duties required.
- 5.4. Violation of USA WRESTLING'S Code of Conduct:
<https://content.themat.com/CoachesCorner/2018-CoachConduct.pdf>
- 5.5. [No longer able to meet the required criteria in Section 2 at the time of the Games.](#)

Once the Games Staff nomination(s) is accepted by the USOPC, the USOPC has jurisdiction over the Games Staff, at which time, in addition to any applicable USA WRESTLING Code of Conduct, the USOPC's Games Forms apply. The USOPC'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)?

- [USA Wrestling Executive Committee](#)
 - Responsible for approving Games Staff positions that will be filled by applicants who are not employees/contractors of USA Wrestling and will be shared across all three styles; also serve as final approval for any of the respective Sport Committees' decisions
- [USA Wrestling Greco-Roman Sport Committee](#)
 - Responsible for approving Games Staff positions that will be filled by applicants who are not employees/contractors of USA Wrestling and will be roles dedicated to Greco-Roman

- [USA Wrestling Women’s Freestyle Sport Committee](#)
 - Responsible for approving Games Staff positions that will be filled by applicants who are not employees/contractors of USA Wrestling and will be roles dedicated to Women’s Freestyle
- [USA Wrestling Men’s Freestyle Sport Committee](#)
 - Responsible for approving Games Staff positions that will be filled by applicants who are not employees/contractors of USA Wrestling and will be roles dedicated to Men’s Freestyle

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 WRESTLING’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 USOPC on or before:

[Submitted by](#) April 17, 2020 – for Games Staff positions that are not dependent on which athletes are named to the 2020 Olympic Team

[Due by June 4, 2021](#) ~~June 5, 2020~~ – for Games Staff positions that are dependent on which athletes are named to the 2020 Olympic Team

10. Publicity/Distribution of Procedures:



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

10.1. Web site:

<http://www.teamusa.org/usa-wrestling/team-usa/team-selection-criteria>

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

10.2. Other (if any): N/A

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	Rich Bender		6/5/2020
USOPC Athletes' Advisory Council Representative*	Anthony Ramos		6/9/2020

* If the USOPC 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/HPMO/PSO, 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 USOPC AAC Representative, the NGB/HPMO/PSO must designate an athlete from that sport to review and sign the Selection Procedures.

April 17, 2020 – for Games Staff positions that are not dependent on which athletes are named to the 2020 Olympic Team

June 5, 2020 – for Games Staff positions that are dependent on which athletes are named to the 2020 Olympic Team

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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
NGB President or CEO/Executive Director	Rich Bender		2/11/19
USOC Athletes' Advisory Council Representative*	Anthony Ramos		2/12/19

* 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/HPMO/PSO, 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/HPMO/PSO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

USOPC Sports Medical Games Requirements

PURPOSE

The USOPC 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 USOPC 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 USOPC Managing Director of sports medicine who will then identify and communicate the level of support to be provided by USOPC Sports Medicine. Any changes to the requested sports medicine support should be immediately forwarded to USOPC Sports Medicine. In cases where medical services or materials are not identified, the USOPC 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 USOPC 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 USOPC Sports Medicine.

- 2) Successfully pass a medical credential review and criminal background check at or above USOPC standards with the National Center for Safety Initiatives (NCSI)
- 3) Review of the venue emergency action plan with USOPC 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