

**USA PARA POWERLIFTING
 COMPETITION STAFF SELECTION PROCEDURES
 2018 BOGOTA AMERICAN'S CHAMPIONSHIP
 JUNE 21, 2018**

The procedures provide selection for USA Para Powerlifting Competition Staff for the 2018 Bogota America's Championships. 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 Para Powerlifting

1. Describe the specific Competition Staff position(s) that the NGB/HPMO/PSO is requesting.

USOC Role Name	Example Competition Function
Team Leader	Serve as primary point of contact and liaison between the USOC and NGB/HPMO/PSO before, during and after the competition. Would serve as the primary contact with World Para Powerlifting and oversite of training of coaches and athletes
Coach(es)	Prepare athletes/teams for success on the field of play prior to and during the competition Tech Personnel, Sport Specific Roles (Golf Caddy, Groom, etc.)

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

NGB's/HPMO's/PSO's Competition Staff must:

- 2.1. Successfully pass the background screen in accordance with the current Logan University 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 competition that may change his/her background check status, the nominee must inform the NGB/HPMO/PSO and/or USOC.
- 2.2. Possess a valid passport that does not expire until at least six months after the conclusion of the competition.
- 2.3. Have the ability to work effectively with the HPMO and/or 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 Competition *(if applicable)*.
- 2.6. Fulfill all duties and requirements of the USOC including attendance at USOC Competition related meetings *(if applicable)*.
- 2.7. Be available for entire duration of the Competition *(if applicable)*.

- 2.8. Have the NGB's/HPMO's/PSO's approval to make financial decisions regarding the Team (*if applicable*).
- 2.9. Possess high level, specific technical and tactical knowledge of the sport (*if applicable*).
- 2.10. Have thorough knowledge and understanding of the IF rules and regulations governing the sport (*if applicable*).
- 2.11. Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 2.12. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.13. Be a currently employed staff member or contractor of the NGB/HPMO/PSO.
- 2.14. Be listed on NGB's/HPMO's/PSO's Long List and must successfully complete all Competition Registration requirements by stated deadlines.
- 2.15. Participate in USADA training as required for position (*if applicable*).
- 2.16. Successfully complete the USOC's SafeSport awareness training and education
- 2.17. Possess a high level of specific technical and tactical knowledge of the sport including the weight and kit check process, knowledge of warm up techniques, how to work the competition board, strapping and protest procedures

In addition, Medical Personnel must:

- 2.18. Possess the appropriate certifications.
 - 2.19. Pass a medical credential review in addition to the approved USOC Competition Background Check, which will be a combined check managed through USOC Sports Medicine (separately arranged background checks will not be considered).
 - 2.20. 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>.
 - 2.21. 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 Competition Staff position, in each category below:
 - 3.1. Team Leader candidates that meet all of the requirements listed in section 2 of this document shall be subject to the following process
 - 3.1.1. Team Leader will be appointed by the Director of USA Para Powerlifting
 - 3.2. Candidate(s) for Coach(es) that meet all of the following requirements listed in section 2 of this document shall be subject to the following process
 - 3.2.1. Candidate will complete application for position. Application will be located on USA Para Powerlifting's webpage on Logan University's website (www.logan.edu/usapp)
 - 3.2.2. Applications will be available July 1st – July 30th
 - 3.2.3. Deadline for Coach(es) applications will be 11:59pmCST on July 30th, 2018

- 3.2.4. Applications will be reviewed by the selection committee consisting of Athlete representative, Team Leader, and Director of USA Para Powerlifting
 - 3.2.5. Chosen applicant(s) will be informed via email from the Director of USA Para Powerlifting on or by August 15th.
 4. Describe the intended method of identifying the pool and selecting the candidates considered for the Competition Staff position(s) listed below
 - 4.1. Team Leader candidate(s) and Coach candidate(s) will be identify by the items listed in sections 2 and 3 of this document
5. Describe the removal of Competition Staff:

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

- 5.1. Voluntary withdrawal. Competition Staff nominee must submit a written letter to the NGB/HPMO/PSO Executive Director/CEO/President.
- 5.2. Injury or illness as certified by a physician (or medical staff) approved by the NGB/HPMO/PSO. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB/HPMO/PSO, 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 the NGB's/HPMO's/PSO Code of Conduct Attachment B.

Once the Competition Staff nomination(s) is accepted by the USOC, the USOC has jurisdiction over the Competition Staff, at which time, in addition to any applicable NGB/HPMO/PSO Code of Conduct, the USOC's Competition Forms apply. The USOC's Competition forms are available as part of Competition Registration prior to the respective Competition.

6. Describe the replacement of Competition Staff:

In the event that the Nominated Competition 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.

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

The Director of USA Para Powerlifting and High-Performance Manager will make the final approval

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 Competition Staff position(s). If there is an issue concerning whether a conflict of interest exists, the NGB's/HPMO's/PSO's Board or Ethics Committee, as appropriate, shall determine if a conflict exists.

9. Date of Nomination:

Note: Please submit your Staff nomination(s) on the Competition Staff Nomination Form and Biographical Information Form(s) on or before the deadline for the appropriate Competition "Long List" submission. Please include replacements who meet the applicable criteria in these nominations.



Note: Requests for an extension to the date of nomination must be submitted in writing to the USOC, and approved in advance. To be considered, a request must include the proposed nomination date and specific performance reason for the extension request.

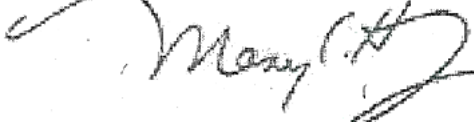
Note: Before an NGB/HPMO/PSO publicly announces its Competition Staff (i.e. to the media), the USOC must authorize the release of the information. Contact your Sport Performance Team to request authorization.

10. Publicity/Distribution of Procedures:

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

- 10.1. Web site: www.logan.edu/usapp
These procedures will be posted as soon as possible, but not more than five days following notice of approval by the HPMO.
- 10.2. Other (if any):
N/A

Position	Print Name	Signature	Date
NGB/HPMO/PSO President or CEO/Executive Director	Kelley Humphries, Director		6/28/2018
USOC Athletes' Advisory Council Representative*	Chelsi Figley, AAC Rep		6/28/2018

High Performance Manager	Mary Hodge, High- Performance Manager		6/28/2018
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* 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 must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

USOC Sports Medical Competition Requirements

PURPOSE

The USOC has developed medical requirements to ensure the safety of athletes during Competition (Olympic, Paralympic, Pan American and Para Pan American, etc.). This policy addresses equipment requests and minimum standards for all NGBs and medical providers attending competition.

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 Competition. 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 Competition credentials to NGB identified health care provider(s) to support the NGB sports medicine needs during the competition. 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 Competition 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 Competition 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 competition. These qualifications include:

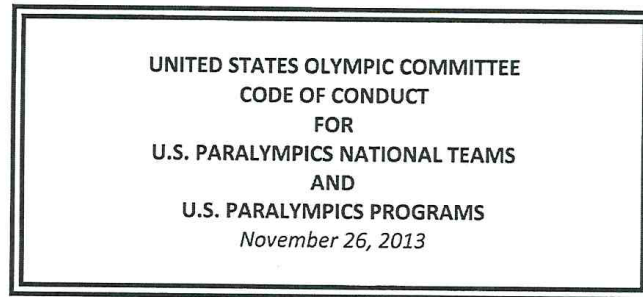
- 1) Meet all criteria identified in the USOC Volunteer Program Application for specific specialty (Attachments located at www.teamusa.org/medicalvolunteer). On occasion, specific supporting documentation will be requested at the discretion of USOC Sports Medicine.
- 2) Successfully pass a medical credential 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

ATTACHMENT B



ATHLETE PLEDGE AND AGREEMENT

I pledge to uphold the spirit of this Code of Conduct (the "Code"), which offers a guide to my conduct as a member of a U.S. Paralympics National Team or a U.S. Paralympics Team to international competition (the "Team"). This Code applies to those Paralympic sports in which the United States Olympic Committee (USOC) has not recognized a National Governing Body or a Paralympic Sport Organization to govern the sport. I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my membership on the Team.

As a Member of the Team, I hereby promise and agree that I:

- will abide by all published rules related to the Team selection procedures as approved by U.S. Paralympics or the USOC;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will submit to a physical examination by USOC medical personnel if my ability to compete is compromised due to physical injury, illness or incapacity and I understand that such physical injury, illness or incapacity may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team.

- will not commit a doping violation as defined by the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the International Paralympic Committee (IPC) or USOC rules;
- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to compete under the rules of the IPC and its pertinent committees, and its pertinent member organizations and under the rules of the USOC;
- am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of any international competition, should I be chosen for an international team that requires a passport;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will maintain a level of personal hygiene and cleanliness appropriate to respect my teammates;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior nor in any form of verbal, physical or sexual harassment or abuse;
- will follow the Team rules, whether set by Team leadership or adopted by consensus, including by way of example, rules regarding curfew and required attendance at Team meetings;
- agree to wear the uniforms approved by U.S. Paralympics at official activities sponsored by the USOC or U.S. Paralympics as directed by U.S. Paralympics staff, and I agree to compete in the U.S. Paralympics-approved Team uniform, where such a uniform is provided, in competitions at which I am supported by U.S. Paralympics . I agree to wear the names and logos of U.S. Paralympics sponsors, suppliers and licensees on Team competition wear, other uniforms and casual wear as provided by U.S. Paralympics. I agree to not alter any

Team uniform, either by removing or obstructing the names or logos of U.S. Paralympics sponsors, suppliers and licensees or by adding patches, stickers, or other means of displaying unauthorized names, logos or messages;

- agree to not demean or defame the USOC, U.S. Paralympics or its sponsors, their names, logos, marks, products or services. I acknowledge that endorsing and supporting U.S. Paralympics sponsors through my actions and words reflects well on the team and on those supporting the team.
- agree to be filmed, videotaped and photographed, and to have my image and voice otherwise recorded, in any media, during any event I am attending under the auspices of the USOC or U.S. Paralympics, by U.S. Paralympics official photographer(s), film crew(s) and video crew(s), and by any other entity authorized by U.S. Paralympics, under the conditions specified by U.S. Paralympics. I hereby grant U.S. Paralympics the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, my name, picture, likeness, voice and biographical information for: (1) news and information purposes, (2) promotion of the Paralympic movement and the specific competition(s) in which I compete, (3) promotion of the Team, and (4) promotion of U.S. Paralympics and the USOC ; in no event may U.S. Paralympics or the USOC use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USOC or Paralympic Team apparel or equipment or the use of any USOC or U.S. Paralympics logo for the purpose of trade, promotion, fund raising or on merchandise, without the prior written consent of U.S. Paralympics;
- will abide by the rules of the IPC or other Paralympic international federations concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- understand that if I require legal representation because I am accused of criminal misconduct or an anti-doping violation, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my teammates, the Team, U.S. Paralympics, the USOC, and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Paralympic Movement.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, at 719.866.5000, Kacie.Wallace@usoc.org or www.athleteombudsman.org for further information regarding my rights under this Code that are not answered by U.S. Paralympics.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being a member of the Team.

Signature

Date

PARENT/GUARDIAN CERTIFICATION
(For Participants Under the Age of 18 as of Date of Signature)

Signature

Date

Relationship (Parent or Guardian)