

**USA VOLLEYBALL**  
**GAMES STAFF SELECTION PROCEDURES**  
**2020 Olympic Games**  
**Beach Women & Men**  
**June 7, 2017**  
**AMENDED May 8, 2020**

USOPC Role Name	Example Games Function
Team Leader	Team Leader
Coach	Coach, Assistant Coach, Consultant Coach
Technical Personnel	Tech Personnel, Statistics, Video
Medical Staff	Doctor, Physiotherapist, Medical Personnel, Massage Therapist, etc.

These procedures provide for selection of USA Volleyball’s **Games Staff** [Team Leader, Coach(es), 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 Volleyball.

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

<b>USOPC Role Name - (Games Function)</b>	<b>Responsibility</b>
Team Leader	Serve as primary point of contact and liaison between the USOPC and USA Volleyball before, during and after the Games.
Coach, Assistant Coach, Consultant Coach	Prepare athletes/teams for success on the field of play.
Medical ( <u>for example,</u> ATC, Physio, Physician, Massage)	Provide appropriate medical care to the athletes.
Technical Personnel, Statisticians, Video Analysts	Provide coaching staff and athletes with relevant data and video to prepare for success on the field of play.

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

NGB’s/HPMO’s/PSO’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 the NGB/HPMO/PSO and/or 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.
- 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 Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings *(if applicable)*.
- 2.7 Be available for entire duration of the Games *(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 listed on NGB's/HPMO's/PSO's Long List and must have successfully completed all Games Registration requirements by stated deadline.
- 2.14 Participate in USADA training as required for position *(if applicable)*.
- 2.15 ~~Participate in the~~ **Successfully complete the** USOPC's Safe Sport training.
- 2.16 Have previous involvement with the National Team program, high performance programs or USAV operations (if applicable).
- 2.17 Possess relevant experience with the sport of volleyball (if applicable).
- 2.18 Have experience with international events in a team management, consultant, medical, technical or coaching role (if applicable).

In addition, Medical Personnel must:

- 2.19 Possess the appropriate certifications.
- 2.20 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).
- 2.21 Meet the required experience and proficiency levels as determined by USOPC 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](https://www.teamusa.org/Team-USA-Athlete-Services/Medical/Sports-Medicine/Volunteer-Program.aspx)~~<https://www.teamusa.org/Team-USA-Athlete-Services/Medical/Sports-Medicine/Volunteer-Program>.

- 2.22 Be approved for nomination through the USOPC's Sports Medicine Division.

In addition, Coaches Must:

- 2.23 Possess a high level of specific technical and tactical knowledge of the sport.  
2.24 Possess the ability to devise and implement a program of training and competition that leads to sustained competitive success.

In addition, Technical Personnel Must ~~(i.e. Ski Tech, Video Tech, etc...)~~:

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

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

Team Leader:

Applications for Team Leader Positions are not publicly solicited.

Coach(es):

Applications for Coach Positions are not publicly solicited.

Medical (*e.g., trainer, physical therapist, massage therapist, psychologist, nutritionist, sports medicine professional*):

Applications for Medical Positions are not publicly solicited.

Technical (*e.g., videotape and statistical consultants / scouts*):

Applications for Technical Positions are not publicly solicited.

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 Leader:

The Team Leaders will be recommended by USAV Senior management with input from the USAV Beach National Team Staff, from individuals with relevant experience as listed in Section 2., to the Selection Review Committee for approval.

## Coach(es)

The Olympic-nominated team(s) shall recommend the coach(es) who meet the requirements in Section 2 to the Selection Review Committee for approval.

Medical (*e.g., trainer, physical therapist, massage therapist, psychologist, nutritionist, sports medicine professional*):

The Medical Personnel will be recommended by USAV Senior Management with input from the USAV Beach National Team Staff, from individuals with relevant experience as listed in Section 2., to the Selection Review Committee for approval.

Technical (*e.g., videotape and statistical consultants / scouts*):

The Technical Personnel will be recommended by USAV Senior Management with input from the USAV Beach National Team Staff, from individuals with relevant experience as listed in Section 2., to the Selection Review Committee for approval.

## 5. Describe the removal of Games Staff:

An individual who is ~~to be~~ nominated to the above-listed Games 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. Games 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's Code of Conduct. Reference by way of example <http://www.teamusa.org/USA-Volleyball/Membership/Forms-and-Information>. USA Volleyball approved forms will be updated and posted for the ~~2020-2021 2019-2020~~ season).
- 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 NGB/HPMO/PSO 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 the applicable criteria listed in Section 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 Selection Review Committee which consists of the Chief Executive Officer, the ~~Chief of Sport Secretary General~~, and the AAC Representative.

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, the NGB's/HPMO's/PSO'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:

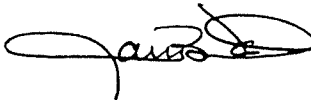
~~On or before June 19, 2020~~

- Submitted February/March 2020 – Team Leader, Medical and Technical Personnel nominations
- Due upon conclusion of Olympic Team Selection – Coach nominations

10 Publicity/Distribution of Procedures:

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

- 10.1 Web site: [www.usavolleyball.org](http://www.usavolleyball.org)  
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):

Position	Print Name	Signature	Date
NGB/HPMO/PSO President or CEO/Executive Director	Jamie Davis		5/14/2020
NGB/HPMO/PSO Chief of Sport Secretary General	Peter Vint <del>Kerry J.W. Klostermann</del>	APPROVED BY EMAIL	5/15/2020
USOPC Athletes' Advisory Council Representative*	Chris Seilkop	APPROVED BY EMAIL	5/14/2020

\* 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.

## Kerry Klostermann

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**From:** Peter Vint  
**Sent:** Friday, May 15, 2020 2:16 PM  
**To:** Kerry Klostermann  
**Subject:** Re: Amended Staff Selection Procedures - Olympics

Hi Kerry – I approve both documents.

Peter



**USAVolleyball**

**Peter Vint**  
Chief of Sport  
4065 Sinton Rd., Ste. 200  
Colorado Springs, CO 80907  
T: (719) 228-6800



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**From:** Kerry Klostermann <Kerry.Klostermann@usav.org>  
**Date:** Friday, May 15, 2020 at 1:58 PM  
**To:** Peter Vint <Peter.Vint@usav.org>  
**Subject:** FW: Amended Staff Selection Procedures - Olympics

Hi, Peter would you please provide me with an approval email if signing and scanning is not an option, thanks, KK.



**USAVolleyball**

**Kerry Klostermann**  
Secretary General  
4065 Sinton Rd., Ste. 200  
Colorado Springs, CO 80907  
T: (719) 228-6800



## Kerry Klostermann

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**From:** Chris Seilkop <cseilkop@vfymca.org>  
**Sent:** Thursday, May 14, 2020 12:12 PM  
**To:** Kerry Klostermann  
**Subject:** RE: Amended Staff Selection Procedures - Olympics

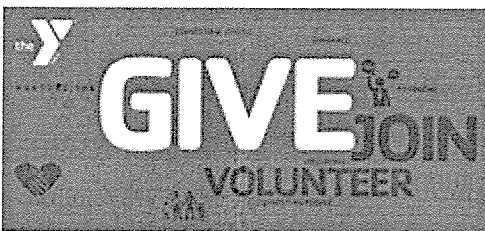
Hi Kerry,

All is well here and I hope you and the rest of the USAV staff are staying safe. I approve the amended procedures.

**Chris Seilkop**  
**President/CEO**

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(O) Facebook [@vfymca](https://www.facebook.com/vfymca) | Instagram [@vfymca](https://www.instagram.com/vfymca) | Twitter [@vfymca](https://twitter.com/vfymca)

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**From:** Kerry Klostermann [mailto:[Kerry.Klostermann@usav.org](mailto:Kerry.Klostermann@usav.org)]  
**Sent:** Thursday, May 14, 2020 12:28 PM  
**To:** Chris Seilkop <cseilkop@vfymca.org>; Chris Seilkop <usav15@yahoo.com>  
**Cc:** Carla L. Hall <Carla.Hall@usav.org>; Jamie Davis <jamie.davis@usav.org>; Peter Vint <Peter.Vint@usav.org>; Kerry Klostermann <Kerry.Klostermann@usav.org>  
**Subject:** Amended Staff Selection Procedures - Olympics

Hi, Chris and hope all is well. If OK would you please send me an email approving the amended procedures, thanks, KK.

Carla would you please use Jamie's stamp on the attached and return, and Peter can you sign and scan and return the signature page or if not send me an email approving? Thanks, KK.




Position	Print Name	Signature	Date
NGB/HPMO/PSO President or CEO/Executive Director	Jamie Davis		7/10/17
NGB.HPMO/PSO Secretary General	Kerry J.W. Klostermann		7/10/17
USOC Athletes' Advisory Council Representative*	Chris Seilkop		

\* 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.

10.2 Other (if any):

Position	Print Name	Signature	Date
NGB/HPMO/PSO President or CEO/Executive Director	Jamie Davis		
NGB.HPMO/PSO Secretary General	Kerry J.W. Klostermann		
USOC Athletes' Advisory Council Representative*	Chris Seilkop		8/26/17

\* 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](http://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](http://www.teamusa.org/medicalvolunteer)
- Physical Therapist Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)
- Doctor of Chiropractic Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)
- Physician Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)
- Massage Therapist Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)