

USA Volleyball
GAMES STAFF SELECTION PROCEDURES
2024 Olympic Games
Women’s and Men’s Indoor Volleyball
March 10, 2023

These procedures provide for selection of USA Volleyball’s **Games Staff** [see following table for a list of positions] for the 2024 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 the NGB/PSO.

1. List of specific Games Staff position(s) that the NGB/PSO is requesting for each team:

Games Staff Role	Responsibility
Team Leader	Serve as primary point of contact and liaison between the USOPC and NGB/PSO before, during and after the Games.
Head coaches (1), assistant coaches (2-3), consultant coaches (1-2)	Prepare athletes/teams for success on the field of play.
Medical Personnel (for example, ATC, Team Physician, Massage Therapist)	Provide appropriate medical care for the team. Note – Team physician will be shared across Men’s and Women’s Indoor Volleyball.
Sport Science Professional (e.g., Strength & Conditioning, Dietician)	Provide appropriate sport science services for the team.
Mental Health Professional (e.g., Sport Psychologist, Team Dynamics Consultant)	Provide appropriate sport psychology and related team dynamics support for the team.
Technical Personnel (Match/performance Analysts)	Provide coaching staff and athletes with relevant data and video to prepare for success on the field of play. Note – each team will likely request 2 analysts.

2. NGB’s/PSO’s criteria for the above-listed Games Staff position(s) (attach a job description, if any):

All Games Staff Must:

- 2.1. Undergo a background screen in accordance with the current [USOPC Games Background Check Policy & Procedures](#) 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/PSO 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.

- 2.4. Have strong administrative, communication and organizational capabilities/skills as applicable for the specific role.
- 2.5. Be responsible for Team's adherence to all rules regarding personal conduct at the Games.
- 2.6. Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings, as applicable.
- 2.7. Be available for entire duration of the Games, if requested.
- 2.8. Have NGB/PSO's approval prior to making any financial decisions regarding the Team.
- 2.9. Possess high level, specific technical and tactical knowledge of the sport as needed for the specific role.
- 2.10. Have thorough knowledge and understanding of the IF rules and regulations governing the sport as needed for the specific role.
- 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/PSO's Long List.
- 2.14. Successfully complete all Games Registration requirements by stated deadlines.
- 2.15. Participate in the appropriate anti-doping training as required for the Games Staff position by stated deadline.
- 2.16. Successfully complete the appropriate U.S. Center for SafeSport's online training module(s) by stated deadline.
- 2.17. Be a member in good standing of USA Volleyball at the time of nomination.
- 2.18. Have experience with international events in a team management, consultant, medical, technical or coaching as needed for the Games Staff role.

In addition, Team Leader must:

- 2.19. Have served in a similar capacity at other international-level events during the quad.

In addition, Coach(es) must:

- 2.20. Possess a High Level of specific technical and tactical knowledge of Indoor Volleyball
- 2.21. Possess the ability to devise and implement a program of training and competition that leads to sustained competitive excellence.

In addition, Medical Personnel must:

- 2.22. Meet the minimum criteria defined in the [USOPC Sports Medicine Provider Credentialing Policy](#).
- 2.23. Possess the appropriate professional certifications.
- 2.24. 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).
- 2.25. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine. (www.teamusa.org/medicalvolunteer)
- 2.26. Complete the mandatory Games training prior to the Games.
- 2.27. Be approved for nomination through the USOPC's Sports Medicine Division.

- 2.28. Fulfill all requests and meet deadlines for any required information or documentation such as the submission of a temporary licensing application (to practice medicine at the Games) and medical equipment submission requirements.

In addition, Sport Science Professional(s) must:

- 2.29. Meet the minimum criteria defined in the [USOPC Sport Science Provider Credentialing Policy](#) (see “Additional Resources”).
- 2.30. Possess the appropriate professional certifications.
- 2.31. Pass licensure/credential review in addition to the approved USOPC Games Background Check, which will be a combined check managed through USOPC Sport Performance (separately arranged background checks will not be considered).
- 2.32. Possess appropriate experience relative to the position/field of practice for which they may be nominated.
- 2.33. Fulfill all requests and meet deadlines for any required information or documentation such as the submission of a temporary licensing application (to provide services at the Games).
- 2.34. Qualified candidates must have served in a similar capacity at other international-level events during the quad.

In addition, Mental Health Professional(s) must:

- 2.35. Meet the minimum criteria defined in the [USOPC Sports Medicine Provider Credentialing Policy](#).
- 2.36. Possess the appropriate professional certifications.
- 2.37. Pass licensure/credential review in addition to the approved USOPC Games Background Check, which will be a combined check managed through USOPC Sport Medicine (separately arranged background checks will not be considered).
- 2.38. Possess appropriate experience relative to the position/field of practice for which they may be nominated.
- 2.39. Fulfill all requests and meet deadlines for any required information or documentation such as the submission of a temporary licensing application (to provide services at the Games).
- 2.40. Psychology licensure with evidence of fulfilling the sport psychology requirement as stated by APA, CMPC certification or USOPC registry membership.

In addition, Technical Personnel must:

- 2.41. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
3. 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 as there is a strong pool of both USAV staff and experienced non-staff team Leaders.

Coach(es):

Applications for Coach Positions are not publicly solicited as it is intended that the respective National Team coaching staffs will fill the coach positions. Consultant coaches are selected from a strong pool of coaches with international volleyball experience.

Medical Personnel:

Applications for Medical Personnel Positions are not publicly solicited as USAV has full time athletic trainers and in addition a strong pool of other medical providers with international volleyball experience.

Sport Science Professional:

Applications for Sport Science Professional Positions are not publicly solicited as USAV will use either USAV staff or USOPC staff to fill these positions.

Mental Health Professional:

Applications for Sport Psychology Positions are not publicly solicited as USAV has a strong pool of relevant professionals with international volleyball experience.

Technical Personnel:

Applications for Technical Personnel Positions are not publicly solicited as USAV has technical personnel on staff in addition to a strong pool of other candidates with international volleyball experience.

4. Method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

Team Leader:

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

Coach(es):

Employed and/or contracted National Team Coaching Staffs will be selected to coach the 2024 Olympic Teams.

Medical Personnel:

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

Sport Science Professional:

The Sport Science Professional(s) will be recommended by USAV Senior Management with input from the USAV Indoor National Team Staff, from individuals with relevant experience as listed in Section 2., to the Selection Review Committee for approval.

Sport Psychology/Mental Health Professional:

The Sport Psychology/Mental Health Professional(s) will be recommended by USAV Senior Management with input from the USAV Indoor National Team Staff, from individuals with relevant experience as listed in Section 2., to the Selection Review Committee for approval.

Technical Personnel:

The Technical Personnel will be recommended by USAV Senior Management with input from the USAV Indoor 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 nominated to the above-listed Games Staff position(s) by NGB/PSO may be removed as a nominee for any of the following reasons, as determined by the NGB/PSO.

- 5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to the NGB/PSO Executive Director/CEO/President.
- 5.2 Injury or illness as certified by a physician (or medical staff) approved by the NGB/PSO. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB/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/PSO's Code of Conduct (See by example: [2023 USA Volleyball Code of Conduct](#). The Code of Conduct Form will be updated for 2024).
- 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/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. Replacement of Games Staff:

In the event a 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 Section 2 above and be selected through the same process as outlined in Sections 3 and 4.

7. Group/committee that will make the final approval of the Games Staff position(s):

The Selection Review Committee which consists of the Chief Executive Officer, Chief of Sport, and a duly selected Athlete Representative.

8. Conflict of Interest:

All individuals involved in the selection process (see Section 7) must comply with the NGB/PSO's conflict of interest policy, to include completing and submitting a disclosure form for review by the NGB/PSO's ethics committee prior to beginning the selection process.

An individual involved in the selection process who has an actual, possible, or perceived conflict of interest must disclose it to the NGB/PSO's ethics committee prior to the start of the selection process. The NGB/PSO's ethics committee shall review the disclosure and determine the individual's level of involvement (e.g., whether he/she must recuse him or herself from the review process and/or voting).

Any recused individual shall be replaced in accordance with the NGB/PSO committee appointment process.

9. Date of Nomination:

Nominations of Games Staff, including the names of any replacements (if applicable), will be submitted to the USOPC on or before:

For Medical Staff: May 1, 2024, or as required by USOPC Sports Medicine
For staff other than medical: May 1, 2024

10. Publicity/Distribution of Procedures:

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

10.1. Web site: 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): N/A

USA Volleyball Signatures:

Position	Print Name	Signature	Date
Chief Executive Officer	Jamie Davis		
Chief of Sport	Peter Vint		
USOPC Athletes' Advisory Council Representative*	Eric Duda		

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