



**US EQUESTRIAN
GAMES STAFF SELECTION PROCEDURES
2019 PAN AMERICAN GAMES
June 20, 2017**

USOC Role Name	Example Games Function
Team Leader	Chef D’Mission; Assistant Chef D’Mission; Team Leader (per discipline)
Coach/Chef d’Equipe/Technical Advisor	Coach/Chef d’Equipe/Technical Advisor
Technical Personnel	Stable Manager; Veterinarian; Grooms; Farrier; Equine Physiotherapist
Administrative Personnel	Press Officer
Medical Staff	Physician; Human Physiotherapist

These procedures provide for selection of US Equestrian’s **Games Staff** [Team Leader, Coach(es), and/or Additional Officials] for the 2019 Pan American 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 the NGB/HPMO/PSO.

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

USOC Role Name - (Games Function)	Responsibility
Chef D’Mission	Serve as primary point of contact and liaison between the USOC and US Equestrian before, during and after the Games.
Assistant Chef D’Mission	Serve as secondary point of contact and liaison between the USOC and US Equestrian before, during and after the Games.
Team Leader-Dressage	Serve as primary point of contact and liaison between the Chef D’Mission and discipline specific staff before, during and after the Games. Responsible for management and leadership of Team and associated individuals.
Team Leader-Eventing	Serve as primary point of contact and liaison between the Chef D’Mission and discipline specific staff before,

	during and after the Games. Responsible for management and leadership of Team and associated individuals.
Team Leader-Jumping	Serve as primary point of contact and liaison between the Chef D’Mission and discipline specific staff before, during and after the Games. Responsible for management and leadership of Team and associated individuals.
Coach/Chef d’Equipe/Technical Advisor-Dressage	Prepare athletes/teams for success on the field of play. Responsible for Team strategy and individual athlete competition strategy.
Coach/Chef d’Equipe/Technical Advisor-Eventing	Prepare athletes/teams for success on the field of play. Responsible for Team strategy and individual athlete competition strategy.
Coach/Chef d’Equipe/Technical Advisor-Jumping	Prepare athletes/teams for success on the field of play. Responsible for Team strategy and individual athlete competition strategy.
Coach	Prepare athlete(s) for success on the field of play.
Stable Manager	Provide administrative and technical support before, during and after the Games.
Veterinarian-Dressage	Provide appropriate medical care to the horses.
Veterinarian-Eventing	Provide appropriate medical care to the horses.
Veterinarian-Jumping	Provide appropriate medical care to the horses.
Grooms-Dressage	(4 separate individuals). Provide appropriate care to the horses.
Grooms-Eventing	(4 separate individuals). Provide appropriate care to the horses.
Grooms-Jumping	(4 separate individuals). Provide appropriate care to the horses.
Farrier-Dressage	Provide appropriate shoeing/trimming needs to the horses.
Farrier-Eventing	Provide appropriate shoeing/trimming needs to the horses.
Farrier-Jumping	Provide appropriate shoeing/trimming needs to the horses.
Equine Physiotherapist	Provide appropriate medical care to the horses.
Physician	Provide appropriate medical care to the athletes.
Human Physiotherapist	Provide appropriate medical care to the athletes.
Press Officer	Serve as primary point of contact and liaison between the media and US Equestrian before, during and after the Games.

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 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 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 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. Fulfill all duties and requirements of the USOC including attendance at USOC 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 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 Games Registration requirements by stated deadlines.
- 2.15. Participate in USADA training as required for position (*if applicable*).
- 2.16. Participate in the USOC's Safe Sport training.
- 2.17. Abide by the USOC Code of Conduct (Attachment B).
- 2.18. Abide by the US Equestrian Code of Ethics and Conflict of Interest Policy (Attachment C).
- 2.19. Abide by the US Equestrian Safe Sport Policy (Attachment D).

In addition, Medical Personnel must:

- 2.20. Possess the appropriate certifications.
- 2.21. 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).
- 2.22. 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>.
- 2.23. Be approved for nomination through the USOC's Sports Medicine Division.
- 2.24. Have knowledge of Equestrian Sport and be familiar with the type of injuries that occur.

In addition, Coaches/Chef d'Equipes/Technical Advisors Must:

- 2.25. Possess a high level of specific technical and tactical knowledge of the sport.
- 2.26. Be able to assess (to a satisfactory level for a non-Sports Medicine qualified person) equine fitness and soundness in order to decide whether a horse is fit to compete.

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

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

In addition, Other Positions (*i.e. Team Managers, Nutritionists, Sport Specific roles, etc.*) must:

- 2.28. Possess appropriate experience and/or certifications relative to the position/area of expertise for which they may be nominated.

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

US Equestrian will not solicit applications for the Games Staff position(s). The Games Staff position(s) will be filled by current US Equestrian employees and/or contractors.

4. 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.

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the NGB/HPMO/PSO Executive Director/CEO/President.
- 4.2. 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.
- 4.3. Inability to perform the duties required.
- 4.4. Violation of the USOC Code of Conduct (Attachment B) or the US Equestrian Employee Handbook (Attachment E).

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 NGB/HPMO/PSO 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.

5. 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.

In the event that a Nominated Games Staff member must be replaced for any reason, the US Equestrian CEO, in combination with the US Equestrian Sport Director, will hire or contract with a replacement based upon the recommendation of the Discipline Sport Committee for the relevant discipline and with the approval of the Team Leader for the discipline where applicable. The replacement Nominated Games Staff member would be filled by an identified and existing USEF staff member or contractor and would be nominated to the USOC to serve as the replacement Nominated Games Staff member for the 2019 Pan American Games.

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

The US Equestrian CEO, in combination with the US Equestrian Sport Director, will make the final approval based on the recommendation of the Discipline Sport Committee.

7. 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.

8. 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:

May 6, 2019 – For all Games Staff who are not dependent on athlete selection.

June 17, 2019 – For all Games Staff who are dependent on athlete selection.

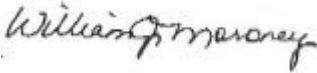
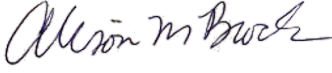
9. Publicity/Distribution of Procedures:

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

9.1. Web site: www.usef.org

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

9.2. Other (if any):

Position	Print Name	Signature	Date
NGB/HPMO/PSO President or CEO/Executive Director	William J Moroney		06/22/2017
USOC Athletes' Advisory Council Representative*	Allison Brock		June 23, 2017

* 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 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