

US SAILING
GAMES STAFF SELECTION PROCEDURES
2023 ANOC WORLD BEACH GAMES
1/3/2023

These procedures provide for selection of US Sailing's Games Staff (Team Leader / Coach) for the 2023 ANOC World Beach Games. Accreditation allocation is not guaranteed and will be based on final USOPC credential allocation and overall team size.

1. What are the NGB's criteria for the Team Leader/Coach or Team Leader and Coach position(s) (attach a job description, if any)?

Team Leader/Coach must:

- 1.1. Successfully pass the HireImage background screen in accordance with the current USOPC Games Background Check Policy prior to nomination.
 - 1.1.1. 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 US Sailing.
- 1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 1.3. Have the ability to work effectively with US Sailing and the USOPC.
- 1.4. Have strong administrative, communication and organizational capabilities/skills.
- 1.5. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 1.6. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.7. Successfully complete the US Center for SafeSport safe sport awareness training and education program
- 1.8. Fulfill all duties and requirements of coach for the team with a specific concentration as a coach in Wingfoil racing.

In addition to criteria 1.1. through 1.8. above, Team Leader must:

- 1.9. Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings.
- 1.10. Have US Sailing's approval to make financial decisions regarding the Team.

In addition to criteria 1.1. through 1.8. above, Coach(es) must:

- 1.11. Possess specific technical and tactical knowledge of the sport, including knowledge and understanding of World Sailing (WS) and International Wingfoil Organization (IWO) rules and regulations governing the sport.

2. How will the NGB make known the Staff position(s) and/or application process?

Due to the size of the delegation, the duties of the Team Leader and Coach may be combined. US Sailing will not solicit applications for the Games Staff position(s). The

Games Staff position(s) will be filled by US Sailing employees and/or contractors who meet the criteria in Section 1.

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

US Sailing Team Performance Director will submit a list of qualified candidates to the International Selection Committee (ISC) for selection and approval of the candidate that best meets the needs of the team and meets the criteria as outlined above.

4. Describe the removal of Games Staff:

An individual who is to be nominated to the above-listed Games Staff position(s) by US Sailing may be removed as a nominee for any of the following reasons, as determined by US Sailing.

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the US Sailing Team Performance Director.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by US Sailing. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by US Sailing, 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 US Sailing's [Code of Conduct](#).

Once the Games Staff nomination(s) is/are accepted by the USOPC, the USOPC has jurisdiction over the Games Staff, at which time, in addition to any applicable US Sailing Code of Conduct, the USOPC's Code of Conduct and Grievance Procedures apply. The USOPC's Code of Conduct and Grievance Procedures can be found at:

<http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct>

<http://www.teamusa.org/Footer/Legal/Governance-Documents>

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 criteria listed in #1 above and, if applicable, come from the pool of candidates described in #3 above.

6. Conflict of Interest:

Any individual who is being considered for the Games Staff position(s) or has any other conflict of interest and is involved in the selection process must disclose this information,

recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Games Staff position(s).

7. 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:

June 23, 2023

8. Development of Selection Procedures

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

JJ Fetter | Chair of International Selection Committee, Olympian
Judge Ryan | Alternate Athlete Advisory Representative to USOPC for Sailing
Briana Provancha | US Sailing Director, Olympian
Sarah Lihan | US Sailing Director, Olympian
Luther Carpenter | Senior Coach, US Sailing Team
Sally Barkow | Head of Operations, US Sailing Team, Olympian
Joe Morris | former Athlete Advisory Representative, Olympian
Thomas Barrows | Olympian
Charlie McKee | US Sailing Team Coach, Olympian
Leandro Spina | Director of Performance, US Sailing Team
Paul Cayard | Executive Director US Olympic Sailing, Olympian

9. Publicity/Distribution of Procedures:

The approved selection procedures (complete and unaltered) will be posted/published by US Sailing in the following location: <http://www.ussailing.org/olympics/selection>