

**USA Skateboarding**  
**USOPC IMS - Skateboarding**  
**GAMES STAFF SELECTION PROCEDURES**  
**2024 Olympic Games**  
**Park & Street**  
**November 4, 2022**  
**April 2, 2024 (Revised)**

These procedures provide for selection of ~~USA Skateboarding~~ **USOPC IMS – Skateboarding Games Staff** [see following table for a list of positions] for the Paris Olympic Games, 2024 (**the 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 Skateboarding~~ **USOPC IMS - Skateboarding**.

1. List of specific Games Staff position(s) that ~~USA Skateboarding~~ **USOPC IMS - Skateboarding** is requesting:

| <b>Games Staff Role</b>  | <b>Responsibility</b>   |
|--|---|
| Team Leader  | Serve as primary point of contact and liaison between the USOPC and <del>USA Skateboarding</del> <b>USOPC IMS – Skateboarding</b> before, during and after the Games.   |
| <del>Head Coach</del>  | <del>Lead skateboarding technical staff and prepare and support athletes for success on the field of play</del>   |
| <del>Coach Assistant Coach</del>   | Prepare athletes/teams for success on the field of play.  |
| <del>Technical Leader</del>  | <del>Lead technical/coaching staff to prepare and support athletes for success on the field of play. Coordinate with Team Leader/Administrative Personnel on operations and logistical planning that impacts field of play.</del> |
| Medical Personnel (ATC, Physical Therapist, Physician, Massage Therapist)                                      | Provide appropriate medical care for the team.  |
| Sport Science Professional (e.g., Physiologist, Strength & Conditioning, Dietician)                            | Provide appropriate sport science services for the team.  |
| <del>Mental Health Psychological Services</del> Professional (e.g., Sport Psychologist, Mental Health Officer) | Provide appropriate <del>mental health</del> psychological services for the team, <b>including collaboration with staff to provide targeted resources for athletes, team members, and coaches.</b>                                |
| Administrative Personnel (e.g., Team Manager)  | Provide administrative support to help manage logistics and administration for athletes and staff.  |
| Technical Personnel (e.g., Videographers, Photographers, Scribes).   | Provide appropriate technical support for the team.   |
| <del>Press Officer</del>   | <del>Lead PR, communications, and media services for the team.</del>  |

2. ~~USA Skateboarding~~ **USOPC IMS – Skateboarding** 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 ~~USA Skateboarding~~ **USOPC IMS - Skateboarding** 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 Games Staff 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. Possess high level, specific technical and tactical knowledge of the sport as needed for the Games Staff role.
- 2.9. Have thorough knowledge and understanding of ~~the IF World Skate~~ **rules and regulations governing the sport including World Skate competition framework(s)** as needed for the specific role.
- 2.10. Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 2.11. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.12. Be a currently employed staff member or contractor of ~~USA Skateboarding the~~ **USOPC**.
- 2.13. Be listed on the ~~USA Skateboarding~~ **USOPC IMS – Skateboarding** 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 role by stated deadline.
- 2.16. Successfully complete the appropriate U.S. Center for SafeSport's online training module(s) by stated deadline.
- 2.17. **Must complement and work effectively with other USOPC IMS – Skateboarding Staff, contractors, USOPC staff and athletes.**
- 2.18. **Have demonstrated professionalism measured by:**
  - 2.18.1. **Exceptional interpersonal and communication skills;**
  - 2.18.2. **Ability to be an outstanding team player;**
  - 2.18.3. **Ability to stay positive in stressful situations;**

- 2.18.4. Ability to dilute logistical/emotional stress so that athletes can focus on competition.
- 2.18.5. Cognizance and respect of the skateboarding culture and community with actions and engagement.
- 2.19. Be in good standing with the USOPC, U.S. Center for SafeSport, World Skate, and USADA.
- 2.20. Meet all health and safety protocols, to include vaccine and/or testing requirements, set forth by the government, USOPC, World Skate, and/or the Organizing Committee of the Olympic Games.

In addition, Team Leader must:

- 2.21. Have previous administrative, international relations and/or Team Leader experience at major international competitions.  
~~Have previous experience supporting USA Skateboarding athletes in a Team Leader role (High Performance Director, Team Manager, Coach) at international competitions.~~
- 2.22. Have prior experience in the Olympic Games environment.
- 2.23. Have USOPC approval to make financial decisions regarding the Team.

In addition, Technical Leader must:

- 2.24. Lead sport specific technical and tactical aspects in the field of play.
- 2.25. Serve as the primary point of contact between operational staff and athletes nominated to the Team.
- 2.26. Work with the coaching staff to design and implement all venue operation plans for practices and/or competition.

In addition, Head & Assistant Coach(es) must:

- 2.27. Have previous experience coaching ~~USA Skateboarding~~ USOPC IMS -Skateboarding athletes at major international competitions (for example, World Skate sanctioned events, OQS, X-Games, Dew Tour, and Street League).
- 2.28. Understand discipline specific rules and competition strategy.
- 2.29. Commit to coaching Team USA athletes only, avoiding conflicts of interests, including coaching athletes from other countries.

In addition, Medical Personnel must:

- 2.30. Meet the minimum criteria defined in the USOPC Sports Medicine Provider Credentialing Policy.
- 2.31. Possess the appropriate professional certifications.
- 2.32. 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).
- 2.33. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine. (<https://www.usopc.org/athlete-services/medical/volunteer-program>) (~~[www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)~~)
- 2.34. Complete the mandatory Games training prior to the Games.

- 2.35. Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.36. 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.
- 2.37. Have experience supporting the medical needs of ~~USA Skateboarding Team USA~~ athletes at major international competitions, **with priority towards working with USOPC IMS – Skateboarding athletes at international skateboarding competitions (e.g., World Skate sanctioned events, X-Games, Dew Tour, and Street League).**

In addition, Sport Science Professional(s) must:

- 2.38. Meet the minimum criteria defined in the USOPC Sport Science Provider Credentialing Policy (see "Additional Resources").
- 2.39. Possess the appropriate professional certifications.
- 2.40. 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).
- 2.41. Possess appropriate experience relative to the position/field of practice for which they may be nominated.
- 2.42. 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).
- 2.43. Have experience supporting ~~USA Skateboarding Team USA~~ athletes in their specific field (e.g., Physiology, Dietetics, Strength and Conditioning) at major international competitions, **with priority towards working with USOPC IMS – Skateboarding athletes at international skateboarding competitions (e.g., World Skate sanctioned events, X-Games, Dew Tour, and Street League).**

In addition, ~~Mental Health Psychological Services~~ Professional(s) must:

- 2.44. Meet the minimum criteria defined in the USOPC Sports Medicine Provider Credentialing Policy.
- 2.45. Possess the appropriate professional certifications.
- 2.46. 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).
- 2.47. Possess appropriate experience relative to the position/field of practice for which they may be nominated.
- 2.48. 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).
- 2.49. Must have worked consistently in the role for ~~USA Skateboarding~~ **USOPC IMS – Skateboarding** at international competitions during the current season, psychology licensure with evidence of fulfilling the sport psychology requirement(s) as stated by APA, CMPC certification or USOPC registry membership.

In addition, Administrative Personnel must:

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

In addition, Technical Personnel must:

- 2.51. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
- 2.52. Have experience supporting ~~USA Skateboarding~~ USOPC IMS – Skateboarding athletes at major international competitions (for example, World Skate sanctioned events, X-Games, Dew Tour, and Street League).

In addition, Press Officer must:

- 2.53. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
- 2.54. Be approved for nomination through the USOPC's Communications Division.

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

~~USA Skateboarding~~ USOPC IMS – Skateboarding will not solicit applications for the Games Staff position(s) listed above as they will be filled by current ~~USA Skateboarding~~ USOPC IMS – Skateboarding employees and/or contractors.

Individuals to fill any ~~of USA Skateboarding's~~ USOPC IMS – Skateboarding Games Staff positions will be selected based on the candidate(s) who meet all applicable criteria outlined in Section 2 and who will best meet the needs of the athletes selected to the Team.

~~USA Skateboarding~~ USOPC IMS – Skateboarding reserves the right to consider the practicality of combining two Games Staff roles (Team Leader/High Performance Director, Team Manager, Coach, for example) to be strategic in its use of available accreditations, while also maintaining focus on high-performance. If it is the decision of ~~USA Skateboarding~~ USOPC IMS – Skateboarding to combine roles, then the candidate must meet all applicable criteria for the relevant positions as listed in Section 2.

Recognizing that staff is more than skills brought by its individual members, Games Staff nominations will take into consideration the mix of the full team staff (experience, rapport with athletes and other staff, international event experience) as well as qualities beyond technical skills and experience that will contribute to Team success.

#### 4. Removal of Games Staff:

An individual who is nominated to an above-listed Games Staff position(s) by ~~USA Skateboarding~~ **USOPC IMS – Skateboarding** may be removed as a nominee for any of the following reasons, as determined by ~~USA Skateboarding~~ **USOPC IMS – Skateboarding**.

- 4.1. Voluntary withdrawal. Games Staff nominees must submit a written letter to the ~~USA Skateboarding CEO~~ **USOPC Chief of Paralympics & Internally Managed Sport**.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by ~~US Skateboarding~~ **USOPC**. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the ~~USA Skateboarding~~ **USOPC**, 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 ~~USA Skateboarding the~~ **USOPC Code of Conduct**  
(<https://www.usopc.org/ethics-and-compliance>)  
(<https://usaskateboarding.com/pages/athlete-resources>)
- 4.5. Violation of U.S. Center for SafeSport policy.
- 4.6. Violation of USADA and/or USOPC anti-doping protocol, policies, and procedures.
- 4.7. ~~Violation of the USA Skateboarding Athlete Safety Policy:~~  
<https://usaskateboarding.com/pages/safesport>
- 4.8. No longer able to meet the required criteria in Section 2 at the time of the Games.

Once the Games Staff nomination(s) is ~~submitted accepted~~ by the USOPC ~~to the Organizing Committee of the Olympic Games~~, the USOPC has jurisdiction over the Games Staff, at which time, in addition to any applicable ~~USA Skateboarding~~ **USOPC 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.

#### 5. 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 Section 2 above ~~and be selected through the same process as outlined in these procedures~~.

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

~~The USOPC IMS – Skateboarding Selection Committee will make the final approval of all Games Staff positions.~~

##### USOPC IMS – Skateboarding Selection Committee

- Director, Internally Managed Sports, USOPC
- Manager, Internally Managed Sports, USOPC
- Athlete Representative

~~USA Skateboarding's CEO and a USA Skateboarding athlete representative will make the final approval of Games Staff assignments.~~

7. Conflict of Interest:

All members of the Selection Committee must comply with the USOPC Conflict of Interest Policy, to include completing and submitting a disclosure form consistent with the USOPC Conflict of Interest Policy before convening the committee. A conflict of interest exists when a personal, family, financial, professional, club, team or business relationship or interest interferes with, or may be perceived to interfere with a committee member's ability to be impartial and participate in the selection process in a fair and impartial manner. Any member of the Selection Committee who has an actual, possible, or perceived conflict of interest must disclose it prior to the start of the selection process and may be required to recuse him/herself from the Selection Committee's discussions and/or voting.

If a conflict exists, the USOPC Ethics & Compliance Committee shall review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse him/herself from participating in discussions and/or voting).

If a selection committee member or an effected athlete or their representative (e.g., coach), disagrees with the proposed resolution), the conflict will be escalated to the Ethics & Compliance Committee. If the Ethics & Compliance Committee is asked to resolve a conflict, the Chief Ethics & Compliance Officer and / or Ethics Director will notify the relevant IMS Athletes' Advisory Group (AAG) so it can select an AAG member to participate in the Ethics & Compliance Committee's discussion of the conflict. The AAG representative must also disclose any conflicts and will serve as a subject matter expert in that sport and will provide any other context the Ethics & Compliance Committee may find useful. During its review, the Ethics & Compliance Committee may ask a selection committee member or an effected person for more information at its discretion. For example, if a Selection Committee member is required to recuse him/herself from voting, the Ethics & Compliance Committee may still determine that a Selection Committee member who has relevant and necessary information related to athlete performance, for example a national team coach or high performance director, may, if requested by the Selection Committee, provide that information to the Selection Committee if the information is provided in a fair and unbiased manner and if the Selection Committee member with the conflict of interest does not vote toward the final decision. The Selection Committee member must not otherwise influence other members of the Selection Committee in the selection process.

The AAG representative will not participate in the Ethics & Compliance Committee's deliberations or decision. Once a decision has been made, the Ethics & Compliance Committee will provide a written decision, including directions to mitigate the conflict, to the affected parties and to USOPC IMS staff. The Ethics & Compliance Committee's decision is final and is not subject to further review.

Additionally, any person with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest through the USOPC's Integrity Portal. No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest. In addition, the USOPC maintains a strict no retaliation policy that prohibits any employee, contractor, agent, volunteer, or member of the USOPC to take or threaten to take any action against an athlete for reporting information to or seeking assistance from the Office of the Athlete Ombuds.

Any recused individual shall be replaced in accordance with the Internally Managed Sport selection committee appointment process.

~~All individuals involved in the selection process (see Section 6) must comply with the USA Skateboarding's conflict of interest policy, to include completing and submitting a disclosure form for review by the USA Skateboarding'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 USA Skateboarding ethics committee prior to the start of the selection process. The USA Skateboarding 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 USA Skateboarding committee appointment process.~~

#### 8. Date of Nomination:

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

- **Non-Athlete Dependent Staff:** May 1, 2024
- **Medical Staff:** May 31, 2024
- **Athlete Dependent Staff:** June 25, 2024

#### 9. Publicity/Distribution of Procedures:


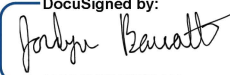
The USOPC approved selection procedures (complete and unaltered) will be posted/published by **USA Skateboarding USOPC IMS – Skateboarding** in the following location(s):

- 9.1. Web site: <https://www.teamusa.com/skateboarding-selection-procedures>  
<https://usaskateboarding.com>



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

9.2. Other (if any): N/A

| Position  | Print Name     | Signature   | Date                            |
|---|----------------|---|---------------------------------|
| USOPC SVP, Chief of Paralympics & IMS<br>USA Skateboarding<br>CEO | Julie Dusliere |   | April 2, 2024                   |
| USOPC Athletes' Advisory Council Representative*                  | Jordyn Barratt | DocuSigned by:<br><br>AFEF6782C2CD441... | April 18, 2024   2:46:09 PM MDT |

\* 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 USA Skateboarding USOPC IMS - Skateboarding, 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, USA Skateboarding USOPC IMS – Skateboarding must designate an athlete from that sport to review and sign the Selection Procedures.

**Revision History**

| Date             | Revisions   |
|------------------|---|
| November 4, 2022 | Original document published by USA Skateboarding  |
| April 2, 2024    | Amendment 1 published by USOPC IMS – Skateboarding<br><br><i>*As of March 1, 2023, the USOPC was named the National Governing Body (NGB) for Skateboarding.</i> |