

**U.S. PARALYMPICS POWERLIFTING  
GAMES STAFF SELECTION PROCEDURES  
2023 SANTIAGO PARAPAN AMERICAN GAMES  
12 OCTOBER 2023**

These procedures provide for selection of the U.S. Paralympics Powerlifting **Games Staff** [see following table for a list of positions] for the 2023 Santiago Parapan American 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 U.S. Paralympics Powerlifting.

1. List of specific Games Staff position(s) that U.S. Paralympics Powerlifting is requesting:

Games Staff Role	Responsibility
Team Leader	Serve as primary point of contact and liaison between U.S. Paralympics Powerlifting, USOPC and the World Para Powerlifting designated officials, before, during and after the Parapan American Games.
Coach (for example, Head, Asst. Technical)	Prepare athletes/teams for success on the field of play.
Medical Personnel (for example, ATC, Physical Therapist, Physician, Massage Therapist)	Provide appropriate medical care for the team.
Team Support Staff focused on athlete accessibility needs (i.e., personal care assistants)	Provide customized support for athletes as required (i.e., supervision, wayfinding, help with everyday care and/or activities of daily living).

2. U.S. Paralympics Powerlifting'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 USOPC Internally Managed Sport (IMS) Director.
- 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 Parapan American Games related meetings, as applicable.
- 2.7. Be available for entire duration of the Games, if requested.
- 2.8. Have U.S. Paralympics Powerlifting'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 Games Staff 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 U.S. Paralympics Powerlifting'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 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. Ability to stay positive in stressful situations.
- 2.18. Exceptional interpersonal and communication skills.
- 2.19. Be a currently employed USOPC Staff member or U.S. Paralympics Powerlifting contractor.
- 2.20. Adhere to all health and safety protocols that may include vaccination and/or testing requirements set forth by the USOPC, IF, and/or the local organizing committee.

In addition, Team Leader must:

- 2.21. Have the ability to professionally interact with coaching staff, athletes, medical personnel, USOPC IMS Staff, USOPC administration, and World Para Powerlifting personnel.
- 2.22. Have previous leadership experience at major international para powerlifting competitions such as previous World Para Powerlifting sanctioned events, Parapan American Games, and/or Paralympic Games.
- 2.23. Have previous experience and ability to assist with all team administration, paperwork, logistics, discipline, forms and entries and international competition requirements.

In addition, Coach(es) must:

- 2.24. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
- 2.25. Individual(s) must complement and work well with USOPC IMS Staff and athletes.
- 2.26. Obligation to coach all Team USA athletes, avoiding conflict coaching other countries.
- 2.27. Have previous experience coaching U.S. Paralympics Powerlifting athletes.

In addition, Medical Personnel must:

- 2.28. Meet the minimum criteria defined in the [USOPC Sports Medicine Provider Credentialing Policy](#).
- 2.29. Possess the appropriate professional certifications.
- 2.30. 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).
- 2.31. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine. ([www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer))
- 2.32. Complete the mandatory Games training prior to the Games.
- 2.33. Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.34. 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.
- 2.35. Have ongoing (more than four years) and current clinical experience treating sports-related injuries and knowledge and experience issues associated with powerlifting and/or strength sports.

In addition, Team Support Staff for athlete accessibility needs (i.e., personal care assistant) must:

- 2.36. Have sport specific expertise working with persons with disabilities.
  - 2.37. Have experience working with athletes and coaches in a competition setting.
  - 2.38. Be able to assist athletes/disability groups with daily personal care as necessary.
  - 2.39. Assist with all aspects of the Team during travel, training, competition and downtime as needed.
  - 2.40. Possess appropriate experience and/or professional certifications based on athlete(s) needs.
3. Intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

The Team Leader position will be filled by current USOPC IMS employees and/or U.S. Paralympics Powerlifting contractors.

U.S. Paralympics Powerlifting will contact individuals with an extensive background and history of work in the sport of Para Powerlifting [and/or related strength and power sports] to gauge interest for being considered for the Coach or Medical staff positions.

Team Support Staff will be selected based on the athlete(s)'s needs and preference.

Recognizing that a staff is more than skills brought by its individual members, staff nominations will take into account the mix of the entire delegation, including international experience, team chemistry and cohesion, as well as skills, expertise and knowledge attributing to an elite performance environment.

4. Removal of Games Staff:

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

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the Director, Internally Managed Sport.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by the U.S. Paralympics Powerlifting S. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Paralympics Powerlifting, 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 U.S. Paralympics Powerlifting Code of Conduct  
<https://www.teamusa.org/USParaPowerlifting/Athlete-and-Sport-Program>
- 4.5. 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 U.S. Paralympics Powerlifting 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 requirements listed in Section 2 above.

All replacement candidates must be nominated using the same process outlined in these selection procedures.

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

The USOPC IMS Selection Committee will make the final approval.

Director, Internally Managed Sports  
Manager, Internally Managed Sports  
USOPC AAC Athlete Representative – U.S. Paralympics Powerlifting

7. Conflict of Interest:

All individuals involved in the selection process (see Section 6) must comply with the USOPC conflict of interest policy, to include completing and submitting a disclosure form for review by the USOPC 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 USOPC ethics committee prior to the start of the

selection process. The USOPC 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 USOPC 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:

- Medical: September 11, 2023
- Team Leader and Coach(es): September 10, 2023
- Team Support position(s): October 2, 2023



9. Publicity/Distribution of Procedures:

The USOPC approved selection procedures (complete and unaltered) will be posted/published by U.S. Paralympics Powerlifting in the following location(s):

- 9.1. Web site: <https://www.usparapowerlifting.org/selection-procedures>

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):

Position	Print Name	Signature	Date
USOPC Chief of Paralympics & Internally Managed Sports	Julie Dusliere		10/12/2023
USOPC Athletes' Advisory Council Representative*	Blaze Foster	DocuSigned by: 	October 25, 2023   4:43:37 PM PDT

\* 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 U.S. Paralympics Powerlifting, 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 U.S. Paralympics Powerlifting must designate an athlete from that sport to review and sign the Selection Procedures.