

USA Taekwondo

Games Staff Selection Procedures

2026 Youth Olympic Games

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SECTION 1: OVERVIEW

These procedures provide the Games Staff qualification requirements for nomination to the 2026 Youth Olympic Games for USA Taekwondo (USATKD). 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 USATKD.

SECTION 2: GAMES STAFF REQUIREMENTS

2.1 MINIMUM REQUIREMENTS FOR ALL GAMES STAFF

1. Undergo a background screen in accordance with the current [USOPC Background Check Policy](#) prior to nomination.
 - Should a nominee experience an event between the time the background check is conducted and the 2026 Youth Olympic Games that may change their background check status, the nominee must inform USATKD and/or USOPC.
2. Have a valid passport at the time of nomination that does not expire for six months after the conclusion of the 2026 Youth Olympic Games (Games).
3. Be familiar with and abide by the [USOPC Athlete Safety Policy](#), the U.S. Center for [SafeSport Code for the Olympic & Paralympic Movements](#), and the [USOPC Minor Athlete Abuse Prevention Policies](#) (MAAPP).
4. Be available for the entire duration of the Games (if requested).
5. Demonstrate ability to work effectively with the USOPC, athletes and other Team personnel.
6. Have strong administrative, communication and organizational capabilities needed for Games Staff role.
7. Have USATKD approval prior to making any financial decisions regarding the Team.
8. Be responsible for the Team's adherence to all rules regarding discipline at the Games.
9. Fulfill all duties and requirements of the USOPC and USATKD including attendance at USOPC Games related meetings.
10. Be in good health and able to withstand the physical rigors of traveling and working with the Team.
11. Be listed on the USATKD long list.
12. Be in good standing with World Taekwondo (WT), USATKD, USOPC, U.S. Center for SafeSport, and USADA.
13. Successfully complete all USOPC Games Registration requirements (including U.S. Center for SafeSport and anti-doping training) by the stated deadline.
14. Meet all health and safety protocols, to include vaccine and/or testing requirements, set forth by the government, USOPC, WT, IOC, and/or Organizing Committee Olympic Games (OCOG).

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2.2 ADDITIONAL MINIMUM REQUIREMENTS FOR THE TEAM LEADER

1. Have active involvement with a national team program within the last 24 months.
2. Have relevant Games Staff experience from a previous international event within the last four (4) years.

2.3 ADDITIONAL MINIMUM REQUIREMENTS FOR COACH

1. Possess a high level of competency regarding WT rules and regulations governing the sport.
2. Have extensive experience working with elite level athletes in respective sport/discipline.
3. Have active involvement with a national team program within the last 24 months.
4. Have relevant Games Staff experience from a previous international event within the last four (4) years.
5. Possess a WT Level 2 Coaching GAL Certificate.

SECTION 3: GAMES STAFF ROLES THAT WILL BE FILLED BY NGB EMPLOYEES OR CONTRACTORS

Roles filled by NGB Employees	Responsibility
Team Leader	Serve as primary point of contact and liaison between USATKD, WT, and the OCOG for the YOG.
Coach	Prepare athletes/teams for success on the field of play.

SECTION 4: GAMES STAFF ROLES THAT WILL BE FILLED BY VOLUNTEERS

Roles filled by Volunteers	Responsibility
Coach	Prepare athletes/Teams for success on the field of play.

4.1 MINIMUM REQUIREMENTS FOR ALL VOLUNTEERS

1. Have a signed USATKD Volunteer Agreement on file by the stated deadline.
2. Have active involvement with a national team program within the last 24 months.
3. Have relevant Games Staff experience from a previous international event within the last four (4) years.

4.2 MINIMUM REQUIREMENTS FOR SPECIFIC GAMES STAFF ROLE

A) COACH/PERFORMANCE MANAGER

1. Possess a high level of competency regarding IF rules and regulations governing the sport.

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2. Have extensive experience working with elite level athletes in respective sport/discipline.
3. Have active involvement with a national team program within the last 24 months.
4. Have relevant Games Staff experience from a previous international event within the last four (4) years.
5. Possess a WT Level 2 Coaching GAL Certificate.

SECTION 5: METHOD USED TO IDENTIFY AND NOMINATE VOLUNTEER GAMES STAFF

VOLUNTEER GAMES STAFF

USATKD will not solicit applications for the volunteer Games Staff roles listed above as they will be filled by current USATKD volunteers based on the needs of the Team. USATKD will contact individuals who meet the Section 2 and Section 4 requirements and who have experience working with USATKD and USATKD National Team athletes to gauge their interest in being considered for Games Staff positions.

Additionally, if staff credentials are available, individuals who meet the volunteer requirements detailed in Section 2 and Section 4 of these procedures may submit interest in being considered to the National Teams Director Eric Wininger (ewininger@usatkd.org) by 7/15/2026.

Coach role(s) will be filled as needed based on OCOG quota, and Team requirements as determined by USATKD High-Performance (HP), and priority will be given to USATKD Employees. A volunteer Coach position may be deemed unnecessary by USATKD HP Staff.

USATKD will evaluate volunteer candidates based on:

1. Experience with USATKD, and previous experience with USATKD U.S. National Team at major events (e.g., Olympic Games, Pan American Games, or World Championships).
2. Experience working with the U.S. Performance Center (USPC) at the National Academy, in Charlotte, NC.
3. Athletes qualified to the 2027 YOG Teams, and their relationships to the candidate.
4. The candidate's ability to work within a team culture at high level international competitions.

SECTION 6: APPROVAL OF GAMES STAFF NOMINATIONS

6.1 USATKD EMPLOYEE AND CONTRACTOR GAMES STAFF

All other USATKD employees and contractor Games Staff will be recommended by the Director of National Teams (Eric Wininger). Final approval of these Games Staff nominations will be provided by the USATKD Chief Executive Officer Steve McNally.

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6.2 VOLUNTEER GAMES STAFF

The committee listed below will be responsible for approving volunteer Games Staff nominations.

Committee Name: Youth Olympic Games Staff Selection Committee

- Stephen Lambdin, Chief Performance Officer
- Eric Winger, Director of National Teams
- Alex Lee – Team USA Athlete’s Commission, 10 Year Athlete Representative

SECTION 7: REMOVAL OF GAMES STAFF

7.1 USATKD JURISDICTION

- a. USATKD has jurisdiction over Games Staff nominees until Games Staff entries have been submitted by the USOPC to the OCOG.
- b. An individual who is nominated for a Games Staff role by USATKD may be removed as a nominee for any of the following reasons, as determined by the USATKD:
 - i. Voluntary withdrawal. Games Staff nominee submits a written letter to USATKD CEO Steve McNally (smcnally@usatk.org) or Director of National Teams Eric Winger (ewinger@usatk.org)
 - ii. Injury or illness. A physician (or medical staff) approved by USATKD provides certification that the individual has a debilitating condition. If an individual refuses to provide verification of their illness or injury by a physician (or medical staff), their injury will be assumed to be debilitating, and they may be removed from the Games Staff.
 - iii. Inability to meet Games Staff requirements and/or perform required duties.
 - iv. Code of Conduct violation. Individual violates the [USATKD Code of Conduct](#)
 - v. SafeSport Policy violation. Individual violates the [USATKD SafeSport Policy](#).
 - vi. Anti-doping violation. Individual violates USATKD, USADA and/or USOPC anti-doping protocol, policies, and procedures.
 - vii. Removal of employment. Individual is removed from their position as a USATKD contractor or employee.

7.2 USOPC JURISDICTION

- a. Once Games Staff nominations have been submitted by the USOPC to the OCOG, the USOPC has jurisdiction.
- b. USOPC’s Games Delegation Terms apply in addition to the USATKD Code of Conduct. The Games Forms are specific to each Games and are made available during the Games registration process.

7.3 REPLACEMENT OF GAMES STAFF

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- a. If a nominated Games Staff member is unable to perform their duties due to injury, illness, Code of Conduct or SafeSport Policy violation or other unforeseen circumstances that would result in the need to replace them, the replacement candidate must meet all applicable Games Staff requirements listed in Sections 2-4.
- b. All replacement candidates must be nominated using the same process outlined in these selection procedures.

SECTION 8: CONFLICT OF INTEREST

8.1 GAMES STAFF CANDIDATES

Prior to nomination, all Games Staff candidates must comply with the [USATKD Conflict of Interest Policy](#) and must submit a conflict-of-interest disclosure form for review by the USATKD Ethics Committee.

8.2 GAMES STAFF SELECTION COMMITTEE

All individuals involved in recommending/approving Games Staff (Section 6) and all individuals who developed these selection procedures (Section 14) must comply with [the USATKD Conflict of Interest Policy](#), to include completing and submitting a disclosure form consistent with USATKD's Conflict of Interest Policy before convening the committee.

Additionally, any person with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to the USATKD Ethics Committee. Reports may also be made anonymously 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.

Any recused individual shall be replaced in accordance with the USATKD selection committee appointment process.

SECTION 9: DATE OF GAMES STAFF NOMINATION

The Nomination of Games Staff, including replacements, will be announced to all Games Staff and submitted to the USOPC on or before:

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- Non-Medical staff independent of athlete selection: August 1, 2026
- Athlete dependent staff: September 1, 2026

SECTION 10: REQUIRED DOCUMENTS

In addition to the USOPC Games Forms requirements, the following documents are required to be signed by all Games Staff as a condition of nomination to the Youth Olympic Games:

- [USATKD Code of Conduct](#).

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- [USATKD Conflict of Interest Disclosure Form](#). (see last page of Code of Conduct)

SECTION 11: QUESTIONS REGARDING SELECTION PROCEDURES

Individuals may contact these USATKD staff member listed below for information about these selection procedures.

Name: Stephen Lambdin

Position: Chief Performance Officer

Email: slambdin@usatk.org

Name: Eric Winingar

Position: Director of National Teams

Email: ewiningar@usatk.org

SECTION 12: GRIEVANCES

The USATKD Grievance Procedures can be found [here \(see Ethics & Judicial Committees – Complaints & Hearing\)](#).

Section 9 of the USOPC Bylaws provides a process for an individual to file a complaint with the USOPC against an NGB alleging that they have been denied, or threatened to be denied, with the opportunity to participate in a Protected Competition, as defined in the USOPC Bylaws. Additional information on how to file a complaint can be found here: <https://www.usopc.org/governance/dispute-resolution>

SECTION 13: NON-RETALIATION

The USOPC and USATKD have zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, or legal violations, or who cooperate with investigations of those reports. That means no USOPC or USATKD staff, Board or Committee member, or volunteer may threaten, harass, discriminate against, or take any negative employment or related action (e.g., discharge, demotion, suspension, negative review) on that basis.

- Individuals may report concerns to USATKD by following the [USATKD Whistleblower Policy](#).
- Individuals may report concerns to the USOPC confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935.
- Additional information can be found in the USOPC's [Speak Up Policy](#).

SECTION 14: DEVELOPMENT OF SELECTION PROCEDURES

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The following committee of individuals developed these selection procedures.

NAME	ROLE
Stephen Lambdin	Chief Performance Officer
Eric Winger	Director of National Teams
Alex Lee	Team USA Athletes' Commission Representative (10 Year Athlete)

SECTION 15: CERTIFICATION OF SELECTION PROCEDURES

The following individual approved these selection procedures and through their signature, certifies that the procedures were developed by a group meeting the USOPC's standards for Designated Committees. The following individual further certifies that these selection procedures represent the method approved by USATKD and that they will be posted on the [USATKD website](#).

POSITION	NAME	SIGNATURE	DATE
USATKD Chief Executive Officer	Steve McNally	<i>Steve McNally</i>	6/10/26

The following individual affirms that they read and understand the selection procedures.

POSITION	NAME	SIGNATURE	DATE
Team USA Athletes' Commission Representative*	Alex Lee	<i>Alex Lee</i>	6/10/26

* If the Team USA Athletes' Commission Representatives have delegated authority to another 10 Year Athlete Representative to sign the Selection Procedures, attach a letter from the Team USA AC Representative indicating the reason they have delegated authority.

* If, for some reason, a sport does not have an elected Team USA AC Representative, USATKD must designate a 10 Year Athlete from that sport to review and sign the Selection Procedures.

Revision History

Date	Revisions
6/11/26	Original document published

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APPENDIX A – COMMONLY USED ACRONYMS

AAC – Athletes' Advisory Council

AC – Athletes' Commission

Act or TSOASA – Ted Stevens Olympic and Amateur Sports Act

APC – Americas Paralympic Committee

CAS – Court of Arbitration for Sport

Center or CSS – U.S. Center for SafeSport

CF – Continental Federation

IMS – Internally Managed Sport (sport managed by the USOPC)

IOC – International Olympic Committee

IPC – International Paralympic Committee

IF – International Federation

LOC – Local Organizing Committee

NGB – National Governing Body

NOC – National Olympic Committee

NPC – National Paralympic Committee

OCOG – Organizing Committee of the Olympic Games. The OCOG refers to the Organizing Committee of the Paralympic Games as well.

PAG – Pan American Games

Panam Sports or PASO – Pan American Sports Organization

PPAG – Parapan American Games

PSO – Paralympic Sport Organization

TEAM USA AC – Team USA Athletes' Commission (formerly USOPC AAC)

USADA – United States Anti-Doping Agency

WADA – World Anti-Doping Agency

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APPENDIX B – GLOSSARY

Contingency means a future event or circumstance which is possible but cannot be predicted with certainty.

Delegation Event means the Olympic Games, the Olympic Winter Games, the Paralympic Games, the Paralympic Winter Games, the Pan American Games, and the Parapan American Games.

Force Majeure means an event or effect that cannot be reasonably anticipated or controlled (e.g., hurricane, tornado, etc.).

Grievance Procedures means the process that enables an athlete to file a complaint with the NGB or USOPC.

Jurisdiction means the power or authority to make decisions and judgments.

Nominated means an athlete, coach or staff member whose name has been submitted to the USOPC by an NGB for participation in a Delegation Event.

Protected Competition means a Delegation Event or a Qualifying Competition.

Qualifying Competition means either of the following:

- i. **NGB Qualifying Competition:** Any competition or activity organized or approved by the NGB where the athlete's performance or results are considered in the published selection criteria to represent the United States in a Delegation Event.
- ii. **International Qualifying Competition:** Any international sport competition where (i) athletes represent the United States against athletes representing other nations, (ii) the NGB officially designates entrants, as required by the competition organizers, and (iii) athlete results or performance are included in the published criteria to qualify, or be selected, to represent the United States in a Delegation Event.

Selected means an athlete, coach or staff member whose name has been submitted by the USOPC to the OCOG at the final submission date, as determined by the OCOG.

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APPENDIX C – STAFF RESOURCES

RAINN HOTLINE *(Formerly SAFESPORT HELPLINE)*

RAINN, the National Sexual Assault Hotline, provides crisis intervention, referrals, and emotional support specifically designed for athletes, staff, and other SafeSport participants affected by sexual violence. Through this service, support specialists provide live, confidential, one-on-one support that is available 24/7. Individuals can call the Hotline at 1-800-656-4673 or visit <https://rainn.org/>.

USOPC DISPUTE RESOLUTION UNIT (DRU)

For Protected Competitions, USOPC's DRU oversees the administration of dispute resolution services to athletes and other members of NGBs for grievances under the USOPC's jurisdiction to ensure the complaints are heard in a timely and fair manner. For more information about this process, please visit the [dispute resolution website](#).

USOPC ETHICS AND COMPLIANCE

USOPC's Ethics and Compliance team is responsible for ensuring the USOPC and NGBs comply with the Ted Stevens Olympic and Amateur Sports Act, their own bylaws and policies, and any other applicable laws or regulations. Any individual may report concerns confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935 to report their concern over the phone.

USOPC SECURITY AND ATHLETE SAFETY REPORTING PORTAL

Individuals can report an incident of emotional, physical, or sexual misconduct, a violation of the Minor Athlete Abuse Prevention Policies (MAAPP) or a general security incident or concern through the [Safety Reporting Portal](#). Individuals may also report to the USOPC over the phone at 719-866-3869.