

**U.S. PARALYMPICS POWERLIFTING
GAMES STAFF SELECTION PROCEDURES
2024 PARIS PARALYMPIC GAMES
5 MARCH 2024**

These procedures provide for selection of the U.S. Paralympics Powerlifting **Games Staff** [see following table for a list of positions] for the 2024 Paris Paralympic Games (the Games) team (the Team). 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, before, during and after the 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 the USOPC's Internally Managed Sport (IMS) Director 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. 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 a currently employed staff member or contractor of the USOPC.
- 2.14. Be listed on U.S. Paralympics Powerlifting's Long List.
- 2.15. Successfully complete all Games Registration requirements by stated deadlines.
- 2.16. Participate in the appropriate anti-doping training as required for the Games Staff role by stated deadline.
- 2.17. Successfully complete the appropriate U.S. Center for SafeSport's online training module(s) by stated deadline.
- 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.
- 2.19. Meet all health and safety protocols, to include vaccine and/or testing requirements, set forth by the government, USOPC, IF, and/or the Organizing Committee of the Paralympic Games

In addition, Team Leader must:

- 2.20. Have the ability to professionally interact with coaching staff, athletes, medical personnel, USOPC IMS Staff, USOPC administration, and World Para Powerlifting personnel.
- 2.21. 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.
- 2.22. Have previous experience and ability to assist with all team administration, paperwork, logistics, forms and entries and international competition requirements.

In addition, Coach(es) must:

- 2.23. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
- 2.24. Complement and work well with USOPC IMS Staff and athletes.
- 2.25. Coach all Team USA athletes, avoiding conflict coaching other countries.
- 2.26. Have previous experience coaching U.S. Paralympics Powerlifting athletes.

In addition, Medical Personnel must:

- 2.27. Meet the minimum criteria defined in the [USOPC Sports Medicine Provider Credentialing Policy](#).
- 2.28. Possess the appropriate professional certifications.
- 2.29. 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).
- 2.30. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine. (www.teamusa.org/medicalvolunteer)
- 2.31. Complete the mandatory Games training prior to the Games.
- 2.32. Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.33. 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.
- 2.34. 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:

- 2.35. Have sport specific expertise working with persons with disabilities.
 - 2.36. Have experience working with athletes and coaches in a competition setting.
 - 2.37. Be able to assist athletes/disability groups with daily personal care as necessary.
 - 2.38. Assist with all aspects of the Team during travel, training, competition, and downtime as needed.
 - 2.39. 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):

U.S. Paralympics Powerlifting will not solicit applications for the following Games Staff position(s) listed above as they will be filled by current USOPC employees and/or contractors.

The Selection Committee will consider the following factors, listed in no particular order, to nominate Games Staff candidates:

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.

The Selection Committee (Section 6) is charged with assembling Games Staff that composes the best team to support the entire delegation at the Games. In addition to the factors listed above, the Selection Committee will consider international event experience, previous

Games' experience, team chemistry, camaraderie, and cohesion, as well as skills, expertise, and knowledge – including a history of 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 Chief of Paralympics & Internally Managed Sport.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by the U.S. Paralympics Powerlifting. 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 USOPC Code of Conduct - <https://www.usopc.org/ethics-and-compliance>.
- 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 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.

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.

Sr. Director, Internally Managed Sports
Director, Internally Managed Sports
Athlete Representative – U.S. Paralympics Powerlifting

7. Conflict of Interest:

All members of the selection committee (see Section 6) must comply with the [USOPC Conflict of Interest Policy](#), to include completing and submitting a disclosure form consistent with the USOPC's Conflict of Interest Policy before convening the committee.

Any member of the selection committee who has an actual, potential, or perceived conflict of interest must disclose it consistent with the USOPC's Conflict of Interest Policy prior to the start of the selection process. A conflict of interest exists when a personal, family, financial, professional, club, team or business interest of the committee member poses a direct or indirect relationship, connection, or affiliation, past or present, with an athlete in contention for the applicable team selection that could compromise or could be perceived to compromise the committee member's ability to participate in the selection process in a fair and impartial manner. If an actual, potential, or perceived conflict exists, the internally managed sport team should send the disclosure to the Chief Ethics & Compliance Officer and the Sr. Director, Compliance Investigations and Ethics (collectively, the Ethics team) to share with the Ethics & Compliance Committee for review and disposition. For example, if a Selection Committee member may be required to recuse him/herself from voting, that individual may still be able to provide relevant or necessary information concerning athlete performance in a fair and impartial manner. The Selection Committee member must not otherwise influence other members of the committee during the selection process. Any recused individual shall be replaced in accordance with the USOPC committee appointment process.

Additionally, any person (including any potentially impacted athlete or coach of a potentially impacted athlete) with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to the USOPC's Ethics team. 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 USOPC's internally managed sport selection 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: June 20, 2024
- Team Leader and Coach(es): July 19, 2024
- Athlete-Dependent Staff: July 19, 2024

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 |  | March 5, 2024 |
| USOPC Athletes' Advisory Council Representative* | Blaze Foster | <div style="border: 1px solid black; padding: 2px; display: inline-block;"> DocuSigned by: <i>Blaze Foster</i> <small>7B967011F2404E5...</small> </div> | March 5, 2024 |

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* 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.