

**USA WRESTLING
GAMES STAFF SELECTION PROCEDURES
2024 OLYMPIC GAMES
GRECO-ROMAN, WOMEN'S FREESTYLE, MEN'S FREESTYLE
January 19, 2024**

These procedures provide for selection of USA WRESTLING **Games Staff** [see following table for a list of positions] for the 2024 OLYMPIC 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 WRESTLING.

1. List of specific Games Staff position(s) that USA WRESTLING is requesting:

Games Staff Role	Responsibility
Team Manager	Serve as primary point of contact and liaison between the USOPC and USA WRESTLING for athletes, coaches, and staff regarding operations, logistics, and high-performance matters before, during and after the Games.
Team Leader	Serve as primary point of contact and liaison between USA Wrestling and the style he/she is assigned to work with before, during and after the Games.
Medical Personnel (ATC, Physical Therapist, Physician, Chiropractor, Massage Therapist)	Provide appropriate medical care for the team.
Coaches	Prepare athletes/teams for success on the field of play.

2. USA WRESTLING 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 USA WRESTLING 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 specific 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 USA WRESTLING'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 specific 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 USA WRESTLING'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 position by stated deadline.
- 2.16. Successfully complete the appropriate U.S. Center for SafeSport's online training module(s) by stated deadline.
- 2.17. Be current USA Wrestling members.

In addition, Team Manager must:

- 2.18. Be a currently employed staff member or contractor of USA Wrestling.
- 2.19. Possess appropriate experience and/or certifications relative to the position/area of expertise for which they may be nominated.
- 2.20. Hold a current USAW membership card.
- 2.21. Have strong administrative, communication and organizational capabilities/skills.
- 2.22. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 2.23. Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings.
- 2.24. Be available for entire duration of the Games.
- 2.25. Have USA WRESTLING'S approval to make financial decisions regarding the Team.

In addition, Team Leaders must:

- 2.26. Have experience in Team Leader type roles with USA Wrestling (preferred).
- 2.27. Be an active and registered member of USA Wrestling
- 2.28. Have previous international experience as a Coach, Team Leader, or administrator at the senior level.
- 2.29. Have strong administrative, communication and organization capabilities/skills.
- 2.30. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 2.31. Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings, if requested.

2.32. Be available for entire duration of the Games, if requested.

In addition, Coach(es) must:

- 2.33. Possess a high level of specific technical and tactical knowledge of the sport.
- 2.34. For a Head Coach position, individual must be a currently employed staff member or contractor of USA Wrestling.
- 2.35. For other coaching positions, candidates may either be employed/contracted by USA Wrestling or must be a personal coach of a 2024 U.S Olympic athlete.
- 2.36. Individuals must hold a current USA Wrestling Coaches membership card, must be at least Bronze Level Certified through the USA Wrestling Coaches Education Program, or a member of the National Coaching paid staff.
- 2.37. Be available for entire duration of the Games, if requested.

In addition, Medical Personnel must:

- 2.38. Meet the minimum criteria defined in the [USOPC Sports Medicine Provider Credentialing Policy](#).
- 2.39. Possess the appropriate professional certifications.
- 2.40. 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).
- 2.41. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine. (www.teamusa.org/medicalvolunteer)
- 2.42. Complete the mandatory Games training prior to the Games.
- 2.43. Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.44. 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.
- 2.45. Experienced candidates may either be employed/contracted by USA Wrestling or must be included and have applied through USA Wrestling's Volunteer Medical Pool.

3. Process that candidates shall follow to express interest in being considered for a Games Staff position, in each category below:

Team Manager:

USA Wrestling will not solicit applications for the Team Manager position(s). The Team Manager position(s) will be filled by current USA Wrestling employees and/or contractors.

Team Leader (s):

USA Wrestling's National staff recruits individuals for the position of Team Leader based on the criteria in Section 2 above, identifying the potential candidates who can best help the Team with preparation through the quadrennium towards the Olympic Games. This

includes serving as a Team Leader at international events, such as the World Championships, throughout the quadrennium.

Head Coaches:

USA Wrestling will not solicit applications for the Head Coach positions. The Head Coach positions will be filled by the currently employed USA Wrestling National Team Coaches.

Assistant Coach(es):

Coaches need to be a personal coach for a 2024 U.S Olympic athlete or be a member of the USA Wrestling paid coaching staff prior to nomination. Selections may be made based on who best fits the criteria in Section 2 above.

Medical Personnel:

Medical personnel need to be included in the USA Wrestling Volunteer Medical pool or hold a contracted position with USA Wrestling prior to nomination. Selections will be based on who best fits the criteria in Section 2 above.

4. Method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

Team Manager:

As the Team Manager position(s) will be filled by current USA Wrestling employees and/or contractors, the individual will be identified and approved by the Executive Director of USA Wrestling.

Team Leader(s):

The Team Leader(s) will be assigned and approved by USA Wrestling's Executive Director, National Teams High Performance Manager, and the USA Wrestling Team USA Athletes' Commission Representative. If a replacement is needed, the same people will select the next best representative based on previous experience in serving in the Team Leader role during a major international event and, depending on the timing for needing to identify a replacement, may select a USA Wrestling employee and/or contractor to fill the role.

Head Coaches:

As the Head Coach positions will be filled by current USA Wrestling employees and/or contractors, the individuals will be identified and approved by the Executive Director of USA Wrestling.

Assistant Coach(es):

The candidates will be selected and recommended by the respective USA Wrestling Sport Committees and final approval will be made by the USA Wrestling Executive Committee (committees defined in Section 7 below).

Medical (*Physician, Athletic Trainer, Massage Therapist, etc.*):

Selections will be determined by USA Wrestling's Executive Director, National Teams High Performance Director, and the USA Wrestling Team USA Athletes' Commission Representative and final approval will be made by the USA Wrestling Executive Committee (committees defined in Section 7 below).

5. Describe the removal of Games Staff:

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

- 5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA WRESTLING Executive Director/CEO/President.
- 5.2 Injury or illness as certified by a physician (or medical staff) approved by the USA WRESTLING. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the USA WRESTLING, his/her injury will be assumed to be disabling and he/she may be removed.
- 5.3 Inability to perform the duties required.
- 5.4 Violation of USA WRESTLING Code of Conduct:
 - 5.4.1 <https://content.themat.com/forms/Code-of-Conduct.pdf>
- 5.5 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 USA WRESTLING 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.

6. Replacement of Games Staff:

In the event a 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 Sections 3 and 4.

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

- [USA Wrestling Executive Committee](#)
 - Responsible for approving Games Staff positions that will be filled by applicants who are not employees/contractors of USA Wrestling and will be shared across all three styles; also serve as final approval for any of the respective Sport Committees' decisions
- [USA Wrestling Greco-Roman Sport Committee](#)

- Responsible for approving Games Staff positions that will be filled by applicants who are not employees/contractors of USA Wrestling and will be roles dedicated to Greco-Roman
- [USA Wrestling Women's Freestyle Sport Committee](#)
 - Responsible for approving Games Staff positions that will be filled by applicants who are not employees/contractors of USA Wrestling and will be roles dedicated to Women's Freestyle
- [USA Wrestling Men's Freestyle Sport Committee](#)
 - Responsible for approving Games Staff positions that will be filled by applicants who are not employees/contractors of USA Wrestling and will be roles dedicated to Men's Freestyle

8. Conflict of Interest:

All individuals involved in the selection process (see Section 7) must comply with USA WRESTLING's conflict of interest policy, to include completing and submitting a disclosure form for review by the USA WRESTLING'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 USA WRESTLING's Ethics Committee prior to the start of the selection process. USA WRESTLING's 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 USA WRESTLING committee appointment process.

9. Date of Nomination:

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

May 1, 2024 – for Games Staff positions that are not dependent on which athletes are named to the 2024 Olympic Team.

June 7, 2024 – for Games Staff positions that are dependent on which athletes are names to the 2024 Olympic Team.

10. Publicity/Distribution of Procedures:

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

- 10.1. Web site: <https://www.teamusa.org/usa-wrestling/team-usa/team-selection-criteria>

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

10.2. Other (if any): N/A

Position	Print Name	Signature	Date
USA WRESTLING Executive Director	Rich Bender	<i>Richard Bender</i>	Jan 25 2024
Team USA Athletes' Commission Representative	Mallory Velte	<i>Mallory Velte</i>	Jan 25 2024

* If the USA Wrestling Team USA Athletes' Commission Representative has delegated authority to the Alternate Team USA Athletes' Commission Representative to sign the Selection Procedures, attach a letter from the Team USA Athletes' Commission 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 the USA WRESTLING, 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 Team USA Athletes' Commission Representative, the USA WRESTLING must designate an athlete from that sport to review and sign the Selection Procedures.

Document Details

Title	2024 WRE OLY Games Staff
File Name	2024 WRE OLY Games Staff - FINAL.pdf
Document ID	599c39df4db241f698cb08f9ca79a17c
Fingerprint	292e6355d6e68fa1bd01e6cce14c67d0
Status	Completed

Document History

Document Created	Document Created by Megan Ball (mball@usawrestling.org) Fingerprint: 691126f645c06550da0164d2727aafa6	Jan 25 2024 01:07PM America/Los_Angeles
Document Sent	Document Sent to Richard Bender (rbender@usawrestling.org)	Jan 25 2024 01:07PM America/Los_Angeles
Document Sent	Document Sent to Mallory Velte (mallorymvelte@gmail.com)	Jan 25 2024 01:07PM America/Los_Angeles
Document Viewed	Document Viewed by Mallory Velte (mallorymvelte@gmail.com) IP: 172.56.219.203	Jan 25 2024 01:08PM America/Los_Angeles
Document Signed	Document Signed by Mallory Velte (mallorymvelte@gmail.com) IP: 172.56.219.203 	Jan 25 2024 01:08PM America/Los_Angeles
Document Viewed	Document Viewed by Richard Bender (rbender@usawrestling.org) IP: 70.91.174.77	Jan 25 2024 01:12PM America/Los_Angeles
Document Signed	Document Signed by Richard Bender (rbender@usawrestling.org) IP: 70.91.174.77 	Jan 25 2024 01:13PM America/Los_Angeles

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