

UNITED STATES  
OLYMPIC & PARALYMPIC  
COMMITTEE  
1 Olympic Plaza  
Colorado Springs, CO 80909

April 10th, 2024

Matt Sicchio  
CEO  
USA Weightlifting  
Matt.Sicchio@usaweightlifting.org

Dear Matt,

We are pleased to inform you that the USOPC has approved USA Weightlifting's Staff Selection Procedures for the 2024 Olympic Games.

Attached please find the executed copy of your selection procedures which should be made available on-line (to replace any previous versions, if applicable) as soon as possible but no later than five days from the date of this notification. In addition, please take the appropriate steps to inform your membership that selection procedures have been published.

We look forward to assisting you in your preparations for these Olympic Games. Thank you.

Sincerely,

Julie Miller  
HPD, USOPC Sport Performance

cc: Mike Gattone , High Performance Director  
Lorene Halford, Director of National Team Operations  
Bejan Abtahi, USOPC Olympic Performance Advisor

USA Weightlifting  
 GAMES STAFF SELECTION PROCEDURES  
 2024 Olympic Games  
 April 2, 2024

These procedures provide for selection of USA Weightlifting’s 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 Weightlifting.

1. List of specific Games Staff position(s) that the NGB/PSO is requesting:

Games Staff Role	Responsibility
Personal Coach	Prepare athletes/teams for success on the field of play.

2. NGB’s/PSO’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 NGB/PSO 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 NGB/PSO’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 NGB/PSO’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. Additional criteria, if any, for ALL Games Staff as determined by the NGB/PSO.

In addition, Personal Coach(es) must:

- 2.18. Possess, at minimum, a Level 1 USA Weightlifting Coaching Certification.
- 2.19. Be the Coach 1 of Record according to USA Weightlifting's membership database of an athlete competing at the 2024 Olympic Games.

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

Personal Coach(es):

All primary personal coaches (Coach 1 of record), of an athlete competing at the 2024 Olympic Games, will be eligible for selection.

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

Personal Coach(es):

If there are not enough accreditations for the number of personal coaches, credentials will be assigned based on athlete rankings according to the Olympic Qualification Ranking (OQR) as of May 23, 2024 with ties in rankings broken according to USA Weightlifting's 2024 Olympic Games Athlete Selection Procedures. The Coach 1 of record of the highest ranked athlete (regardless of gender) will be the first accreditation offered, with subsequent coach accreditations offered moving down the OQR in descending order.

5. Describe the removal of Games Staff:

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

- 5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to USA Weightlifting's Executive Director/CEO/President.
- 5.2 Injury or illness as certified by a physician (or medical staff) approved by USA Weightlifting. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Weightlifting, 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 Weightlifting's Code of Conduct ([USA Weightlifting Code of Conduct](#)).
- 5.5 No longer able to meet the required criteria in Section 2 at the time of the Games.
- 5.6 Violation of USA Weightlifting's Team Declaration (Attachment A).

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 Weightlifting 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):

For Personal Coaches, they are approved and accredited based on the criteria described in Section 4 and 5.

8. Conflict of Interest:

All individuals involved in the selection process (see Section 7) must comply with USA Weightlifting's conflict of interest policy, to include completing and submitting a disclosure form for review by USA Weightlifting'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 Weightlifting's ethics committee prior to the start of the selection process. USA Weightlifting'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 Weightlifting's 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 23, 2024

10. Publicity/Distribution of Procedures:

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

10.1. Web site: <https://www.usaweightlifting.org/resources/athlete-information-and-programs/selection-procedures>

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):

Position	Print Name	Signature	Date
NGB/PSO President or CEO/Executive Director	<b>Matt Sicchio</b>	<i>Matthew Sicchio</i>	Apr 3, 2024
USOPC Athletes' Advisory Council Representative*	<b>Erin Andica</b>	<u><i>Erin Andica</i></u> <small>Erin Andica (Apr 2, 2024 12:45 CDT)</small>	Apr 2, 2024

\* 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 the NGB/PSO, 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 NGB/PSO must designate an athlete from that sport to review and sign the Selection Procedures.

**Attachment A:**

# **Team USA Declaration for Coaches Attending:**

## **2024 Olympic Games**



**This Declaration is due by June 1, 2024 NO LATER THAN 5PM MT**



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## Declaration Terms and Conditions

As of today, I have met the following minimum requirements:

I **I have a valid United States of America Passport**

A coach must possess a USA passport with an expiration date of a minimum of 6 months after the end of the competition, or the entry requirement of the host nation, whichever is the greater.

I **I have a current USA Weightlifting membership and minimum of Level 1 Coach Certification**

A coach must have a current USA Weightlifting membership in good standing and a minimum Level 1 Coaching certification.

I **I have a current Background Screen and SafeSport Certification**

A coach must have a current, greenlight, background screen and a current SafeSport certification.

**Initial:** \_\_\_\_\_

## Code of Conduct:

This Code of Conduct applies to all team members during their time as part of a team delegation.

**Team Members:** Any athlete, technical official, personal coach, team staff and any other person acting/serving in an official capacity as an international/national representative of USA Weightlifting, who are selected and/or endorsed by USA Weightlifting to attend any IWF sanctioned competition. Team members are considered part of a delegation during the period beginning with first flight of travel to an IWF sanctioned competition or USA Weightlifting sanctioned camp and ending upon completion of last flight returning home from the competition or camp.

It is imperative that teams understand that they are ambassadors of USA Weightlifting, the United States Olympic and Paralympic Committee and ultimately the United States. As such:

1. All team members will conduct themselves in a manner representative of the highest level of excellence in all areas at all times.
2. All team members will respect teammates, athletes, coaches, officials, spectators, volunteers, antidoping representatives, sponsors and staff without regard to race, religion, national origin, age, civil status, veteran status, marital status, language, social condition, mental or physical ability, sexual preference, or gender identity.
3. All team members will perform their duties in a professional manner at all times. It is patently unprofessional to show partiality in any form to any other team member, such behavior will not be tolerated.
4. All team members will not attempt to recruit other team members to their club team or coaching influence.
5. All team members are to strictly refrain from the consumption of alcohol and/or recreational drug use at any time while part of a delegation.
6. All team members are expected to comply with both the local laws and the laws of the United States at all times. For example, if an action is legal in the country you are visiting, but is not legal in the United States, it is not permitted to be undertaken.
7. All team members will comply with all rules and guidance, as applicable. This includes, but is not limited to: local laws and customs (International, USOPC, OPTC and Olympic Village amongst others), dress and appearance, alcohol use, deportment, punctuality, manners, behavior and respect for other team members. Under no circumstances will disrespectful behavior towards the host nation or other members of other teams be tolerated.





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8. All team members will respect the "chain of command". Ultimately, the team leader and/or head coach will have final say on all decisions.

9. All team members will adhere to any and all curfews put into place by the team leader and/or head coach, regardless of age.

10. All team members will attend scheduled training sessions and team meetings unless otherwise excused by the team leader and/or head coach.

11. All team members will be held to a zero-tolerance policy towards abuse, as defined by the comprehensive framework of local, state, and federal laws. Any form of abuse, including physical, emotional, or verbal mistreatment, will not be tolerated under any circumstances.

12. All team members will abide by all other USA Weightlifting, United States Olympic and Paralympic Committee, USADA, US Center for SafeSport, organizing committee, PAWF and IWF policies and procedures as applicable.

13. Sexual contact of any kind between any team members, with the exception of married couples and those in a pre-existing relationship declared to USA Weightlifting in advance of the commencement of a delegation, is strictly prohibited when part of a delegation. Sexual contact that is nonconsensual, inappropriate, unwelcome, criminal, or otherwise violates the rules, policies, or procedures of USA Weightlifting, USOPC, or the US Center for SafeSport, is always prohibited.

14. Conduct which reflects negatively on, or brings into disrepute, USA Weightlifting or the sport of weightlifting are prohibited.

15. Failure to comply with this Code of Conduct may result in potential disciplinary action from USA Weightlifting, penalties may include:

- Immediate removal from an international team and return home at the team member's expense.
- Revoking of funding from an international competition.
- Temporary or permanent termination of USA Weightlifting membership.
- Suspension from USA Weightlifting activities for a specified period.
- Withholding in part or in full of any stipend(s) paid by USA Weightlifting.

The team leader in consultation with the CEO has the ability to remove a person from the team immediately, and the CEO has the authority to place an interim sanction upon said person. The USA Weightlifting Judicial Committee shall approve any further sanction, at the recommendation of the staff, subject to a hearing and individual circumstances. Any violation of policies other than this code of conduct will be dealt with by the applicable body (e.g. US Center for SafeSport, USADA, USOPC, IWF or USA Weightlifting).



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To that end, you agree to comply with any requests and investigations from USA Weightlifting, the US Center for SafeSport, IWF, USADA, USOPC, or any of its Boards or Committees.

**Mandatory Reporting:** All team members are considered mandatory reporters. This means that they have a legal obligation to report any suspected cases of abuse, neglect, or other forms of harm to the appropriate authorities. These reporting requirements are set forth by local, state, and federal laws, which vary depending on the jurisdiction. The purpose of these laws is to ensure the safety and well-being of individuals, particularly vulnerable populations such as children and individuals with disabilities. By complying with these reporting requirements, members of the delegation play a crucial role in protecting the welfare of those they interact with during their participation in various sporting events and activities.

I have read and understand the Team Code of Conduct. I agree to fulfill the requirements as outlined.

**Competition:** [2024 Olympic Games](#)

**Initial:** \_\_\_\_\_



## USA Weightlifting Outfitting Declaration

Participants will be issued an **Official 2024 Olympic Games uniform**, which will be worn during the competition, and may be worn during training at the competition.

As a condition of your participation in the **2024 Olympic Games**, please confirm your agreement with the following terms and conditions:

I will wear the **Official 2024 Olympic Games uniform** I am issued in the competition and in training, as the team leader or team coaches require.

I will not wear any training or competition outfitting or otherwise display items while in attendance at this competition that in any way contains commercial advertising per IWF/IOC/USOPC rules, either of my own business interest(s), or those of others with whom I am affiliated.

I will not wear any supplemental gear/equipment such as headbands, wrist or knee wraps or other such items, that contains commercial advertising per IWF/IOC/USOPC rules, either of my own business interest(s), or those of others with I am affiliated. The manufacturer's brand mark is the only acceptable mark on such supplemental gear/equipment.

I will not alter or otherwise add markings of any sort to the **Official 2024 Olympic Games Uniform**.

I will not sell, trade, or otherwise redistribute to others any component of the **Official 2024 Olympic Games uniform**.

If I accept the conditions of this declaration, and subsequently neglect to bring to the competition, or refuse to wear the **Official 2024 Olympic Games uniform** I am issued in the competition venue and in training as the team leader or team coaches require.

**Initial:** \_\_\_\_\_



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***By my signing this Team USA Declaration, I hereby agree to all of the terms and conditions outlined in this document, and that if I do not so agree to all of these terms and conditions, I am not eligible to participate in the [2024 Olympic Games](#). If I am otherwise eligible for the competition but do not submit, a signed declaration as of 5PM MT on the below date, I will not be entered as a delegation member for the [2024 Olympic Games](#) final entry form.***

Coach Name: \_\_\_\_\_ (Print First, Last)

USAW Member#: \_\_\_\_\_

Signature of Coach: \_\_\_\_\_ Date: \_\_\_\_\_

This Declaration is due by June 1, 2024 NO LATER THAN 5PM MT. If you have questions about this document, contact Lorene Halford at [Lorene.Halford@usaweightlifting.org](mailto:Lorene.Halford@usaweightlifting.org)









# WGT 2024 Paris Staff (Volunteer) Selection Procedures\_FINAL

Final Audit Report

2024-04-03

Created:	2024-04-02
By:	High Performance (lorene.halford@usaweightlifting.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAYW1-Vv7NQwsUc6XjTIOgZ-0v1qQJHAI

## "WGT 2024 Paris Staff (Volunteer) Selection Procedures\_FINAL" History

-  Document created by High Performance (lorene.halford@usaweightlifting.org)  
2024-04-02 - 3:58:20 AM GMT- IP address: 50.227.64.78
-  Document emailed to Erin Andica (erinwallaceandica@gmail.com) for signature  
2024-04-02 - 3:58:24 AM GMT
-  Email viewed by Erin Andica (erinwallaceandica@gmail.com)  
2024-04-02 - 4:28:50 AM GMT- IP address: 146.75.208.3
-  Document e-signed by Erin Andica (erinwallaceandica@gmail.com)  
Signature Date: 2024-04-02 - 5:45:24 PM GMT - Time Source: server- IP address: 216.131.104.204
-  Document emailed to Matt Sicchio (matt.sicchio@usaweightlifting.org) for signature  
2024-04-02 - 5:45:26 PM GMT
-  Email viewed by Matt Sicchio (matt.sicchio@usaweightlifting.org)  
2024-04-02 - 11:18:28 PM GMT- IP address: 104.28.48.215
-  Document e-signed by Matt Sicchio (matt.sicchio@usaweightlifting.org)  
Signature Date: 2024-04-03 - 10:14:58 PM GMT - Time Source: server- IP address: 73.14.122.99
-  Agreement completed.  
2024-04-03 - 10:14:58 PM GMT