

**USOPC Internally Managed Sports (IMS) - BREAKING
GAMES STAFF SELECTION PROCEDURES
2024 Olympic Games
26 March 2024**

These procedures provide for selection of USOPC IMS – Breaking **Games Staff** [see following table for a list of positions] for the 2024 Olympic Games (the 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 the USOPC IMS – Breaking.

1. List of specific Games Staff position(s) that the USOPC IMS is requesting:

Games Staff Role	Responsibility
Team Leader	Serve as primary point of contact and liaison between the USOPC and USOPC IMS Breaking before, during and after the Games.
Technical Leader	Lead technical/coaching staff; prepare and support athletes for success on the field of play. Coordinate with the Team Leader on operations and logistical planning that impacts the field of play
Coaches (e.g., Head, Assistant, Technical)	Prepare athletes for success on the field of play. Support technical leader with athlete battle strategies.
Medical Personnel (e.g., ATC, Physical Therapist, Physician, Massage Therapist)	Provide appropriate medical care for the team.

2. USOPC IMS – Breaking’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 IMS – Breaking 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 USOPC IMS – BREAKING’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 IMS – BREAKING.
- 2.14. Be listed on USOPC IMS’ 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. Ability to stay positive in stressful situations.
- 2.19. Adhere to all health and safety protocols that may include vaccination and/or testing requirements set forth by the government, USOPC, World Dance Sport Federation (WDSF), and/or the Organizing Committee of the Olympic Games.
- 2.20. Be in good standing with the USOPC, U.S. Center for SafeSport, USOPC IMS – Breaking, WDSF, and USADA.
- 2.21. Have expertise and competence of the designated WDSF Judging System as outlined in the WDSF Breaking Rules and Regulations Manual (BRRM) prior to nomination.
- 2.22. Possess a high level of specific technical and tactical knowledge of the sport, with an appreciation and understanding of hip-hop in all its forms, including, but not limited to culture, community, and artistry.
- 2.23. Have demonstrated professionalism measured by:
 - 2.23.1. Exceptional interpersonal and communication skills;
 - 2.23.2. Ability to be an outstanding team player;
 - 2.23.3. Ability to stay positive in stressful situations;
 - 2.23.4. Ability to dilute logistical/emotional stress so that athletes can focus on competition.

In addition, Team Leader must:

- 2.24. Have the ability to professionally interact with coaching staff, athletes, medical personnel, USOPC IMS Staff, USOPC administration, and WDSF personnel.
- 2.25. Have previous leadership experience at major international competitions (for example, Pan American Games, Parapan American Games, Olympic Games, Paralympic Games, and/or WDSF Sanctioned Events).

In addition, Technical Leader must:

- 2.26. Have previous experience and ability to assist with all team administration, paperwork, logistics, discipline, forms and entries and international competition requirements.
- 2.27. Have the ability to professionally interact with coaching staff, athletes, medical personnel, USOPC IMS Staff, USOPC administration, and WDSF personnel.
- 2.28. Have previous leadership experience at major international breaking competitions such as previous WDSF World Series, WDSF Pan American Championships, WDSF Breaking for Gold Challenge Series, WDSF Breaking for Gold International Series Events, and/or Breaking for Gold USA National Tour Events.
- 2.29. Establish and help cultivate a performance driven culture, maintaining oversight of goals, expectations and effectiveness of development and performance execution of athletes, coaches and staff.
- 2.30. Monitor and develop key tactical strategies with the coaching staff to formulate key battle progression.

In addition, Coach(es) must:

- 2.31. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
- 2.32. Complement and work well with USOPC IMS – Breaking Staff and athletes.
- 2.33. Oblige to coach all Team USA athletes, avoiding conflict coaching other countries.
- 2.34. Have previous experience coaching elite breakers at international events, such as the WDSF Pan American Championships, WDSF Series [Challenge, International and World] level Events and/or Breaking for Gold USA National Tour Events.

In addition, Medical Personnel must:

- 2.35. Meet the minimum criteria defined in the [USOPC Sports Medicine Provider Credential Check Policy](#).
 - 2.36. Possess the appropriate professional certifications.
 - 2.37. 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).
 - 2.38. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine. (<https://www.usopc.org/athlete-services/medical/volunteer-program>)
 - 2.39. Complete the mandatory Games training prior to the Games.
 - 2.40. Be approved for nomination through the USOPC's Sports Medicine Division.
 - 2.41. 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.
 - 2.42. Have ongoing (more than two years) and current clinical experience treating sports-related injuries and knowledge and experience issues associated with Breaking and/or acrobatic – action sports.
3. Intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

USOPC IMS – Breaking will not solicit applications for the Games Staff position(s) listed above as they will be filled by current USOPC IMS – Breaking employees and/or contractors.

4. Removal of Games Staff:

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

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the SVP, Chief of Paralympics & Internally Managed Sport.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by the USOPC IMS – Breaking. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the USOPC IMS – Breaking, 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 IMS Code of Conduct <https://www.teamusa.com/breaking-athlete-resources>.
- 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 submitted by the USOPC to the Organizing Committee of the Olympic Games, the USOPC has jurisdiction over the Games Staff, at which time, in addition to any applicable USOPC IMS 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:

- 5.1. 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.
- 5.2. All replacement candidates must be selected 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 – Breaking Selection Committee will make the final approval of all Games staff positions:

- Director of Internally Managed Sports, USOPC
- Manager of Internally Managed Sports, USOPC
- Athlete Representative

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:

- Non-Athlete Dependent Staff: May 1, 2024
- Medical Staff: May 31, 2024
- Athlete Dependent Staff: July 1, 2024
 - Nominations of Athlete Dependent Staff, including the names of any replacements (if applicable), will be submitted to the USOPC within 48 hours of the conclusion of the final Olympic Qualifier Series event, or July 1, 2024, whichever is earlier, for athletes who qualify for the Games via the OQS.


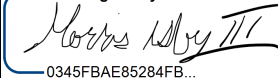
9. Publicity/Distribution of Procedures:

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

- 9.1. Web site: <https://www.teamusa.com/breaking-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
SVP, Chief of Paralympics & Internally Managed Sports	Julie Dussliere		March 26, 2024
USOPC Athletes' Advisory Council Representative* (Interim Volunteer)	Morris Isby	DocuSigned by:  0345FBAE85284FB...	March 26, 2024 3:24:14 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 USOPC IMS, 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 USOPC IMS must designate an athlete from that sport to review and sign the Selection Procedures.