

**U.S. SKI & SNOWBOARD
GAMES STAFF SELECTION PROCEDURES
OLYMPIC WINTER GAMES – BEIJING 2022
SKIING AND SNOWBOARDING – ALL DISCIPLINES
December 23, 2021**

These procedures provide for selection of **U.S. Ski & Snowboard Volunteer Games Staff** (see following table for a list of positions) for the Olympic Winter Games – Beijing 2022. 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. Ski & Snowboard.

1. Volunteer Games Staff U.S. Ski & Snowboard is requesting.

Games Staff Role	Responsibility
Personal Coaches	Provide coaching and support to specific qualified athletes
Technical Personnel	Provide technical support (e.g., ski technician services and support, videography support) to qualified athletes

2. U.S. Ski & Snowboard criteria for the above-mentioned Games Staff position(s).

U.S. Ski & Snowboard 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 U.S. Ski & Snowboard and 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 discipline 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. Ski & Snowboard'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 worked consistently in international competition during the current season with at least one athlete named to the 2022 U.S. Olympic Team.
 - 2.11. Have thorough knowledge and understanding of the IF rules and regulations governing the sport as needed for the specific role.
 - 2.12. Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
 - 2.13. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
 - 2.14. Be listed on U.S. Ski & Snowboard'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 position by stated deadline.
 - 2.17. Successfully complete the appropriate U.S. Center for SafeSport's online training module(s) by stated deadline.
 - 2.18. Be fully vaccinated against COVID-19.
3. Describe the process that candidates shall follow to express interest in being considered for a Volunteer Games Staff position, in each category below:

There is no application process to be considered for a Volunteer Games Staff Position as the individuals who meet the criteria and make up the pool of eligible candidates are a definitive group.

All U.S. Ski & Snowboard Games Staff positions will be filled based on the selection of qualified candidate(s) who meet all applicable criteria outlined in Sections 2 and 4, who will best meet the needs of the 2022 U.S. Olympic Team, and whose name has been put forth for consideration as described in Section 4 below.

Only individuals already registered on the Olympic Games Long List and who have completed the Games registration process will be considered. U.S. Ski & Snowboard reserves the right to consider the practicality of combining two Volunteer Games staff roles to be strategic in its use of available accreditations, while also maintaining focus on high performance.

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

U.S. Ski & Snowboard is committed to providing athletes with the best support possible at the Games; therefore, any eligible athlete who does not already have a designated U.S. Ski & Snowboard National Team coach or technician, or is otherwise reliant on support from personnel external to U.S Ski & Snowboard, may put forth recommendations to nominate volunteer Games staff (i.e., personal coach and/or technical personnel) for consideration by the U.S. Ski & Snowboard Selection Committee (Section 7).

Any eligible athlete may put forth recommendations to nominate a personal coach and/or technical personnel by completing the nomination form located on U.S. Ski & Snowboard's website: <http://usskiandsnowboard.org/sport-programs/criteria>. Recommendations must be submitted to the Selection Committee by January 7, 2022.

U.S. Ski & Snowboard will ensure eligible Games Staff are selected to support each discipline in which athletes qualify to represent Team USA at the 2022 Olympic Winter Games and where accreditations are available. U.S. Ski & Snowboard will prioritize volunteer Games staff based on the athletes who are named to the Olympic Team and using the following criteria, in no particular order:

- Availability of credentials
- Schedule of events
- History of traveling internationally with athlete(s) or working with athlete(s) on a daily basis
- Personal coaches/technicians of athletes with medal potential based on standing according to the Olympic Selection Procedures (i.e., the Olympic Selection List) at the conclusion of the team selection process
- Number of events in which athlete(s) of personal coaches/technicians will compete
- Ability of personal coaches/technicians to work with multiple athletes

The U.S. Ski & Snowboard Selection Committee (Section 7) will make the final selection of the volunteer Games staff.

5. Removal of Games Staff:

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

- 5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to the U.S. Ski & Snowboard President and CEO.
- 5.2 Injury or illness as certified by a physician (or medical staff) approved by U.S. Ski & Snowboard. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Ski & Snowboard, 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 the [U.S. Ski & Snowboard Code of Conduct](#).
- 5.5 No longer able to meet the required criteria in Section 2 at the time of the Games.
- 5.6 Inability of the Nominating Athlete to participate in the Olympic 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 NGB 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 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 the applicable criteria listed in Section 2 above and be selected through the same process as outlined in Sections 3 and 4.

7. Which group/committee will make the final approval of the Games Staff position(s)?

The Selection Committee consisting of the following individuals is designated to make the final approval of any Volunteer Games Staff positions:

- *U.S. Ski & Snowboard President and CEO*
- *U.S. Ski & Snowboard – Chief of Staff*
- *Athlete Representative designated by the U.S. Ski & Snowboard Athletes' Council*

8. Conflict of Interest:

An individual involved in the selection process who has a conflict of interest must disclose this information and recuse him or herself and not influence others regarding the discussions, meetings or decisions involving the selection of the Games Staff position(s). If there is an issue concerning whether a conflict of interest exists, the U.S. Ski & Snowboard's Board or Ethics Committee, as appropriate, shall determine if a conflict exists.

9. Date of Nomination:

Nominations of Games Staff, including the names of any replacements, will be submitted to the USOPC on or before January 18, 2022.

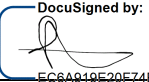
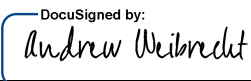
10. Publicity/Distribution of Procedures:

The USOPC approved selection procedures (complete and unaltered) will be posted/published by U.S. Ski & Snowboard in the following location(s):

- 10.1. Web site: <https://www.usskiandsnowboard.org/sport-programs/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
U.S. Ski & Snowboard President & CEO	Sophie Goldschmidt		12/23/2021 4:04 PM MST
USOPC Athletes' Advisory Council Representative*	Andrew Weibrecht		12/23/2021 4:41 PM MST

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