

**UNITED STATES SOCCER FEDERATION, INC.**  
**GAMES STAFF SELECTION PROCEDURES**  
**SOCCER (Football)**  
**February 24, 2020**  
**Amended October 14, 2020**

Following the IOC's announcement that the Olympic Games Tokyo 2020 have been rescheduled to take place July 23-August 8, 2021, it was confirmed that these Games will still be referred to as the Olympic Games Tokyo 2020. Therefore, any references to the Olympic Games or Olympic Team still reflect '2020' in these selection procedures. This notice and the information below serve as announcement of amendment(s) to US Soccer's Staff Selection Procedures.

<b>Section of Procedures</b>	<b>Page #</b>	<b>Amendment Description</b>
Section 3	Page 4	Removed individuals' names in case of any resignations, elections, etc.
Section 4	Page 4	Removed "to be"
Section 4: Removal	Page 4	Added: <u>No longer able to meet the required criteria in Section 2 at the time of the Games.</u>
Section 8: Date of Nomination	Page 5	Nomination date changed from "Long list due date for the respective Games" to: January 15, 2021 for Medical Staff April 16, 2021 for non-Medical Staff

These procedures provide for selection of U.S. Soccer's Games Staff [Team Leader, Coach(es), and/or Additional Officials] for the 2020 Olympic Games, Tokyo. 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. Soccer.

1. Describe the specific Games Staff position(s) that the NGB/HPMO/PSO is requesting.

The following holds for EACH TEAM qualifying (as of the date of this submission, the U.S. Women's National Soccer Team (the USWNT) has qualified. Should the U.S. Men's U-23 National Soccer Team qualify later in the year, please note that the same selection procedures will apply. The final number of selected staff will be defined at the time of final selection.

<b>USOPC Role Name</b>	<b>Games Function</b>
Head Coach	Manage players and staff in all aspects of team both on and off the field.
Assistant Coaches	Assist Head Coach in all coaching responsibilities, including scouting and team management.
Goalkeeper Coach	Assist Head Coach in all coaching responsibilities, including scouting and team management.
Team Administrator	Serve as primary point of contact and liaison between the USOPC and NGB/HPMO before, during and after the Games.

General Manager	Serve as the conduit between the NGB organization and team; liaise between all stakeholders before, during and after the Games.
Athletic Trainer/ Physical Therapists	Provide daily medical care for athletes, including injury prevention, evaluation, and rehabilitation.
Equipment Managers	Responsible for all team equipment, including daily laundering of training gear and match uniforms.
Team Physician	Assist in daily medical care for athletes, caring for serious injuries and liaison to hospital.
Performance Coach / Sport Scientists	Provide team warm up exercises, strength training, regeneration and load monitoring.
Performance Analyst	Procurement and production of all match videos, data analysis and scouting materials.
Massage Therapist(s)	Support athletes' health and wellbeing; assist in rehab, if necessary.
Press Officer	Serve as liaison between team delegation and all media; also assist USOPC and USSF with publicity efforts.

2. What are the NGB's/HPMO's/PSO's criteria for the above Games Staff position(s) (attach a job description, if any)?

NGB's/HPMO's/PSO's Games Staff must:

- 2.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOPC Games Background Check Policy 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 U.S. Soccer and/or 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, as applicable.
- 2.4 Have strong administrative, communication and organizational capabilities/skills *(if applicable)*.
- 2.5 Be responsible for Team's adherence to all rules regarding discipline at the Games *(if applicable)*.
- 2.6 Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings *(if applicable)*.
- 2.7 Be available for entire duration of the Games *(if applicable)*.
- 2.8 Have the NGB's/HPMO's/PSO's approval to make financial decisions regarding the Team *(if applicable)*.

- 2.9 Possess high level, specific technical and tactical knowledge of the sport (*if applicable*).
- 2.10 Have thorough knowledge and understanding of the IF rules and regulations governing the sport and the Olympic Football Tournament.
- 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 of the NGB or ongoing contractor or volunteer physician (as applicable).
- 2.14 Be listed on NGB's Long List and must have successfully completed all Games Registration requirements by stated deadline.
- 2.15 Participate in USADA training as required for position (*if applicable*).
- 2.16 Successfully complete the U.S. Center for SafeSport's core awareness training and education program and any applicable refresher courses.

In addition, Medical Personnel must:

- 2.17 Possess the appropriate certifications.
- 2.18 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).
- 2.19 Meet the required experience and proficiency levels as determined by USOPC Sports Medicine and outlined in Attachment A and the documents found at <https://www.teamusa.org/Team-USA-Athlete-Services/Medical/Sports-Medicine/Volunteer-Program>.
- 2.20 Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.21 Have served with the applicable Team and executed all related documentation required by the NGB;
- 2.22 Have served with the relevant team during the last quad period and have a good rapport with team and coaching staff;
- 2.23 Be available for a minimum of one week during the Games.

In addition, Coaches Must:

- 2.24 Possess a high level of specific technical and tactical knowledge of the sport.

In addition, Technical Personnel Must:

- 2.25 Possess appropriate experience relative to the position/area of expertise for which they may be selected, including without limitation familiarity with and use of the proprietary technologies used by U.S. Soccer to analyze the game and player performance.

In addition, Other Positions (*i.e. Team Managers, Nutritionists, Sport Specific roles, etc.*) must:

2.26 Possess appropriate experience and or certifications relative to the position/area of expertise for which they may be nominated.

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

U.S. Soccer will not solicit applications for the Games Staff positions. The Games Staff positions will be filled by current U.S. Soccer employees and/or contractors. As to Medical Personnel and massage therapists, U.S. Soccer has a pool of candidates compiled by its Chief Medical Officer and High Performance Staff, from which to recommend to the approval of the Technical Committee, based on the criteria above, and on availability and needs of the team.

U.S. Soccer's Technical Committee is:

~~Carlos Bocanegra~~, USSF Director, Athletes' Council

~~Lori Lindsey~~, USSF Director, Athletes' Council

~~John Motta~~, USSF Director, Adult Council

~~Mike Cullina~~, USSF At-Large Director

~~Don Garber~~, USSF Director, Professional Council

~~Tim Turney~~, USSF Director, Youth Council

4. Describe the removal of Games Staff:

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

- Voluntary withdrawal. Games Staff nominee must submit a written letter to the NGB CEO or President.
- Injury or illness as certified by a physician (or medical staff) approved by the NGB. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB, his/her injury will be assumed to be disabling and he/she may be removed.
- Inability to perform the duties required.
- Violation of the NGB's Code of Conduct (Attachment A).
- Violation of the FIFA Code of Ethics (available at [www.fifa.org](http://www.fifa.org)).
- 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 NGB/HPMO/PSO 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. Describe the 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 #2 above and be selected through the same process as outlined in Sections 3 and 4.

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

The NGB (through its CEO or President) will make the final approval. For Medical Personnel and massage therapists, the Technical Committee will make the final approval.

7. 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 NGB's Board or Risk, Audit and Advisory Committee, as appropriate, shall determine if a conflict exists.

8. Date of Nomination:

The Games Staff Nomination Form with the Staff nominee's name, including the name of a replacement (if applicable), will be submitted to the USOPC on or before:

~~The Long List submission date for the respective Games.~~

January 15, 2021 for medical staff nominations

April 16, 2021 for non-medical staff nominations

9. Publicity/Distribution of Procedures:

The USOPC approved selection procedures (complete and unaltered) will be posted/published by U.S. Soccer in the following locations:


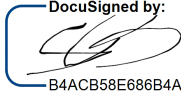
9.1 Web site: [www.ussoccer.com](http://www.ussoccer.com)

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): N/A

## 10. NGB/HPMO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Staff Selection Procedures represents the method approved by U.S. Soccer.

Position	Print Name	Signature	Date
U.S. Soccer President or CEO	will wilson	 F1EE368488E4463...	1/8/2021
U.S. Soccer's Athletes' Council USOPC Athletes' Advisory Council Representative*	Sean Boyle	 B4ACB58E686B4A3...	2/5/2021

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

## Attachment A

### USOPC Sports Medical Games Requirements

#### PURPOSE

The USOPC has developed medical requirements to ensure the safety of athletes during Games (Olympic, Paralympic, Pan American and Para Pan American, etc.). This policy addresses equipment requests and minimum standards for all NGBs/HPMOs/PSOs (NGBs from here forward) and medical providers attending games.

#### POLICY

##### 1. Requests

NGBs **must identify medical support requests to the USOPC Sports Medicine department.** These requests must specify any supplies, equipment, and other medical support provided at the Games. Anti-doping concerns or comments should also be identified. Collected information will be reviewed by the USOPC Managing Director of sports medicine who will then identify and communicate the level of support to be provided by USOPC Sports Medicine. Any changes to the requested sports medicine support should be immediately forwarded to USOPC Sports Medicine. In cases where medical services or materials are not identified, the USOPC cannot guarantee support for additional or late requests because of time, budget and other factors.

##### 2. NGB Health Care Providers

NGBs must nominate and allocate Games credentials to NGB identified health care provider(s) to support the NGB sports medicine needs during the games. Any potential NGB medical provider who *could* be nominated to provide services must be identified by the NGB no later than the due date for the respective Games Long List. Additionally, all NGB medical providers must meet the criteria as identified in the NGB's approved Additional Officials Selection Procedures, along with the additional criteria outlined below.

The medical staffing list will include anyone who will potentially be credentialed by the NGB and/or use a day pass to provide services at an Olympic/Paralympic Village or a High Performance Training Center. Health care providers must meet minimum qualification standards which are identified below by their specialty without exception. NGBs must ensure their identified medical staff can meet these standards prior to advancing their nomination for a Games credential or day pass access. If the provider is not licensed in the United States, they may be ineligible to be credentialed. In order to meet expected standards of care and mitigate risk management issues, selected provider(s) **must** meet the below minimum qualifications in addition to the Selection Procedures criteria to provide medical services at games. These qualifications include:

- 1) Meet all criteria identified in the USOPC Volunteer Program Application for specific specialty (Attachments located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)). On occasion, specific supporting documentation will be requested at the discretion of USOPC Sports Medicine.
- 2) Successfully pass a medical credential review and criminal background check at or above USOPC standards with the National Center for Safety Initiatives (NCSI)
- 3) Review of the venue emergency action plan with USOPC Sports Medicine staff prior to the first scheduled practice or event.
- 4) Complete required Medical Team Education Modules addressing Anti-Doping, Safe Sport and/or other prerequisite training.

Appendix: Location of criteria:

- Athletic Trainer Qualification Criteria – located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)
- Physical Therapist Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)
- Doctor of Chiropractic Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)
- Physician Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)
- Massage Therapist Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)