

**USA GYMNASTICS**  
**GAMES STAFF SELECTION PROCEDURES**  
**2024 OLYMPIC GAMES**  
**ALL DISCIPLINES**  
**PUBLISHED: February 16, 2024**

These procedures provide for selection of the USA Gymnastics Games Staff (“**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 Gymnastics.

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

| <b>Games Staff Role</b>  | <b>Responsibility</b>  |
|--|--|
| Team Leader  | Serve as primary point of contact and liaison between the USOPC and USA Gymnastics before, during and after the Games. |
| Head Coach (W/M Artistic, TRA only)  | Serve as the Head Coach during team competition.   |
| Coach (Personal Coach, Assistant Coach, Coach for Replacement Athletes)  | Prepare athletes/teams for success on the field of play.   |
| Medical Personnel (for example, ATC, Physical Therapist, Physician, Massage Therapist)                             | Provide appropriate medical care for the team.   |
| Program Leader (e.g., Vice President, Program Director)  | Assist with discipline-specific administration and team preparation.   |
| Administrative Personnel (e.g., Team Manager, Security)  | Assist with administration and team preparation.   |
| Technical Personnel (e.g., High Performance Director, High Performance Leadership Team, National Team Coordinator) | Assist with team preparation.  |
| Non-medical Performance Staff (e.g., Sport Psychologist, Nutritionist, etc.)                                       | Provide specific sport science support to athletes and coaches.  |
| Reserve Athlete Coordinator  | Prepare and provide administrative support for reserve athletes.   |

2. USA Gymnastics' criteria for the above-listed Games Staff position(s) (attach a job description, if any):

- 2.1. All Games Staff must: 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 Games that may change his/her background check status, the nominee must inform USA Gymnastics.
- 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 and USA Gymnastics.
- 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, including required training if requested.
- 2.8. Have USA Gymnastics' 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 Gymnastics' 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 a current member in good standing with USA Gymnastics.
- 2.18. Meet the Qualifications of Service outlined in the USA Gymnastics Leadership Eligibility and Service Policy. <https://usagym.org/about/leadership-service/>
- 2.19. Have thorough knowledge of FIG rules.

In addition, Program Leaders, Team Leaders and Administrative Personnel must:

- 2.20. Be a current member of USA Gymnastics High Performance Staff or Program Leadership, or
- 2.21. Be the personal coach of an athlete nominated to the 2024 Olympic Games Team or a coach nominated to the 2024 Olympic Games Team (if the Team Leader function is combined with the Coach position) or,

- 2.22. Be currently employed or contracted by USA Gymnastics to fill the roll.
- 2.23. Have previous work experience with USA Gymnastics national team members and coaches.
- 2.24. Have international competition experience in a leadership role.

In addition, Coach(es) must:

- 2.25. Possess a high level of specific technical and tactical knowledge of the sport.
- 2.26. Be a current member of USA Gymnastics High Performance Staff or personal coach of an athlete nominated to the 2024 Olympic Games Team.
  - 2.26.1. All High Performance Staff and personal coaches as designated by qualified athletes will be considered part of the pool of candidates. To select candidates, each discipline's Selection Committee will consider the following factors, which are listed in no particular order:
    - Schedule of events
    - Team objectives and strategy
    - Potential number of apparatuses in which athlete(s) of personal coaches will compete
    - Medal potential of competing athlete(s) of personal coaches based on ranking and past results
    - Proven team leadership and ability to work with team athletes and coaches
    - International coaching experience
    - High Performance Staff and up to one personal coach per qualified athlete may be eligible for accreditation
    - Any athlete feedback provided for coach selection
  - 2.26.2. Should no personal coaches or High Performance Staff be available for nomination, coach(es) of a 2023-24 National Team athlete (in the relevant discipline) meeting all relevant requirements under this Section 2 will be considered part of the pool of candidates. To select coach(es) from among the candidates, the discipline's Selection Committee will consider the factors listed in Section 2.27 below, as well as the preference(s) of the athlete(s) on the Olympic Team.
- 2.27. Meet the following criteria:
  - Proven team leadership
  - International experience
  - Ability to communicate to athletes, coaches and judges
  - Attend all required meetings and training camps
- 2.28. In the event the Coach role is combined with the Team Leader or Team Manager function, that individual must also fulfill the Team Leader or Team Manager responsibilities and meet the additional criteria, as applicable.
- 2.29. Per the FIG Technical Regulations, the Head Coach or Assistant Coach for the Women's Artistic Team must be female.

In addition to 2.1. through 2.19. and 2.25. through 2.30., Head Coaches must:

- 2.30. Be available for the entirety of the respective discipline's stay at the 2024 Olympic Games, including the 2024 Olympic Games preparation camp (if applicable).

In addition to 2.1 through 2.19, Medical Personnel must:

- 2.31. Be currently employed by or contracted with USA Gymnastics to fill that role.
- 2.32. Meet the minimum criteria defined in the [USOPC Sports Medicine Provider Credentialing Policy](#).
- 2.33. Possess the appropriate professional certifications.
- 2.34. 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).
- 2.35. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine. ([www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer))
- 2.36. Complete the mandatory Games training prior to the Games.
- 2.37. Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.38. 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.
- 2.39. Have served in a similar capacity at international competitions, USA Gymnastics camp(s), and/or domestic competition(s), providing medical services to National Team athletes in the past quadrennial.
- 2.40. Be familiar with the athletes and coaches in the discipline where they are assigned.
- 2.41. Be available for entire duration of the Games, if requested.

In addition to 2.1 through 2.19, the Reserve Athlete Coordinator(s) must:

- 2.42. Be currently employed by or contracted with USA Gymnastics to fill that role.

In addition to 2.1 through 2.19, Technical Personnel and non-medical Performance Staff must:

- 2.43. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
- 2.44. Be a current USA Gymnastics High Performance Staff, or
- 2.45. Be currently employed by or contracted with USA Gymnastics to fill that role.

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

For all positions available and outlined above, individuals who meet the criteria outlined in Section 2 are a definitive group and it will not be necessary for those individuals to express interest in the relevant position(s).

USA Gymnastics reserves the right to consider the practicality of combining two Games Staff roles (Team Leader/Coach, for example) to be strategic in its use of available accreditations, while also maintaining focus on high performance. If it is the decision of

USA Gymnastics to combine roles, then the candidate must meet all applicable criteria for the relevant positions as listed in Section 2.

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

Note: All Games Staff selections are contingent on the total number of credentials available, as mutually agreed upon by USA Gymnastics and the USOPC, and, as allocated internally among disciplines by USA Gymnastics.

Team Leader, Program Leaders, Reserve Athlete Coordinators, non-medical Performance Staff, Technical and Administrative Personnel:

The pool of candidates for each position is identified in Section 2 above. If the position is filled by a current employee or contractor of USA Gymnastics, the candidate will be recommended by the Chief Programs Officer with consultation from the respective discipline's Program Director or Vice President, respecting the conflict of interest policy referenced in Section 8 below. If the position's function is combined with a Coach position and is filled by a candidate who is not a USA Gymnastics employee or contractor, an athlete representative in that discipline will also be consulted for final approval of the nominee.

Coaches:

Each discipline's respective Selection Committee (see Section below) will recommend Head Coach\*, Assistant Coach\* and Personal Coach candidates from the pool of candidates who meet the criteria listed in Section 2.

\*Per the FIG Technical Regulations, the Head Coach or Assistant Coach for the Women's Artistic Team must be female.

Medical Personnel:

The Chief of Athlete Wellness and the Medical Director will recommend Medical Personnel from the pool of candidates who meet the criteria listed in Section 2.

5. Describe the removal of Games Staff:

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

- 5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to the Chief Programs Officer of USA Gymnastics.
- 5.2 Injury or illness which inhibits peak performance which shall be determined by an examining physician verified by USA Gymnastics Medical Staff.
- 5.3 Inability to perform the duties required.
- 5.4 Violation of the USA Gymnastics Code of Ethical Conduct  
[https://static.usagym.org/PDFs/About%20USA%20Gymnastics/code\\_ethical\\_conduct.pdf](https://static.usagym.org/PDFs/About%20USA%20Gymnastics/code_ethical_conduct.pdf).

- 5.5 No longer able to meet the required criteria in Section 2 at the time of the Games.
- 5.6 Violation of the USA Gymnastics' Safety and Response Policy  
<https://usagym.org/safety/policy/>.
- 5.7 A coach shall automatically be removed if they become ineligible for leadership pursuant to the USA Gymnastics Leadership Eligibility and Service Policy.  
<https://usagym.org/about/leadership-service/>.
- 5.8 If an athlete is removed from the 2024 Olympic Games Team pursuant to the discipline's Athlete Selection Procedures, the personal coach of that athlete may also be removed. Factors that may be taken into consideration when evaluating removal may include timing of the removal, availability of credentials, status of a replacement athlete, and best interests of the team.
- 5.9 A coach may appeal their removal through USA Gymnastics' Grievance Policy.  
[https://static.usagym.org/PDFs/About USA Gymnastics/Governance/grievance.pdf](https://static.usagym.org/PDFs/About%20USA%20Gymnastics/Governance/grievance.pdf)

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 Gymnastics' 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):

Team Leader, Replacement Athlete Coordinator and Administrative Personnel:

USA Gymnastics Chief Programs Officer will make the final approval if the position is filled by a current employee or contractor of USA Gymnastics. If the function is combined with a coach position and is filled by a candidate who is not a USA Gymnastics employee or contractor, an athlete representative in that discipline will also be consulted for final approval.

Technical Personnel, non-medical Performance Staff and Program Leaders:

USA Gymnastics Chief Programs Officer will make the final approval.

Coaches (Head, assistant, personal)

For Women's Artistic, Trampoline and Rhythmic disciplines:

The Athlete Selection Committee (ASC) from the respective disciplines listed below will make the final approval of coaches, and performance staff, consisting of:

For Women's Artistic:

Athlete Selection Committee (ASC) shall consist of:

- A member of the High Performance Team;
- Athlete Representative; and
- An individual, meeting the following criteria, appointed by the International Elite Committee annually.

For Trampoline:

ASC shall consist of:

- Selection Committee Chair;
- Elite Committee Trampoline Representative; and
- Athlete Representative.

For Rhythmic Individual:

ASC shall consist of:

- International Elite Coaches' Committee Chair;
- International Judges' Representative;
- Athlete Representative; and
- Rhythmic Program Vice President (non-voting).

For the Men's Artistic discipline:

The Senior Selection Committee (SSC) will make the final approval of coaches, and performance staff, consisting of:

The Men's Senior Selection Committee (SSC) shall consist of:

- Senior Coach Representative;
- Senior Coach Representative;
- High Performance Director;
- Athlete Representative;
- Athlete Representative; and
- Men's Program Vice President (non-voting).

Medical Personnel

USA Gymnastics Chief of Athlete Wellness, in consultation with the USA Gymnastics Medical Director and an athlete representative from the respective discipline, will make the final approval.

8. Conflict of Interest:

USA Gymnastics Conflict of Interest Policy defines the process that is used to handle any potential conflicts of interest and can be found here:

<https://usagym.org/PDFs/Pressbox/Selection%20Procedures/conflictinterest.pdf>

9. Date of Nomination:

Deadline for non-medical Games Staff who are NOT athlete dependent.

- All Disciplines: May 1, 2024

Deadline for Medical Staff nominations:

- On or before May 31, 2024

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

- All Disciplines: within 24 hours of the conclusion of USA Gymnastics' respective competitions – Olympic Trials (Artistic) OR no later than 17:00/5:00 pm, July 2, 2024, whichever comes first.

10. Publicity/Distribution of Procedures:

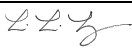


The USOPC approved selection procedures (complete and unaltered) will be posted/published by USA Gymnastics in the following location(s):

10.1. Web site: [www.usagym.org](http://www.usagym.org)

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

11. Signatures

| Position   | Print Name       | Signature   | Date       |
|--|------------------|---|------------|
| USA Gymnastics President and CEO                 | Li Li Leung      |    | 09/02/2024 |
| USA Gymnastics Chief Programs Officer            | Stefanie Korepin |    | 09/02/2024 |
| USOPC Athletes' Advisory Council Representative* | Serena Lu        | <br><small>Serena Lu (Feb 9, 2024 16:23 EST)</small> | 09/02/2024 |

\* 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 USA Gymnastics or its Chief Programs Officer, 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 USA Gymnastics Chief Programs Officer must designate an athlete from that sport to review and sign the Selection Procedures.











# USA Gymnastics 2024 Staff Selection Procedures Olympic Games - final

Final Audit Report

2024-02-10

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|-----------------|--|
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