

USA Gymnastics

Trampoline and Tumbling Coach Selection Procedures

Junior Pan American Games 2025

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SECTION 1: OVERVIEW

These procedures outline the pathway for selection to the 2025 Junior Pan American Games (Games) in Trampoline Gymnastics.

The maximum team size can be two (2) coaches and one (1) non-traveling alternate.

SECTION 2: COACH REQUIREMENTS

Coaches eligible for Junior Pan American Games 2025 must meet the following minimum criteria:

1. Nationality/Passports Requirements:

- Have a valid United States passport at the time of nomination (June 22nd, 2025) that does not expire for six (6) months after the conclusion of the Games.

2. Minimum Panam Sports Requirements:

- Abide by the rules in the Panam Sports Constitution, including nationality/citizenship requirements.
 - For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Panam Sports Constitution (Article 34.4-7).
- Abide by the Panam Sports Eligibility of Conditions Form/Conditions of Participation Form

3. LOC Requirements:

- Comply with all rules and policies implemented by the LOC.

4. Continental Federation (CF) Requirements:

- Comply with all PAGU eligibility requirements found here:
<https://www.dropbox.com/scl/fi/encf7whv8ath66qfygqfb/Gymnastics-Trampoline-Asuncion-Qualification-System-Sep-2024.pdf?rlkey=b3j485nzh3c25z6nl5ptchdfo&dl=0>

5. USOPC Requirements:

- Comply with all USOPC rules applicable to the Games (e.g., Demonstrations).
- Complete all USOPC Games Registration requirements by the stated deadline. June 22, 2025
- Comply with the USOPC Delegation Terms, including the Conduct Requirements, which will be made available here: <https://www.usopc.org/games-and-qualification>
- Comply with the [USOPC Athlete Safety Policy](#) and the [U.S. Center for SafeSport Code](#).
- Undergo a background screen in accordance with the current [USOPC Background Check Policy](#) if you will be age 18 or older.

6. NGB Requirements:

- Comply with the [USA Gymnastics National Team Agreement](#).
- Comply with the [USA Gymnastics Code of Conduct](#).
- Comply with the [USA Gymnastics SafeSport Policy](#).

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- Coach must have an active USA Gymnastics membership.
- Coach does not have an active suspension from the U.S. Center for SafeSport that would make the Coach ineligible to participate in the Games.
- Coach does not have an active sanction for an anti-doping rule/policy violation that would make the Coach ineligible to participate in the Games.
- To be considered for selection, coaching candidates must complete the 2025 [Coach Expression of Interest Form](#) by June 21st, 2025.
- Be available both for mandatory training camps and for the duration of the 2025 Junior Pan American Games.
- Coach accepting assignment to the 2025 World Games will not be eligible for selection to the 2025 Jr Pan American Games.

SECTION 3: EVALUATIVE EVENTS

Event names, dates and locations of all trials, competitions, and camps to be used as part of the selection process:

DATE(S)	DESCRIPTION/EVENT NAME
June 22 nd , 2025	The naming of Junior Pan American Games 2025 Team

SECTION 4: SELECTION PROCESS

Provide a step-by-step description of the selection process including an overview of the Qualification System.

4.1 TOTAL QUOTA PLACES:

1. The Selection Committee will name the 2025 Junior Pan American Games coaches following the determination of the 2025 Junior Pan American Games Team, based on the number of available credentials and the needs of the team.

4.2 SELECTION PATHWAY:

The coaches for the 2025 Junior Pan American Games Team will be selected from among the National Team Coordinators, the personal coaches of the team members, and other experienced coaches.

1. To be considered for selection, coaching candidates must complete the [2025 Coach Expression of Interest Form](#) by June 21st, 2025 and be available both for mandatory training camps and for the duration of the 2025 Junior Pan American Games.
2. In addition to the minimum requirements in Section 2, the discretionary criteria in Section 5.2 will be considered in selecting the 2025 Junior Pan American Games coaches include (not listed in order of importance):

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SECTION 5: DISCRETIONARY CRITERIA TO NOMINATE COACHES

5.1 RATIONALE FOR UTILIZING DISCRETIONARY SELECTION:

Nominations for Jr Pan American Games team will be based upon the evaluation of the discretionary criteria defined below.

- Due to a restricted quota of credentialed coaching positions at this event, team coaches – up to the maximum allowed – will be selected using discretionary criteria from among National Team Coordinators, personal coaches, and other USA Gymnastics coaches with relevant international experience.

5.2 DEFINE THE DISCRETIONARY CRITERIA TO BE USED:

Discretionary criteria: Coaches will be nominated according to the total number of coaching and team manager credentials available, as per FIG Technical Regulations, JPAG rules, and Rules for accreditation, and limited to a maximum of one (1) coach per athlete, based on the following criteria in no specific order:

- Personal Coach of an athlete named to JPAG 2025 team.
- Demonstrated ability to establish harmonious working relationships with all athletes and team personnel.
- Ability to work with other Team USA athletes if/when required.
 - General physical and mental readiness to assist skills at the Sr. Elite level.
- Experience coaching at international competitions, medals won, and history of traveling internationally with athletes. A resume via the Expression of Interest form should be submitted.
- Number of years successfully coaching at the Sr. Elite level.
- Ability to work as part of Team USA in terms of respectful and professional communication to athletes, coaches, judges, and other officials.
- Available to assist and support all delegation members during the training cycle leading into the event.
- Ability to attend all required meetings, training, and competition sessions.

5.3 SELECTION COMMITTEE

Name of the committee that will be responsible for making discretionary selections (with the exception of synchronized trampoline pairs), or other decisions/recommendations directly impacting athletes in the selection process, along with a complete list of the members' titles

1.

Trampoline Selection Committee
Selection Committees Chair
Elite Committees Trampoline Representative
Athlete Representative *

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* Appointed by the USA Gymnastics Athletes' Council.

- The Program Committee Chair, the Program Director, and the National or Junior National Coordinator of the applicable discipline and others as needed (each, an “Invited Guest”) may be invited to attend the meetings as guests.
2. Conflict of Interest
 - a. All members of the Selection Committee and Invited Guests must comply with the USA Gymnastics Conflict of Interest policy, which shall include completing and submitting a disclosure form for review by the USA Gymnastics Ethics & Grievance Committee prior to convening the committee.
 - b. Any member of the Selection Committee or Invited Guest who has an actual, possible, or perceived conflict of interest must disclose it to the USA Gymnastics Ethics & Grievance Committee prior to the start of the selection process and/or recuse him/herself from the review process and/or voting. If a conflict exists, the USA Gymnastics Ethics & Grievance Committee shall review the conflict and determine the committee member’s level of involvement (e.g., whether that committee member must recuse him/herself from participating in discussions and/or voting). For example, if it is determined that a committee member must recuse him/herself from voting, the USA Gymnastics Ethics & Grievance Committee may still determine that a committee member who has relevant and necessary information with respect to athlete performance may, if requested by the Selection Committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and so long as the committee member with the conflict of interest does not vote toward the final decision. The committee member must not otherwise influence other members of the committee in the selection process.
 - c. 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 potential conflict of interest to the USA Gymnastics Ethics & Grievance Committee. Reports may be made anonymously. No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.
 - d. Any recused individual shall be replaced in accordance with USA Gymnastics’ [Selection Committee charter](#).
 3. Each Selection Committee may request any information from any person or entity that they reasonably believe will be helpful in the decision-making process.

SECTION 6: MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule, and duration of all mandatory training and/or competition that will be considered in Team selection.

none

SECTION 7: DATE OF TEAM NOMINATION

NGB will nominate the Team, including any replacements/alternates to the USOPC on or before June 22nd, 2025.

SECTION 8: REMOVAL OF COACHES FROM THE TEAM

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8.1 NGB JURISDICTION

1. A coach who is to be selected to the 2025 Junior Pan American Games Team by USA Gymnastics may be removed for any of the following reasons, as determined by USA Gymnastics:
 - a. Voluntary withdrawal. Coach must submit a written letter to USA Gymnastics Chief Programs Officer and T&T Program Director.
 - b. Injury or illness which inhibits peak performance which shall be determined by an examining physician and verified by USA Gymnastics Medical Staff.
 - c. Failure to participate in mandatory training and/or competition as defined in these procedures.
 - d. Violation of USA Gymnastics [Code of Ethical Conduct](#), and National Team Agreement policies and procedures.
 - e. Violation of the U.S. Center for SafeSport and/or USA Gymnastics policies and procedures.
 - f. Should an athlete be removed from the team pursuant to the athlete selection procedures, the personal coach of that athlete may also be removed. Factors that may be taken into consideration when evaluating removal include timing of the removal, availability of credentials, status of a replacement athlete, and the needs of the team.
 - g. If the individual becomes ineligible for leadership.
 - h. Any decision to remove a coach may be reviewed through the USA Gymnastics grievance process.

SECTION 9: SELECTION PROCESS IF COACH VACANCY OCCURS PRIOR TO SUBMISSION OF ENTRIES BY NAME TO THE LOCAL ORGANIZING COMMITTEE

Replacement coach(es) may be selected according to the criteria and events listed in this document.

- 9.1 Should a vacancy occur prior to submission of Entries by Name to the Local Organizing Committee, the Selection Committee will evaluate eligible candidates based on discretionary criteria in Section 5.
- 9.2 All replacement coaches must meet all requirements listed in Section 2.

SECTION 10: SELECTION PROCESS IF ATHLETE VACANCY OCCURS AFTER SUBMISSION OF ENTRIES BY NAME TO THE LOCAL ORGANIZING COMMITTEE

Replacement coach(es) may be selected according to the criteria and events listed in this document

- 10.1 Should a vacancy occur after submission of Entries by Name to the Local Organizing Committee, if allowed, the Selection Committee will evaluate eligible candidates based on discretionary criteria in Section 5.
- 10.2 All replacement coaches must meet all requirements listed in Section 2.

SECTION 11: RIGHT TO A HEARING

A coach who is removed from the Team has the right to a hearing per the NGB's complaint procedures [https://usagym.org/PDFs/About USA Gymnastics/Governance/grievance.pdf](https://usagym.org/PDFs/About%20USA%20Gymnastics/Governance/grievance.pdf) and the USOPC Bylaws (applies only

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for a Protected Competition), Section 9 (<https://www.usopc.org/governance/dispute-resolution>).

SECTION 12: REQUIRED DOCUMENTS

The following documents are required to be signed by a coach as a condition of nomination to the Event:

- [USA Gymnastics Safe Sport Policy](#)
- [USA Gymnastics Code of Ethical Conduct](#)
- [National Team Agreement](#)

SECTION 13: DISCLAIMERS

These procedures are based on FIG rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in FIG rules and regulations will be distributed to the affected coaches immediately. The selection criteria are based on the latest information available to USA Gymnastics.

However, the selection criteria are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency. If any force of nature, pandemic, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures may require revisions.

SECTION 14: CONFLICT OF INTEREST

All members of the Selection Committee (Section 5.3) and all individuals who developed these selection procedures (Section 19) must comply with the USA Gymnastics Conflict of Interest Policy, to include completing and submitting a disclosure form consistent with the USA Gymnastics Conflict of Interest Policy before convening the committee.

https://static.usagym.org/PDFs/Pressbox/Selection_Procedures/conflictinterest.pdf

Additionally, any person with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to the NGB Ethics and Grievance Committee at eandg@usgaym.org. 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. In addition, the USOPC maintains a strict no retaliation policy that prohibits any employee, contractor, agent, volunteer, or member of the USOPC to take or threaten to take any action against an athlete for reporting information to or seeking assistance from the Office of the Athlete Ombuds.

Any recused individual shall be replaced in accordance with the USA Gymnastics Selection Committee appointment process.

SECTION 15: QUESTIONS REGARDING COACH SELECTION PROCEDURES

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Coaches may contact the individuals listed below for information about these selection procedures.

Name: Amanda Casale

Position: Program Director, Trampoline and Tumbling

Email: acasale@usagym.org

Phone: 317-829-5646

SECTION 16: GRIEVANCES

The NGB Grievance Procedures can be found here: [https://static.usagym.org/PDFs/About USA Gymnastics/Governance/grievance.pdf](https://static.usagym.org/PDFs/About%20USA%20Gymnastics/Governance/grievance.pdf)

Section 9 of the USOPC Bylaws provides a process for an athlete to file a complaint with the USOPC against an NGB alleging that he or she has been denied, or threatened to be denied, with the opportunity to participate in a Protected Competition, as defined in the USOPC bylaws. Additional information on how to file a complaint can be found here:

<https://www.usopc.org/governance/dispute-resolution>.

SECTION 17: NON-RETALIATION

The USOPC and NGB have zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, or legal violations, or who cooperate with investigations of those reports. That means no USOPC or NGB staff, Board or Committee member, or volunteer may threaten, harass, discriminate against, or take any negative employment or related action (e.g., discharge, demotion, suspension, negative review) on that basis.

- Individuals may report concerns to the NGB by following the USA Gymnastics' Speak Up Policy located here [https://static.usagym.org/PDFs/About USA Gymnastics/Governance/speakup.pdf](https://static.usagym.org/PDFs/About%20USA%20Gymnastics/Governance/speakup.pdf)
- Individuals may report concerns to the USOPC confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935.
- Additional information can be found in the USOPC's [Speak Up Policy](#).

SECTION 18: SUPPORTING DOCUMENTS

NGB will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process as required by the NGB's Records Retention Policy.

SECTION 19: DEVELOPMENT, APPROVAL & CERTIFICATION OF SELECTION PROCEDURES

The following committee of individuals developed these selection procedures.

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NAME	ROLE
Nick Minney	Selection Committee Chair
Nuno Merino	Trampoline Representative
Savannah Vinsant	Athlete Representative
Amanda Casale	Program Director (voice, no vote)
Sydney Carlson	Program Manager (voice, no vote)

The following individuals approved these selection procedures and through their signature, certify that the procedures comply with the standards and criteria set by the FIG. The following individuals further certify that the information provided herein regarding Coach Selection Procedures represents the method approved by the USA Gymnastics and that these selection procedures will be posted on the USA Gymnastics' website.

POSITION	NAME	SIGNATURE	DATE
USA Gymnastics President/CEO	Li Li Leung		05/06/25
USA Gymnastics Chief Programs Officer	Stefanie Korepin		05/06/25
USA Gymnastics T&T Program Director	Amanda Casale	 Amanda Casale (Jun 5, 2025 14:41 EDT)	05/06/25
USA Gymnastics Athlete Representative	Margzetta Frazier	 Margzetta Frazier (Jun 5, 2025 11:36 PDT)	05/06/25

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APPENDIX A – COMMONLY USED ACRONYMS

AAC – Athletes' Advisory Council

AC – Athletes' Commission

Act or TSOASA – Ted Stevens Olympic and Amateur Sports Act

APC – Americas Paralympic Committee

CAS – Court of Arbitration for Sport

Center or CSS – U.S. Center for SafeSport

CF – Continental Federation

IMS – Internally Managed Sport (sport managed by the USOPC)

IOC – International Olympic Committee

IPC – International Paralympic Committee

IF – International Federation

LOC – Local Organizing Committee

NGB – National Governing Body

NOC – National Olympic Committee

NPC – National Paralympic Committee

OCOG – Organizing Committee of the Olympic Games. The OCOG refers to the Organizing Committee of the Paralympic Games as well.

PAG – Pan American Games

Panam Sports or PASO – Pan American Sports Organization

PPAG – Parapan American Games

PSO – Paralympic Sport Organization

TEAM USA AC – Team USA Athletes' Commission (formerly USOPC AAC)

JPAG – Junior Pan Am Games

USADA – United States Anti-Doping Agency

WADA – World Anti-Doping Agency

APPENDIX B – GLOSSARY

Contingency means a future event or circumstance which is possible but cannot be predicted with certainty.

Delegation Event means the Olympic Games, the Olympic Winter Games, the Paralympic Games, the Paralympic Winter Games, the Pan American Games, and the Parapan American Games.

Force Majeure means an event or effect that cannot be reasonably anticipated or controlled (e.g., hurricane, tornado, etc.).

Grievance Procedures means the process that enables an athlete to file a complaint with the NGB or USOPC.

Jurisdiction means the power or authority to make decisions and judgments.

Nominated means an athlete, coach or staff member whose name has been submitted by the Selection Committee to the NGB.

Protected Competition means a Delegation Event or a Qualifying Competition.

Qualifying Competition means either of the following:

1. **NGB Qualifying Competition:** Any competition or activity organized or approved by the NGB where the athlete's performance or results are considered in the published selection criteria to represent the United States in a Delegation Event.
2. **International Qualifying Competition:** Any international sport competition where (i) athletes represent the United States against athletes representing other nations, (ii) the NGB officially designates entrants, as required by the competition organizers, and (iii) athlete results or performance are included in the published criteria to qualify, or be selected, to represent the United States in a Delegation Event.

Selected means an athlete, coach or staff member whose name has been submitted by the NGB to the LOC at the final submission date, as determined by the LOC.

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APPENDIX C – ATHLETE RESOURCES

TEAM USA ATHLETES' COMMISSION (Team USA AC) *(Formerly Athletes' Advisory Council)*

The Team USA AC is responsible for broadening communication between the USOPC and active athletes and serves as a source of input and advice to the USOPC Board of Directors.

WEBSITE: www.usopc.org/teamusa-athletes-commission

ATHLETE OMBUDS

The Team USA Athlete Ombuds serves as a safe, independent, confidential place for Team USA Athletes to seek advice about any sport-related rule, policy, or process; how to navigate raising or responding to concerns; or access legal and mental health resources.

Team USA Athletes may contact the Athlete Ombuds:

PHONE: (719) 866-5000

EMAIL: ombudsman@usathlete.org

WEBSITE: usathlete.org

USOPC DISPUTE RESOLUTION UNIT (DRU)

For Protected Competitions, USOPC's DRU oversees the administration of dispute resolution services to athletes and other members of NGBs for grievances under the USOPC's jurisdiction to ensure the complaints are heard in a timely and fair manner. For more information about this process, please visit the [dispute resolution website](#).

USOPC ETHICS AND COMPLIANCE

USOPC's Ethics and Compliance team is responsible for ensuring the USOPC and NGBs comply with the Ted Stevens Olympic and Amateur Sports Act, their own bylaws and policies, and any other applicable laws or regulations. Any individual may report concerns confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935 to report their concern over the phone.

USOPC SECURITY AND ATHLETE SAFETY REPORTING PORTAL

Athletes can report an incident of emotional, physical, or sexual misconduct, a violation of the Minor Athlete Abuse Prevention Policies (MAAPP) or a general security incident or concern through the [Safety Reporting Portal](#). Athletes may also report to the USOPC over the phone at 719-866-3869.

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SAFESPORT HELPLINE

The SafeSport Helpline provides crisis intervention, referrals, and emotional support specifically designed for athletes, staff, and other SafeSport participants affected by sexual violence. Through this service, support specialists provide live, confidential, one-on-one support that is available 24/7. Individuals can call the Helpline at 866-200-0796 or visit www.safesporthehelpline.org.

TEAM USA MENTAL HEALTH RESOURCES

For those in need of mental health support, USOPC Psychological Services is available at psychservices@usopc.org, or you can connect with a licensed mental health provider 24/7 through the USOPC Psychological Services Support Line at 719-866-2255. You can also visit <https://www.usopc.org/mental-health> for information about all available resources or complete our referral link at go.teamusa.org/referrals to get connected.

T&T Coach Selection Procedures - Junior Pan American Games 2025 final 6.4.25

Final Audit Report

2025-06-05

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