

Lakeshore Foundation
ADDITIONAL OFFICIALS SELECTION PROCEDURES
2016 Rio Paralympic Games
Wheelchair Rugby
 April 6, 2016

These procedures provide for selection of Lakeshore Foundation Additional Official position(s) for the 2016 Rio Paralympic Games. However, accreditation allocation is not guaranteed and the number of Additional Officials will be based on final USOC credential allocation and overall team size.

1. Describe the specific Additional Official position(s) that the NGB/HPMO is requesting.

Title	Responsibility
Equipment Manager	Assisting team athletes in the maintenance of equipment to ensure equipment is functioning legally at 100%
Personal Care Attendants (PCA)	Responsible for the everyday care and activities of daily living (ADL) of the team athletes.
Certified Athletic Trainer (ATC)	Responsible for the everyday medical care, health, and well-being of the team athletes and responsive to any injury or illness that could occur during training or competitions. Additionally, works with the Team Leader to coordinate with USADA on any doping questions or issues.
Strength and Conditioning Specialist	In charge of the physical strength program (weights and cardiovascular) for the team athletes. Additionally, they provide the reset program, maintenance, and physiological testing to ensure optimal performance during training and competition. These programs also help alleviate overuse, overtraining, and prevent injury.
Sports Psychologist	Assisting team athletes through psychological treatment methods, to achieve optimal mental health and therefore enhance sport performance (often involving techniques such as visualization and relaxation).

2. Describe the NGB's/HPMO's criteria for the above-mentioned Additional Official position(s).

2.1. Additional Official(s) must:

2.1.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.

2.1.1.1. 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 NGB/HPMO and/or USOC.

2.1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.

2.1.3. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.

2.1.4. Meet qualifications listed under job responsibilities (below).

2.1.5. Must be available for the duration of the 2016 Rio Paralympic Games.

2.1.6. Experience working with the team during the current quadrennial.

2.2. In addition, medical personnel must:

2.2.1. Possess the appropriate certifications.

2.2.2. Pass a medical credential review in addition to the approved USOC Games Background Check.

2.2.3. Be approved for nomination through USOC's Sports Medicine Division.

2.2.4. Should have PCA experience.

Equipment Manager: must have experience maintaining wheelchair rugby equipment and sport chairs complying with the IF rules.

Personal Care Attendants (PCA): must have experience in assisting athletes with ADL's.

Certified Athletic Trainer (ATC): see requirements listed above in 2.2

Strength and Conditioning Specialist: must have experience developing and implementing conditioning plans for athletes with disabilities, preferably in the realm of wheelchair rugby.

Sport Psychologist: must have successful experience with Paralympic athletes in team sports.

3. Describe the process that candidates should follow to express interest in being considered for Additional Official position(s):

Lakeshore Foundation and USAWR will publicize and post the Additional Officials positions and Selection Procedures at www.lakeshore.org and www.usawr.org. Lakeshore Foundation will not solicit applications, as there are individuals already identified who have previously worked with the team in similar capacities, who meet the criteria stated above. Each of these individuals has also worked with the team during the quadrennial.

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

Lakeshore Foundation and USAWR have identified individuals who have previously worked with the team in similar capacities, who meet all the criteria listed above and who have been working with the team throughout the quadrennial.

5. Describe the removal of an Additional Official:

An individual who is to be nominated as an Additional Official by the NGB/HPMO may be removed as a nominee for any of the following reasons, as determined by the NGB/HPMO:

- 5.1. Voluntary withdrawal. Nominee must submit a written letter to the NGB/HPMO Executive Director/CEO/President.
- 5.2. Injury or illness as certified by a physician (or medical staff) approved by the NGB/HPMO. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB/HPMO, 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 NGB's/HPMO's Code of Conduct (Attachments A & B).

Once an Additional Official nomination is accepted by the USOC, the USOC has jurisdiction over the Additional Official, at which time, in addition to any applicable NGB/HPMO Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at: <http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>

6. Describe the replacement of an Additional Official:

In the event that the Nominated Additional Official is unable to perform his/her duties due to 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 criteria listed in #2 above and, if applicable, come from the pool of candidates described in #4 above.

7. Which group/committee will make the final approval of the Additional Official(s)?

Mandy Goff, High Performance Manager, USAWR
James Gumbert, Head Coach, USAWR
Jeff Underwood, President, Lakeshore Foundation
Beth Curry, CPO, Lakeshore Foundation
Katie Holloway, AAC Athlete Representative, USOC

8. Conflict of Interest:

Any individual who is being considered for an Additional Official position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of that Additional Official position.

9. Date of Nomination:

The Games Staff Nomination Form with Additional Official nominees' names, including names of any replacements (if applicable), will be submitted to the USOC on or before:

April 30, 2016




10. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by the NGB/HPMO in the following locations:

10.1. Web site: www.lakeshore.org and www.usawr.org

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

10.2. Other (if any):

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director			4-13-14
USOC Athletes' Advisory Council Representative*	Katie Holloway		3/31/2016

* If the USOC 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, 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 USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.