

UNITED STATES TENNIS ASSOCIATION INCORPORATED (USTA)
GAMES STAFF SELECTION PROCEDURES
2019 ANOC WORLD BEACH GAMES
BEACH TENNIS
April 29, 2019

These procedures provide for selection of USTA's **Games Staff** (Team Leader / Coach) for the 2019 ANOC World Beach Games (Games). Accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. What are USTA's criteria for the Games Staff position(s)?

USTA Games Staff must:

- 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.
 - 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 USTA and/or the USOC.
- 1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 1.3. Be available for the duration of the Games (if applicable).
- 1.4. Have the ability to work effectively with the USOC.
- 1.5. Have strong administrative, communication and organizational capabilities/skills.
- 1.6. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 1.7. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.8. Successfully complete the U.S. Center for SafeSport's online training in accordance with the current USOC policy prior to nomination.
- 1.9. Be a currently employed staff member or contractor of the USTA, who may perform in multiple roles.
- 1.10. Successfully complete all Games Registration requirements by stated deadlines.
- 1.11. Be included on USTA's Long List.
- 1.12. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- 1.13. Have USTA's approval to make financial decisions regarding the Team (if applicable).

- 1.14. Possess specific technical and tactical knowledge of the sport, including knowledge and understanding of the IF rules and regulations governing the sport.
- 1.15. Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 1.16. Participate in USADA (and TADP, if applicable) training as required for the position.
- 1.17. Have experience leading teams at the national and international levels.
- 1.18. Have the ability to handle a range of tasks, from crisis management situations to routine administrative duties.

2. How will the NGB make known the Staff position(s) and/or application process?

The USTA will not solicit applications for the Games Staff position(s).

The Games Staff positions will be filled by current USTA employees and/or contractors. Candidates for these positions will be selected based on who most closely fits the needs of the likely Team members. Certain Games Staff positions, as identified by the USTA, may be augmented by a USTA-contracted entity.

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

See Response to No. 2 above. For Games Staff positions filled by current USTA employees and/or contractors, the USTA CEO will make the final approval.

4. Describe the removal of Games Staff:

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

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the USTA Executive Director/CEO.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by the USTA. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the USTA, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3. Inability to perform the duties required.
- 4.4. Violation of USTA's Code of Conduct (Attachment A).
- 4.5. Failure to sign the USTA's Code of Conduct (Attachment A) and the 2019 ANOC World Beach Games Consent & Waiver Form (Attachment B).

Once the Games Staff nomination(s) is/are accepted by the USOC, the USOC has jurisdiction over the Games Staff, at which time, in addition to any applicable USTA Code of Conduct, the USOC's Games Forms apply. The USOC'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 criteria listed in #1 above and, if applicable, come from the pool of candidates described in #2 above.

6. Conflict of Interest:

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

7. 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 USOC on or before:

July 1, 2019

8. Publicity/Distribution of Procedures:

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

8.1. Web site: www.usta.com

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

8.2. Other (if any): N/A

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	Gordon A. Smith	DocuSigned by: <i>Gordon A. Smith</i> 6EBE900D0B50483...	5/2/2019
USOC Athletes' Advisory Council Representative*	Robby Ginepri	DocuSigned by: <i>RGG</i> 155C07DA5B8A4A3...	5/2/2019

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



ATTACHMENT A

USTA CODE OF CONDUCT – GAMES STAFF 2019 ANOC World Beach Games – San Diego, CA

I, _____ (print name), pledge to uphold the spirit of this Code of Conduct (“Code”), which offers a general guide to my conduct as a member of the United States Tennis Association Incorporated (“USTA”) Games Staff (Team Leader, Team Administration, Coach, Captain, Athletic Trainer, Physical Therapist, Press, Security, or other as applicable) (“Games Staff”) as identified by the USTA for the US ANOC World Beach Tennis Team (“Team”). By signing the Code, I accept nomination and, if accepted, selection as Games Staff for the Team for the 2019 ANOC World Beach Games (“Games”), and agree to abide by this Code. I understand that I will be required to sign the United States Olympic Committee (“USOC”) Code of Conduct (“USOC Code”), and that any provisions in the USOC Code that may be in conflict with this Code shall be governed by the USOC Code. Further, I understand that non-compliance with this Code may result in my removal as a member of the Games Staff for the Team or other disciplinary measures as determined in the discretion of the USTA and the USOC. I and the USTA acknowledge that I have a right to a hearing before being denied the opportunity to participate or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions as written is a condition of my selection as Games Staff for the Team. *THIS CODE OF CONDUCT MUST BE SIGNED IN AN UNALTERED FORM IN ORDER FOR AN INDIVIDUAL TO BECOME A MEMBER OF THE GAMES STAFF FOR THE TEAM.*

As a member of the Games Staff for the Team, I hereby promise and agree that I:

- have abided by all rules related to the selection procedures as determined by the USTA;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct at all times;
- will maintain a level of readiness and preparedness that will permit me to be at the maximum of my abilities;
- will not commit a doping violation as defined by the International Olympic Committee (IOC), International Paralympic Committee (IPC), Pan American Sports Organization (PASO), World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA), Tennis Anti-Doping Program (TADP), International Tennis Federation (ITF), USTA, or USOC rules;
- am not currently serving a suspension because of an anti-doping rule violation and have no pending or unresolved anti-doping rule violation, except as I have listed separately, and I understand that such suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected as a member of the Games Staff for the Team;
- will successfully have passed the National Center for Safety Initiatives’ (NCSI) background screen, in accordance with the current USOC Games Background Check Policy, and completed the USOC Safe Sport awareness training and education program. Further, I will not violate the USOC Safe Sport Policy, and understand that any violation of this policy may be cause for denying my selection

as a member, or my deselection as a member of the Games Staff for the Team;

- will demonstrate, at all times, a high level of leadership and will report to their direct supervisor or as designated by the USTA;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will refrain from participating in or aiding and abetting, directly or indirectly, any form of gambling or betting on tennis or the 2019 ANOC World Beach Games or any event related thereto;
- have never been convicted of violating a criminal law and have no pending indictment or a pending charge, except as I have listed separately (except for misdemeanors, which, if known, would not be a factor in my selection to the Team or convictions as a minor which have been legally sealed), and I understand that such conviction, indictment or criminal charge may be cause for my not being selected as a member of the Games Staff for the Team;
- am in possession of a valid USA passport that will not expire prior to six (6) months following the Closing Ceremonies of the 2019 ANOC World Beach Games, with no travel restrictions at the time of nomination;
- will refrain from conduct detracting from my ability or that of my Team to attain peak performance, including, by way of example, violating established curfews;
- will respect the property of others whether personal or public;
- will respect members of the Games Staff and my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will adhere to the rules of beach tennis and follow all implemented Team procedures;
- will abide by the IOC Charter currently in force and, in particular, with provisions of the IOC Charter regarding edibility for the ANOC World Beach Games, and rules concerning allowable trademark identification on clothing and equipment worn or used at the Games;
- will in-process and out-process with the USOC in conjunction with my sport, and will attend any USOC pre-briefing or post-briefing sessions, unless granted written authorization by the USOC Chef de Mission, or his or her designee;
- am aware that the USOC sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated apparel at (1) all official Games functions and events, including Opening, Closing, and Medal Ceremonies (with the understanding that, in instances where medals are awarded at the venues immediately following a competition, the USOC will consider waivers of this requirement on a case by case basis); and (2) at media events (including press conferences) hosted by the USOC or the Local Organizing Committee for the Games. I also understand that the USOC strongly encourages me to wear designated USOC apparel whenever possible, and that I will be expected to wear designated USOC apparel at USOC hospitality functions;

- will not conceal or cover-up any USOC sponsor, supplier or licensee brand or other identification appearing on my delegation apparel during Opening, Closing, or Medal Ceremonies or at any other function or event where designated USOC apparel is required;
- will not use or authorize the use of the following items for the purpose of trade, without the prior written consent of the USOC and the USTA (which consent shall not be unreasonably withheld) (1) photographs, films, videos, or other images of myself in the apparel or equipment provided by the USOC for the Games; (2) photographs, films, videos, or other images of myself from the Games; (3) any Games medals; and (4) photographs, films, videos, or other images of myself with any Games medals;
- will attempt to participate in media and sponsor-related activities if compatible with the Team's training and competition schedule, when requested by the USOC Chef de Mission, or his or her designee;
- will act in a way that will bring respect and honor to myself, the Team, the USOC, the USTA, the United States, and the Games;
- understand that if I require legal representation because I am accused of a doping violation or criminal misconduct, or if for any other reason I require the services of an attorney, I will be personally responsible for securing the services of said attorney and for payment of all such legal fees and expenses; and
- will remember that at all times I am an ambassador for my sport, my country, and the Olympic Games Movement.

I have read and understand the USTA Code of Conduct and will adhere to them at all times in connection with the 2019 ANOC World Beach Games.

Signature: _____

Print Name: _____

Date: _____

Attachment A - Subject to Update



ATTACHMENT B

**CONSENT AND WAIVER FORM – GAMES STAFF
2019 ANOC World Beach Games; San Diego, California**

I, _____ (Print First and Last Name) in consideration of acceptance of my participation in the 2019 ANOC World Beach Games (“Games”), understand and agree to the following:

1. The United States Tennis Association Incorporated (“USTA”) shall have the right in perpetuity, for the purpose of the promotion and/or the advertising of any National Team Event in which I am a member of the USTA Games Staff (Team Leader, Team Administration, Coach, Athletic Trainer, Physical Therapist, Press, Security, or other as applicable), to use my name, photograph, likeness, biography, voice or other identification, in print, film, radio, television, social media, Internet and/or any other media and in all other publicity and promotional materials and media, including the right to use and/or sublicense such right to use the same on event posters, photos, programs, merchandise and other materials. The USTA shall have the right in perpetuity, without additional compensation, to make, use, show and/or license for any purpose, still pictures, motion pictures, live or delayed on television and/or any other media, including the Internet, of me taken during the Games. However, notwithstanding anything set forth herein, the use of my identification (e.g. name, photograph, likeness, biography, voice, etc.) shall not be identified as or represented to be an endorsement by me of any product, service or company.
2. As a condition of my participation in the Games, I, for myself and my executors, administrators, heirs, personal representatives, successors and assigns, waive any and all claims of any kind, nature and description, including past, present or future claims and injuries, if any, sustained in traveling to or from or participating in the Games and/or any of its related activities and/or while in the location of the Games, as against the USTA, International Tennis Federation (“ITF”), United States Olympic Committee (“USOC”), Local Organizing Committee, promoters, sponsors, television licensees, vendors, venues, local organizers and others connected with such Games, including their employees, officers, directors, and representatives.
3. As a condition of my participation in the Games, I hereby authorize medical personnel (including trainers) to provide medical or diagnostic services to me in the event that I become ill or sustain an injury in connection with my participation.
4. The Games are governed by and conducted pursuant to the regulations promulgated and amended from time to time by the International Olympic Committee (“IOC”). The IOC regulations may include a provision relating to drug testing and other medical examinations. If applicable, I agree to be bound by the IOC regulations, current copies of which will be made available to me upon request. The Games are also governed by and conducted pursuant to the regulations promulgated and amended from time to time by the USOC (“USOC Regulations”) which also include a Code of Conduct, a general release and a dispute resolution process, collectively the Games Forms. If applicable, I agree to be bound by the USOC Regulations, current copies of which will be made available to me upon request.

READ AND AGREED:

Signature

DOB (Month/Date/Year)

Date of Signature

Signature of Parent(s)/Guardian(s) (if under 18)

Print Name: _____
Date: _____