

**USA BADMINTON (USAB)
GAMES STAFF SELECTION PROCEDURES
2020 TOKYO OLYMPICS
USA BADMINTON
~~23/1011~~/2020**

These procedures provide for selection of USA Badminton (USAB) **Games Staff** for the 2020 Tokyo 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 Badminton.

1. Describe the specific Games Staff position(s) that USA Badminton is requesting.

USOPC Role Name - (Games Function)	Responsibility
Coach	Prepare athletes for success on the field of play. Prepare the Team athletes before the Games.
Team Leader	Serve as primary point of contact and liaison between the USOPC and USAB before, during and after the Games. Primary contact between the athletes and USAB. Primary contact to coordinate and communicate with the host/organizers onsite on behalf of the USAB Team.

2. USA Badminton’s criteria for the above Games Staff position(s):

USA Badminton’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 USAB 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.
- 2.4. Be responsible for Team’s adherence to all rules regarding discipline at the Games.
- 2.5. Be available for the entire duration of the Games, as requested.
- 2.6. Have thorough knowledge and understanding of the IF rules and regulations governing the sport as necessary for the position.

- 2.7. Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 2.8. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.9. Be registered on USAB's Long List.
- 2.10. Successfully complete all Games Registration requirements by stated deadlines.
- 2.11. Participate in USADA training as required for the position.
- 2.12. Successfully complete the US Center for SafeSport's awareness training and education program.

In addition, Coaches must:

- 2.13. Be the personal coach as designated by at least one athlete/doubles pair who is named to the 2020 U.S. Olympic Team or a currently employed staff member at USAB, who also meets the criteria in 2.16.
- 2.14. Possess a high level of specific technical and tactical knowledge of the sport.
- 2.15. Worked with athletes during the Tokyo 2020 qualifying process.
- 2.16. Have completed the online BWF Level 1 Coach Certification module or have current BWF coach certification, USAB Certified Level 1-3 Sport Performance or USAB Certified Level 1-4 High Performance Coach certification in good standing with USAB. Visit: <https://usabadminton.org/coaching/> for more information on how to obtain a Sport Performance or BWF online completion certificate.
- 2.17. Not a coach of a foreign athlete or for a foreign country, nor be involved currently as a coach or in management in a foreign country's national program.

In addition, Team Leader must:

- 2.18. Be a current staff member at USAB or have completed the online BWF Level 1 Coach Certification module, or have a current BWF coach certification, USAB Certified Level 1-3 Sport Performance or USAB Certified Level 1-4 High Performance Coach certification in good standing with USAB.
 - 2.19. Have strong administrative, communication and organizational capabilities/skills.
 - 2.20. Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings.
 - 2.21. Have USAB's approval to make financial decisions regarding the Team.
3. Describe the process that candidates shall follow to express interest in being considered for a Games Staff position:

For all positions available and outlined above, candidates 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 Badminton reserves the right to consider the practicality of combining both Games Staff roles (Team Leader/Coach) to be strategic in its use of available accreditations, while

also maintaining focus on high performance. If it is the decision of USA Badminton to combine roles, then the candidate(s) must meet all applicable criteria for the relevant positions as listed in Section 2.

4. Describe the intended method of selecting the candidates to be considered for the Games Staff position(s):

The High Performance Advisory Group (HPAG – see list in #7 below) will review the identified pool of candidates for each position and evaluate individuals based on the requirements in Section 2, as well as the criteria below. The HPAG will rank up to five (5) candidates for each of the possible positions (Coach, Team Leader, Coach/Team Leader). The top ranked candidate(s) will be selected for the role(s) based on the following factors, which are listed in no particular order:

- Be a current personal coach of an athlete nominated to the 2020 U.S. Olympic Team
- Experience working with athletes who are likely to qualify for the 2020 Olympic Games team.
- Experience coaching at BWF international competitions.
- Medal potential of competing athlete(s) of personal coaches based on ranking and past results
- Ability to work with multiple athletes
- History of traveling internationally with athlete(s)
- Proven ability to work in collaboration with USAB and other team staff

5. Describe the removal of Games Staff:

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

- 5.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the Acting USAB Executive Director/CEO/President.
- 5.2. Injury or illness as certified by a physician (or medical staff) approved by USAB. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USAB, 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 USAB Coaches Code of Conduct. The USAB Code of Conduct can be found at this link: <https://form.jotform.com/91697846216167>
- 5.5. Violation of USAB Safe Sport Policy or USOPC's Athlete Safety Policy (<https://usabadminton.org/safesport/>).

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 USAB 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. 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 and #4 above. The replacement Games Staff member will be the next highest ranked individual from Section 4.

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

USA Badminton High Performance Advisory Group (HPAG) consists of:

- CEO
- Coaching Director, Board of Directors
- Director, Para-Badminton
- Para-Badminton Athlete Representative
- USAB AAC Representative

In the event of position vacancies on the HPAG, the HPAG will conduct the review of candidates as long as a minimum of 20% athlete representation is maintained on the committee.

8. 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 USAB Ethics Committee, as appropriate, shall determine if a conflict exists.

9. 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:

June 18, 2021



10. Publicity/Distribution of Procedures:

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

10.1. Web site: <https://usabadminton.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: Facebook at <https://www.facebook.com/USABadminton1/>

Position	Print Name	Signature	Date
President or CEO/Executive	Linda French, CEO		4/14/2021
USOPC Athletes' Advisory Council Representatives	See attached letter— Rena Wang delegated authority to: Richard Alcaraz, AAC Representative		04/15/2021

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

Given that my sibling is an actively competing athlete, currently in pursuit of Olympic qualification, I am recusing myself from approving 2020 Olympic selection procedures for USA badminton to avoid any real, potential or perceived conflict of interests. As a result, I have delegated authority to Richard Alcaraz, the alternate USOPC AAC representative, to serve as the athlete representative that will approve the USA Badminton Athlete Selection Procedures and Staff Selection Procedures for the 2020 Olympic Games.

Sincerely,

A handwritten signature in black ink, appearing to be 'Rena Wang', written in a cursive style.

Rena Wang
USOPC AAC representative