

**USA PENTATHLON  
TEAM LEADER SELECTION PROCEDURES  
2015 PAN AMERICAN GAMES  
APRIL 28, 2015**

These procedures provide for selection of USA Pentathlon's Team Leader for the 2015 Pan American Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. What are the NGB's/HPMO's criteria for Team Leader position (attach a job description, if any)?

Team Leader 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 USA Pentathlon and/or USOC.
- 1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 1.3. Have the ability to work effectively with the USOC.
- 1.4. Have strong administrative, communication and organizational capabilities/skills.
- 1.5. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 1.6. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- 1.7. Be available for entire duration of the Games.
- 1.8. Have USA Pentathlon's approval to make financial decisions regarding the Team.
- 1.9. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.10. Have a current working relationship with USA Pentathlon.
- 1.11. Have knowledge and experience working with those athletes selected to participate at the 2015 Pan American Games.
- 1.12. Have previous experience working as a Team Leader at Category A International Pentathlon competitions.

2. Describe the process that candidates should follow to express interest in being considered for the Team Leader position:

Team Leader candidates should submit a letter of interest to USA Pentathlon via email to [slabianco@usapentathlon.org](mailto:slabianco@usapentathlon.org) and it must be received by no later than the end of day May 8, 2015.

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Team Leader position:

All candidates submitting a letter of interest by May 8, 2015, will be evaluated by the USAP Coach Selection Committee based on the criteria listed in Section 1 above. The candidate, who best meets the criteria in Section 1, will be recommended by the Coach Selection Committee.

Coach Selection Committee

Vachtang Iagorashvili- USAP Athlete Representative  
Genadijus Sokolovas - USAP High Performance Director  
Barry Matchett - USAP President

4. Describe the removal of Team Leader:

An individual who is to be nominated as the Team Leader by USA Pentathlon may be removed as a nominee for any of the following reasons, as determined by USA Pentathlon.

- 4.1. Voluntary withdrawal. Team Leader nominee must submit a written letter to USA Pentathlon Executive Director/CEO/President.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by USA Pentathlon. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Pentathlon, 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 USA Pentathlon's Code of Conduct (Attachment A).

Once a Team Leader nomination is accepted by the USOC, the USOC has jurisdiction over the Team Leader, at which time, in addition to any applicable USA Pentathlon 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/For-Athletes/Athlete-Ombudsman/Games-Info>

5. Describe the replacement of Team Leader:

In the event that the Nominated Team Leader is unable to perform the duties of Team Leader 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 #1 above and, if applicable, come from the pool of candidates described in #3 above.

6. Which group/committee will make the final approval of the Team Leader?

The USA Pentathlon CEO/Managing Director with consultation from the USAP USOC AAC athlete representative will make the final approval.

7. Conflict of Interest:

Any individual who is being considered for the Team Leader 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 the Team Leader.

8. Date of Nomination:

The Games Staff Nomination Form with the Team Leader nominee's name, including the name of a replacement (if applicable), will be submitted to the USOC on or before:

May 22, 2015

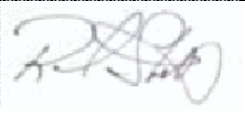
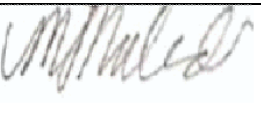
9. Publicity/Distribution of Procedures:

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

9.1. Web site: [www.usapentathlon.org](http://www.usapentathlon.org)

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

9.2. Other (if any): N/A

<b>Position</b>	<b>Print Name</b>	<b>Signature</b>	<b>Date</b>
NGB/HPMO President or CEO/Executive Director	Rob Stull		05/01/2015
USOC Athletes' Advisory Council Representative*	Monica Rowland		05/01/2015

\*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.

## USA Pentathlon Code of Conduct

### TEAM LEADER PLEDGE

I pledge to uphold the spirit of the USA Pentathlon Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National Team (the “Team”). I acknowledge that I have a right to a hearing if my opportunity to participate is denied 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 is a condition of my selection to the Team.

**As a Member of the Team, I hereby promise and agree that I:**

- will abide by all published rules related to the Team selection procedures as approved by USA Pentathlon;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and readiness that will permit my performance to be at the maximum of my abilities;
- will submit to a physical examination by USA Pentathlon medical personnel if my ability to participate is compromised due to physical injury and I understand that such injury may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team.
- will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the Union International de Pentathlon Moderne (UIPM) rules;
- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- 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 not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to participate under the rules of Union International de Pentathlon Moderne;
- am in possession of a valid passport, that will not expire prior to six months following the conclusion of the international competition, should I be chosen for an international team that requires a passport;
- will refrain from conduct detracting from my ability or that of my Team to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- Will do my best to create and adhere to a “safe sport” environment, and will in no way engage in or permit any activity to occur which may compromise a safe-sport environment for USA Pentathlon athletes.
- will follow my Team’s written rules, including by way of example, rules regarding curfew, required attendance at team meetings, consumption of alcoholic beverages and prohibitions on the release of confidential team information;
- am aware that USA Pentathlon sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Pentathlon apparel at all official Team functions and events;
- will not conceal or cover-up any USA Pentathlon sponsor, supplier or licensee brand or other identification appearing on my USA Pentathlon apparel;
- will abide by the rules of the Union International de Pentathlon Moderne concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Pentathlon under conditions authorized by USA Pentathlon and give event organizers and USA Pentathlon the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the team on which I compete; in no event may USA Pentathlon or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;

- will not use or authorize the use of photographs, films or videos of myself in my USA Pentathlon apparel or equipment or the use of the USA Pentathlon logo for the purpose of trade, without the prior written consent of USA Pentathlon;
- will attempt to participate in media activities if compatible with my schedule when requested by USA Pentathlon;
- understand that if I require legal representation because of I am accused of a doping violation or am accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my Team, USA Pentathlon and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

**ATHLETE OMBUDSMAN**

I may contact the USOC Athlete Ombudsman,  
toll free at 888.ATHLETE (1.888.284.5383)  
for further information regarding my rights under this Code.

**PARTICIPANTS' AFFIRMATION**

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the Team.

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Signature Date

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Print Name