

USA DIVING
COACH SELECTION PROCEDURES
2012 Olympic Games
February 16, 2011

These procedures provide for selection of two (2) Official USA Diving Coaches (1 Head Coach and 1 Assistant Coach) for the 2012 Olympic Games as well as additional Personal Coaches (number dependent on selection of athletes). However, accreditation allocation is not guaranteed and the number of Coaches will be based on final USOC credential allocation and overall team size.

1. What are the NGB's criteria for Coach positions (attach a job description, if any)?

Coaches must:

- i. Successfully pass a USOC approved background check.
 - ii. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
 - iii. Be available for entire duration of the Games.
 - iv. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
 - v. High level, specific technical and tactical knowledge of the sport.
 - vi. Thorough knowledge and understanding of FINA rules and regulations.
 - vii. Experience and proven ability coaching teams at the international level.
 - viii. Proven ability to establish harmonious relationships with athletes and other team personnel.
 - ix. Proven record of performance with USA Diving.
 - x. Be the personal coach of at least one athlete who is named to the 2012 Olympic Games Team.
2. How will the NGB make known the available Coach position(s) and/or application process?

USA Diving will post these procedures on their website at www.usadiving.org.

3. Describe the intended method of:
 - A. Identifying the pool of candidates to be considered for Coach position:

Any coach who meets the criteria listed in #1 above will be placed in the pool of candidates to be considered for the two (2) official coaching positions and the Personal Coach positions.

B. Selecting the candidate(s) who best fits the job description for Coach:

Upon completion of the 2012 US Olympic Trials - Diving (19th to 24th June 2012, Seattle, Washington) and the selection of the athlete nominees, two official positions will be offered to the coaches who meet the criteria in #1 above and have the most “spots” on the Team. The coach with the most spots will be named the Head Coach and the coach with the second most spots will be named the Assistant Coach. Each diver entered in a synchronized event counts as one spot. The remaining coaches of athletes on the Team will be ranked according to the number of spots on the Team. To the extent that credentials are available upon final allocation from the USOC, additional Personal Coaches will be named to the team in the order of their ranking.

In the event of a tie, the following tie-breaking system will be used in the following order of priority:

- 1) Select the coach with the most number of athletes on the Team who meets the criteria in #1 above.
- 2) Select the coach with the highest placed athlete in the individual events at the 2012 US Olympic Trials - Diving.
- 3) Select the coach with the lowest aggregate number of qualifying positions (i.e., 1st place + 2nd place =3, while 2nd place + 2nd place =4)
- 4) Committee for Competitive Excellence in conjunction with the High Performance Director will select the coach.

4. Describe the removal of a Coach:

An individual who is to be nominated as a Coach by the NGB may be removed as a nominee for any of the following reasons, as determined by the NGB.

- Voluntary withdrawal. Coach nominee must submit a written letter to USA Diving’s CEO/President.
- Injury or illness as certified by an approved NGB physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved NGB physician (or medical staff),

his/her injury will be assumed to be disabling and he/she may be removed.

- Violation of the NGB's Code of Conduct (Attachment A).

Once a Coach nomination is accepted by the USOC, a Coach is subject to the USOC Code of Conduct and Grievance Procedures.

5. Describe the replacement of a Coach:

In the event that a Nominated Coach is unable to perform the duties of Coach, 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.

6. Which group/committee will make the final:

A. Recommendation of the Coach(es)?

Committee of Competitive Excellence (CCE)

Rick Schavone	Chair
Megan Neyer	Member
Julian Krug	Member
Ed Goodman	Member
Bob Rydze	Member
Matt Scoggin	Member
Steve Foley	USAD's High Performance Director
Steve McFarland	Member
Justin Wilcock	Athlete Representative
Laura Wilkinson	Athlete Representative

B. Approval for the Coach(es)?

Steve Foley, USA Diving's High Performance Director, and Linda Paul, USA Diving's President and CEO, along with the AAC Representative

7. Conflict of Interest:

Any individual who is being considered for a Coach position and who is involved in the selection process shall recuse him or herself from any discussion or decision involving selection of the Coach.

8. Publicity/Distribution of Procedures:

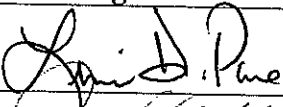
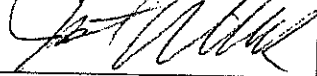
The USOC approved selection procedures (complete and unaltered) will be posted/published by the NGB in the following locations:

A. Web site: www.usadiving.org

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

B. Official Publication (if any): USA Diving E-Newsletter

C. Other: N/A

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	Linda Paul		3/2/11
USOC Athletes' Advisory Council Representative*	Justin Wilcock		2/25/11

*If 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.

USA Diving National Team Agreement



NATIONAL TEAM MEMBER PLEDGE – Non Athlete

I pledge to uphold the spirit of the USA Diving National Team Agreement and Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National Diving Team (the “Team”) to the 2012 Olympic Games. 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 Agreement and Code of Conduct or any other dispute.

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 Diving;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- 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 in possession of a valid USA 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 our 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 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 Diving sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Diving apparel at all official team functions, events, competitions, media appearances and camps;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Diving under conditions authorized by USA Diving and give event organizers and USA Diving 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, which I am a member of; in no event may USA Diving 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; this license shall survive the expiration of the Terms of this Agreement;
- will not use or authorize the use of photographs, films or videos of myself in my USA Diving apparel or equipment or the use of the USA Diving logo for the purpose of trade, without the prior written consent of USA Diving;
- will participate in public or media appearances as a member of the National Team and or USA Diving
- understand that if I require legal representation because I am accused of criminal misconduct, or if for any other reason I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses; and
- shall reimburse USA Diving for all costs incurred on my behalf for travel, lodging and all other expenses reasonably and customarily associated with the National Team program should I voluntarily withdraw, except a departure necessitated by my injury or illness certified by a USOC or USA Diving physician, or an extreme personal or family emergency;
- will act in a way that will bring respect and honor to myself, our team, USA Diving and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

PARTICIPANTS' AFFIRMATION

I have read and accept the National Team Agreement and 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.

This agreement is effective from the date of the National Team member's signature to December 31, 2012.

I am fully aware of the risk of catastrophic injury, paralysis, and even death, as well as other damages and losses, associated with participation in diving. I further agree that USA Diving, Inc. and its sponsors, suppliers, employees, agents, athletes, coaches, team leaders, officers and directors shall not be liable for any loss or damages occurring as a result of my participation in diving, except for that which results directly from the gross negligence or willful misconduct of any of the above.

This agreement is governed by the laws of the State of Indiana.

Signature

Date

Print Name