

**USA DIVING, INC.**  
**TEAM LEADER SELECTION PROCEDURES**  
**2012 OLYMPIC GAMES**  
**FEBRUARY 16, 2011**

These procedures provide for selection of USA Diving's Team Leader for the 2012 Olympic 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 criteria for Team Leader position (attach a job description, if any)?

Team Leader 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. Have the ability to work effectively with the USOC.
  - iv. Have strong administrative, communication and organizational capabilities/skills.
  - v. Be responsible for Team's adherence to all rules regarding discipline at the Games.
  - vi. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
  - vii. Be available for entire duration of the Games.
  - viii. Have the NGB's approval to make financial decisions regarding the Team.
  - ix. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
  - x. Have a comprehensive knowledge and understanding of FINA rules and regulations.
  - xi. Be the currently employed High Performance Director. Part of the duties of the High Performance Director for USA Diving is to serve as team leader as assigned by the CEO/President.
2. How will the NGB make known the Team Leader position and/or application process?

The position will not be open for applications as the position of Team Leader will be filled by the High Performance Director.

3. Describe the intended method of:

A. Identifying the pool of candidates to be considered for Team Leader position:

See #2 above.

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

The USA Diving CEO & President will recommend the High Performance Director to serve in the capacity as Team Leader.

4. Describe the removal of Team Leader:

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

- Voluntary withdrawal. Team Leader nominee must submit a written letter to the NGB 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 USA Diving's Code of Conduct. (Attachment A)

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

5. Describe the replacement of Team Leader:

In the event that the Nominated Team Leader is unable to perform the duties of Team Leader, 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.

6. Which group/committee will make the final:

A. Recommendation of the Team Leader?

The USA Diving CEO/President will recommend the High Performance Director to serve in the capacity as Team Leader.

B. Approval for the Team Leader?

The USA Diving CEO/President will make the final approval for the Team Leader nominee for the 2012 Olympic Games.

7. Conflict of Interest:

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

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](http://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 of I 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; 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.

<b>PARTICIPANTS’ AFFIRMATION</b>
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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.

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Signature

Date

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Print Name