



**COACH
GAMES FORMS
Part I - Introduction
2011 Pan American Games
United States Olympic Committee**

The U.S. Delegation consists of a) Athletes, b) Coaches, c) Games Staff, d) USOC Employees, and e) Executives, Guests and Dignitaries. These Forms are for Coaches. Completing these Forms does not ensure that you will become part of the U.S. Delegation.

There are seven parts to these Games Forms. They are:

- Part I – Introduction
- Part II – Code of Conduct
- Part III – Grievance Procedures
- Part IV – General Release
- Part V – Attachment A to the General Release, which requests that you list all medical health insurance and beneficiary information.
- Part VI – Background Check Requirement
- Part VII - Signature Page

Please read each Part thoroughly and complete as required.

You will be completing these Games Forms electronically and by providing your electronic signature you are affirming that you have read and agree to the terms mentioned in each Part of these Games Forms.

Thank you.

**COACH
GAMES FORMS
Part II - Code of Conduct
2011 Pan American Games
United States Olympic Committee**

INTRODUCTION

Serving as a Coach for the United States Pan American Team (Team) competing in the 2011 Pan American Games (Games) and being selected to the U.S. Delegation for the Games is an honor. It is a distinction few achieve and an accomplishment universally recognized. I understand that the United States Olympic Committee (USOC) sends the Team and U.S. Delegation to the Games. It is in that context that I make the pledge set forth below to the USOC.

COACH PLEDGE

I pledge to uphold the spirit of this Code of Conduct (Code), which offers a general guide to my conduct as a member of the U.S. Delegation as a Coach. I hereby acknowledge that I have been informed that the attached Grievance Procedures and the USOC Bylaws provide me with the right to a hearing if my opportunity to participate is denied for any reason or if I am charged with any violation of the Code.

By signing the Code, I (1) accept nomination and, if accepted, selection as a member to the U.S. Delegation as a Coach, (2) agree to abide by this Code and the attached Grievance Procedures, which will be used by the USOC to resolve any alleged violations of the Code, (3) agree to submit any dispute to the USOC that arises in relation to the submission of my name as an official entry by the USOC to the Organizing Committee for the XVI Pan American and IV Parapan American Games (COPAG) which will be resolved pursuant to the Grievance Procedures, and (4) acknowledge that violations of the Code can be based on conduct occurring prior to my selection as a member to the U.S. Delegation.

I have familiarized myself with the Code and understand that acceptance of its provisions as written is a condition of my selection as a member to the U.S. Delegation. **THIS CODE OF CONDUCT MUST BE COMPLETED IN AN UNALTERED FORM IN ALL APPLICABLE PLACES IN ORDER FOR AN INDIVIDUAL TO BECOME A MEMBER OF THE U.S. DELEGATION.**

As a member of the U.S. Delegation, I hereby promise and agree that I:

- have abided by all rules related to the Coach selection procedures as determined by my National Governing Body (NGB) and approved by the USOC;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will not commit a doping violation and will not aid any athlete in committing a doping violation as defined by the World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA), my International Federation (IF), , as appropriate, Pan American Sports Organization (PASO) or USOC rules;
- 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 the Games;
- am eligible to coach under the rules of PASO, my IF and my NGB;
- am in possession of a valid USA passport that will not expire prior to six months following the Closing Ceremony of the Games;
- will refrain from conduct detracting from my ability or that of the U.S. Delegation and Team to perform at the highest level possible;
- will respect the property of others whether personal or public;
- will respect members of the U.S. Delegation, the Team, other teams, spectators and officials, and will not engage in any form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will abide by the PASO Charter currently in force for 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 USOC sponsors, suppliers and licensees provide critical support for the U.S. Delegation and the Team and, in recognition of this fact, I will wear designated USOC apparel at (1) all official Games functions and events, including Opening and

Closing Ceremonies; and (2) at media events (including press conferences) hosted by the USOC, PASO or COPAG; 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 and Closing Ceremonies or at any other function or event where designated USOC apparel is required;
- will not use, or authorize the use of my name, person, image, picture, voice, or any of my sports performances for advertising or promotional purposes during the Games period without the prior written consent of the USOC;
- will not use or authorize the use of the following items for the purpose of trade, without the prior written consent of the USOC (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 not act as a journalist, media liaison or in any other media capacity during the period of the Games;
- will attempt to participate in media and sponsor-related activities if compatible with my 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, my teammates, the USOC, my NGB, the United States and the Games;
- understand that if I require legal representation because I am accused of a doping violation or 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 all such legal fees and expenses;
- will abide by the USOC Coaching Ethics Code (included on the following pages); and
- will remember that at all times I am an ambassador for my sport, my country and the Pan American Games Movement.

UNITED STATES OLYMPIC COMMITTEE COACHING ETHICS CODE

INTRODUCTION

This Code is intended to provide both the general principles and the decision rules to cover most situations encountered by coaches. It has as its primary goal the welfare and protection of the individuals and groups with whom coaches work. This Code also provides a common set of values upon which coaches build their professional work. It is the individual responsibility of each coach to aspire to the highest possible standards of conduct. Coaches respect and protect human and civil rights, and do not knowingly participate in or condone unfair discriminatory practices.

GENERAL PRINCIPLES

Principle A: Competence

Coaches strive to maintain high standards of excellence in their work. They recognize the boundaries of their particular competencies and the limitations of their expertise. They provide only those services and use only those techniques for which they are qualified by education, training, or experience. In those areas in which recognized professional standards do not yet exist, coaches exercise careful judgment and take appropriate precautions to protect the welfare of those with whom they work. They maintain knowledge of relevant scientific and professional information related to the services they render, and they recognize the need for ongoing education. Coaches make appropriate use of scientific, professional, technical, and administrative resources.

Principle B: Integrity

Coaches seek to promote integrity in the practice of coaching. Coaches are honest, fair, and respectful of others. In describing or reporting their qualifications, services, products, or fees, they do not make statements that are false, misleading, or deceptive. Coaches strive to be aware of their own belief systems, values, needs, and limitations and the effect of these on their work. To the extent feasible, they attempt to clarify for relevant parties the roles they are performing and to function appropriately in accordance with those roles. Coaches avoid improper and potentially harmful dual relationships.

Principle C: Professional Responsibility

Coaches uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behavior, and adapt their methods to the needs of different athletes. Coaches consult with, refer to, or cooperate with other professionals and institutions to the extent needed to serve the best interest of their

athletes, or other recipients of their services. Coaches' moral standards and conduct are personal matters to the same degree as is true for any other person, except when coaches' conduct may compromise their professional responsibilities or reduce the public's trust in the coaching profession and coaches. Coaches are concerned about the ethical compliance of their colleagues' professional conduct. When appropriate, they consult with colleagues in order to prevent or avoid unethical conduct.

Principle D: Respect for Participants and Dignity

Coaches respect the fundamental rights, dignity, and worth of all participants. Coaches are aware of cultural, individual, and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, and socioeconomic status. Coaches try to eliminate the effect on their work of biases based on those factors, and they do not knowingly participate in or condone unfair discriminatory practices.

Principle E: Concern for Others' Welfare

Coaches seek to contribute to the welfare of those with whom they interact professionally. In their professional actions, coaches consider the welfare and rights of their athletes and other participants. When conflicts occur among coaches' obligations or concerns, they attempt to resolve these conflicts and to perform their roles in a responsible fashion that avoids or minimizes harm. Coaches are sensitive to differences in power between themselves and others, and they do not exploit or mislead other people during or after professional relationships.

Principle F: Responsible Coaching

Coaches are aware of their professional responsibilities to the community and the society in which they work and live. They apply and make public their knowledge of sport in order to contribute to human welfare. Coaches try to avoid misuse of their work. Coaches comply with the law and encourage the development of law and policies that serve the interest of sport. They are encouraged to contribute a portion of their professional time for little or no personal advantage.

ETHICAL STANDARDS

1. General Standards

These General Standards are applicable to the professional activities of all coaches.

1.01 Applicability of the Ethics Code

While many aspects of personal behavior and private activities seem far removed from official duties of coaching, all coaches should be sensitive to their position as role models for their athletes. Private activities perceived as immoral or illegal can influence the coaching environment and coaches are encouraged to observe the standards of this Ethics Code consistently.

1.02 Boundaries of Competence

(a) Coaches provide services only within the boundaries of their competence, based on their education, training, supervised experience, or appropriate professional experience.

(b) Coaches provide services involving new techniques only after first undertaking appropriate study, training, supervision, and/or consultation from persons who are competent in those areas or techniques.

(c) In those emerging areas in which generally recognized standards for preparatory training do not yet exist, coaches nevertheless take reasonable steps to ensure the competence of their work and to protect athletes and other participants from harm.

1.03 Maintaining Expertise

Coaches maintain a reasonable level of awareness of current scientific and professional information in their fields of activity, and undertake ongoing efforts to maintain competence in the skills they use.

1.04 Basis for Professional Judgments

Coaches rely on scientifically and professionally derived knowledge when making professional judgments or when engaging in professional endeavors.

1.05 Describing the Nature and Results of Coaching Services

When coaches provide services to an individual, a group, or an organization, they provide, using language that is reasonably understandable to the recipient of those services, appropriate information beforehand about the nature of such services and appropriate information later about results and conclusions.

1.06 Respecting Others

Coaches respect the rights of others to hold values, attitudes and opinions that differ from their own.

1.07 Nondiscrimination

Coaches do not engage in discrimination based on age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socioeconomic status, or any basis proscribed by law.

1.08 Sexual Harassment

(a) Coaches do not engage in sexual harassment. Sexual harassment is sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and that either:

(1) is unwelcome, is offensive, or creates a hostile environment, and the coach knows or is told this;

(2) is sufficiently severe or intense to be abusive to a reasonable person in the context. Sexual harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts.

(b) Coaches accord sexual-harassment complainants and respondents dignity and respect. Coaches do not participate in denying an athlete the right to participate based upon their having made, or their being the subject of, sexual harassment charges.

1.09 Other Harassment

Coaches do not engage in behavior that is harassing or demeaning to persons with whom they interact in their work based on factors such as those persons' age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, or socioeconomic status.

1.10 Personal Problems and Conflicts

(a) Coaches recognize that their personal problems and conflicts may interfere with their effectiveness. Accordingly, they refrain from undertaking an activity when they know or should know that their personal problems are likely to lead to harm to athletes or other participants to whom they may owe a professional obligation.

(b) In addition, coaches have an obligation to be alert to signs of, and to obtain assistance for, their personal problems at an early stage, in order to prevent significantly impaired performance.

(c) When coaches become aware of personal problems that may interfere with their performing work-related duties adequately, they take appropriate measures, such as obtaining professional consultation or assistance, and determine whether they should limit, suspend, or terminate their work-related duties.

1.11 Avoiding Harm

Coaches take reasonable steps to avoid harming their athletes or other participants, and to minimize harm where it is foreseeable and unavoidable.

1.12 Misuse of Coaches' Influence

Because coaches' professional judgments and actions may affect the lives of others, they are alert to guard against personal, financial, social, organizational, or political factors that might lead to misuse of their influence.

1.13 Multiple Relationships

(a) In many communities and situations, it may not be feasible or reasonable for coaches to avoid social or other nonprofessional contacts with athletes and other participants. Coaches must always be sensitive to the potential harmful effects of other contacts on their work and on those persons with whom they deal. A coach refrains from entering into or promising another personal, professional, financial, or other relationship with such persons if it appears likely that such a relationship reasonably might impair the coach's objectivity or otherwise interfere with the coach's effectively performing his or her functions as a coach, or might harm or exploit the other party.

(b) Likewise, whenever feasible, a coach refrains from taking on professional obligations when preexisting relationships would create a risk of such harm.

(c) If a coach finds that, due to unforeseen factors, a potentially harmful multiple relationship has arisen, the coach attempts to resolve it with due regard for the best interests of the affected person and maximal compliance with the Ethics Code.

1.14 Exploitative Relationships

(a) Coaches do not exploit athletes or other participants over whom they have supervisory, evaluative, or other authority.

(b) Coaches do not engage in sexual/romantic relationships with athletes or other participants over whom the coach has evaluative, direct, or indirect authority, because such relationships are likely to impair judgment or be exploitative.

1.15 Consultations and Referrals

When indicated and professionally appropriate, coaches cooperate with other professionals in order to serve their athletes or other participants effectively and appropriately.

1.16 Delegation to and Supervision of Subordinates

(a) Coaches delegate to their employees, supervisees, and assistants only those responsibilities that such persons can reasonably be expected to perform competently, on the basis of their education, training, or experience, either independently or with the level of supervision being provided.

(b) Coaches provide proper training and supervision to their employees or supervisees and take reasonable steps to see that such persons perform services responsibly, competently, and ethically.

1.17 Fees and Financial Arrangements

(a) As early as is feasible in a professional relationship, the coach and the athlete or other participants reach an agreement specifying the compensation and the billing arrangements.

(b) Coaches do not exploit recipients of services or payers with respect to fees.

(c) Coaches' fee practices are consistent with law.

(d) Coaches do not misrepresent their fees.

(e) If limitations to services can be anticipated because of limitations in financing, this is discussed with the athlete or other participant as appropriate.

2. Advertising and Other Public Statements

2.01 Definition of Public Statements

Coaches comply with the Ethics Code in public statements relating to their professional services, products, or publications.

2.02 Statements by Others

(a) Coaches who engage others to create or place public statements that promote their professional practice, products, or activities retain professional responsibility for such statements.

(b) In addition, coaches make reasonable efforts to prevent others whom they do not control (such as employers, publishers, sponsors, organizational clients, and representatives of the print or broadcast media) from making deceptive statements concerning the coach or his professional activities.

(c) If coaches learn of deceptive statements about their work made by others, coaches make reasonable efforts to correct such statements.

(d) Coaches do not compensate members of press, radio, television, or other communication media in return for publicity in a news item.

(e) A paid advertisement relating to the coach's activities must be identified as such, unless it is already apparent from the context.

2.03 Avoidance of False or Deceptive Statements

Coaches do not make public statements that are false, deceptive, misleading, or fraudulent, either because of what they state, convey or suggest, or because of what they omit, concerning their work activities or those of persons or organizations with which they are affiliated. As examples (and not in limitation) of this standard, coaches do not make false or deceptive statements concerning:

(1) their training, experience, or competence;

(2) their academic degrees;

(3) their credentials;

- (4) their institutional or association affiliations;
- (5) their services;
- (6) the basis for, or results or degree of success of their services; or
- (7) their fees.

2.04 Media Presentations

When coaches provide advice or comment by means of public lectures, demonstrations, radio or television programs, prerecorded tapes, printed articles, mailed material, or other media, they take reasonable precautions to ensure that the statements are consistent with this Ethics Code.

2.05 Testimonials

Coaches do not solicit testimonials from current athletes or other participants who, because of their particular circumstances, are vulnerable to undue influence.

2.06 Recruiting

Coaches do not engage, directly or through agents, in uninvited in-person solicitation of business from actual or potential athletes or other participants who, because of their particular circumstances, are vulnerable to undue influence. However, this does not preclude recruiting athletes deemed eligible by appropriate governing bodies.

3. Training Athletes

3.01 Structuring the Relationship

(a) Coaches discuss with athletes as early as is feasible appropriate issues, such as the nature and anticipated course of training, fees, and confidentiality.

(b) When the coach's work with athletes will be supervised, the above discussion includes that fact, and the name of the supervisor.

(c) When the coach is uncertified the athlete is informed of that fact.

(d) Coaches make reasonable efforts to answer athletes' questions and to avoid apparent misunderstandings about training. Whenever possible, coaches provide oral and/or written information, using language that is reasonably understandable to the athlete.

3.02 Family Relationships

(a) When a coach agrees to provide services to several persons who have a relationship (such as parents and children), the coach attempts to clarify at the outset (1) which of the individuals are athletes and (2) the relationship the coach will have with

each person. This clarification includes the role of the coach and the probable uses of the services provided.

(b) As soon as it becomes apparent that the coach may be called on to perform potentially conflicting roles (such as intermediary between parents and children or sibling teammates), the coach attempts to clarify and adjust, or withdraw from, roles appropriately.

3.03 Providing Coaching Services to Those Served by Others

In deciding whether to offer or provide services to those already receiving coaching services elsewhere, coaches carefully consider the potential athlete's welfare. The coach discusses these issues with the athlete or another legally authorized person on behalf of the athlete, in order to minimize the risk of confusion and conflict.

3.04 Sexual Intimacies with Current Athletes

Coaches do not engage in sexual intimacies with current athletes.

3.05 Coaching Former Sexual Partners

Coaches do not coach athletes with whom they have engaged in sexual intimacies.

3.06 Sexual Intimacies with Former Athletes

(a) Coaches should not engage in sexual intimacies with a former athlete for at least two years after cessation or termination of professional services.

(b) Because sexual intimacies with a former athlete are so frequently harmful to the athlete, and because such intimacies undermine public confidence in the coaching profession and thereby deter the public's use of needed services, coaches do not engage in sexual intimacies with former athletes even after a two-year interval except in the most unusual circumstances. The coach who engages in such activity after the two years following cessation or termination of the coach-athlete relationship bears the burden of demonstrating that there has been no exploitation, in light of all relevant factors, including:

- (1) the amount of time that has passed since the coach-athlete relationship terminated,
- (2) the circumstances of termination,
- (3) the athlete's personal history,
- (4) the athlete's current mental status,
- (5) the likelihood of adverse impact on the athlete and others, and
- (6) any statements or actions made by the coach during the course of the athlete-coach relationship suggesting or inviting the possibility of a post-termination sexual or romantic relationship with the athlete or coach.

3.07 Drug-Free Sport

(a) Coaches do not tolerate the use of performance-enhancing drugs and support athletes' efforts to be drug-free.

3.08 Alcohol & Tobacco

(a) Coaches discourage the use of alcohol and tobacco in conjunction with athletic events or victory celebrations at playing sites and forbid use of alcohol by minors.

(b) Coaches refrain from tobacco and alcohol use while they are coaching and make every effort to avoid their use while in the presence of their athletes.

3.09 Interruption of Services

(a) Coaches make reasonable efforts to plan for training in the event that coaching services are interrupted by factors such as the coach's illness, death, unavailability, or relocation or by the client's relocation or financial limitations.

(b) When entering into employment or contractual relationships, coaches provide for orderly and appropriate resolution of responsibility for athlete training in the event that the employment or contractual relationship ends, with paramount consideration given to the welfare of the athlete.

3.10 Terminating the Professional Relationship

(a) Coaches terminate a professional relationship when it becomes reasonably clear that the athlete no longer needs the service, is not benefiting, or is being harmed by continued service.

(b) Prior to termination, for whatever reason, except where precluded by the athlete's conduct, the coach discusses the athlete's views and needs, provides appropriate pre-termination counseling, suggests alternative service providers as appropriate, and takes other reasonable steps to facilitate transfer of responsibility to another provider if the athlete needs one immediately.

4. Training Supervision

4.01 Design of Training Programs

Coaches who are responsible for training programs for other coaches seek to ensure that the programs are competently designed, provide the proper experiences, and meet the requirements for certification or other goals for which claims are made by the program.

4.02 Descriptions of Training Programs

(a) Coaches responsible for training programs for other coaches seek to ensure that there is a current and accurate description of the program content, training goals and objectives, and requirements that must be met for satisfactory completion of the program. This information must be readily available to all interested parties.

(b) Coaches seek to ensure that statements concerning their training programs are accurate and not misleading.

4.03 Accuracy and Objectivity in Coaching

(a) When engaged in coaching, coaches present information accurately and with a reasonable degree of objectivity.

(b) When engaged in coaching, coaches recognize the power they hold over athletes and therefore make reasonable efforts to avoid engaging in conduct that is personally demeaning to athletes and other participants.

4.04 Assessing Athlete Performance

(a) In coach-athlete relationships, coaches establish an appropriate process for providing feedback to athletes.

(b) Coaches evaluate athletes on the basis of their actual performance on relevant and established program requirements.

4.05 Honoring Commitments

Coaches take reasonable measures to honor all commitments they have made to athletes.

5. Team Selection

(a) Coaches perform evaluations or team selection only within the context of a defined professional relationship.

(b) Coaches' assessments, recommendations, reports, and evaluative statements used to select team members are based on information and techniques sufficient to provide appropriate substantiation for their findings.

6. Resolving Ethical Issues

6.01 Familiarity with Ethics Code

Coaches have an obligation to be familiar with this Ethics Code, other applicable ethics codes, and their application to the coaches' work. Lack of awareness or misunderstanding of an ethical standard is not itself a defense to a charge of unethical conduct.

6.02 Confronting Ethical Issues

When a coach is uncertain whether a particular situation or course of action would violate the Ethics Code, the coach ordinarily consults with other coaches knowledgeable about ethical issues, with NGB or USOC ethics committees, or with other appropriate authorities in order to choose a proper response.

6.03 Conflicts Between Ethics and Organizational Demands

If the demands of an organization with which coaches are affiliated conflict with this Ethics Code, coaches clarify the nature of the conflict, make known their commitment to the Ethics Code, and to the extent feasible, seek to resolve the conflict in a way that permits the fullest adherence to the Ethics Code.

6.04 Informal Resolution of Ethical Violations

When coaches believe that there may have been an ethical violation by another coach, they attempt to resolve the issue by bringing it to the attention of that individual if an informal resolution appears appropriate and when intervention does not violate any athlete rights that may be involved.

6.05 Reporting Ethical Violations

If an apparent ethical violation is not appropriate for informal resolution under Standard 6.04 or is not resolved properly in that fashion, coaches take further action appropriate to the situation, unless such action conflicts with athlete rights in ways that cannot be resolved. Such action might include referral to NGB or USOC committees on professional ethics.

6.06 Cooperating with Ethics Committees

Coaches cooperate in ethics investigations, proceedings, and resulting requirements of the USOC and any NGB to which they belong. Failure to cooperate is itself an ethics violation.

6.07 Improper Complaints

Coaches do not file or encourage the filing of ethics complaints that are frivolous and are intended to harm the respondent rather than to protect the public.

**COACH
GAMES FORMS
Part III - Grievance Procedures
2011 Pan American Games
United States Olympic Committee**

INTRODUCTION

These Procedures shall be followed in (1) disputes concerning the USOC's submission of official entries to the Organizing Committee for the XVI Pan American and IV Parapan American Games (COPAG) and (2) grievances concerning Code of Conduct (Code) violations. These Procedures are a component of the Code and are established to ensure a fair and impartial procedure for the hearing of all such disputes and grievances. Disputes concerning an individual's selection and nomination to the USOC by an NGB for participation in the 2011 Pan American Games (Games) shall be conducted pursuant to Section 9 of the USOC Bylaws.

JURISDICTION

Any Complaint filed under these Procedures must be filed within 60 days of the Closing Ceremonies of the Games.

An individual does not have standing to file a Complaint under these Procedures if the claim:

- 1) involves an anti-doping rule violation that has previously been adjudicated against the individual by the United States Anti-Doping Agency; or,
- 2) involves an individual's selection and nomination to the USOC by an NGB for participation in the Games, which will be conducted pursuant to Section 9 of the USOC Bylaws.

FILING A COMPLAINT

The following individuals shall have the authority to file a complaint under these Procedures:

- 1) an athlete, coach, trainer, manager, administrator or official who was not submitted by the USOC as an official entry to COPAG, but who believes that he or she should have been; and,

- 2) the USOC Chef de Mission, the USOC Chair of the Board, the USOC Chief Executive Officer (USOC CEO), a team leader of the Team, an athlete member of the Team, or a coach of the Team who believes that a violation of the Code has occurred.

A Complaint filed pursuant to these Procedures shall be in writing and signed by the Complainant. It shall be filed with the USOC CEO or his/her designee, with a copy to the USOC General Counsel. The Complaint may be filed by hand, mail, overnight courier, facsimile or electronic mail. To ensure delivery and have proof of filing, the Complainant must request and receive a written notice from the USOC CEO or his/her designee, confirming receipt of the Complaint.

The Complaint shall set forth:

- 1) the names of the parties (the Complainant and Respondent);
- 2) the jurisdictional basis of the Complaint;
- 3) a concise statement of the factual allegations, including the basis upon which (a) the Complainant was denied selection to or participation in the Games, or (b) the Respondent has violated the Code;
- 4) the names of all persons that may be adversely affected by the Complaint; and,
- 5) the relief sought.

A person notified of a filing of a Complaint who may be adversely affected under these Procedures shall have the option to participate in an arbitration before the American Arbitration Association (AAA) as a party. A person so notified shall be bound by the decision of the Arbitrator regardless of the person's decision to participate.

PROCESSING THE COMPLAINT

Upon receipt of the Complaint, the USOC CEO or his/her designee, shall promptly:

- 1) send the Complainant written notice confirming receipt of the Complaint;
- 2) send to any individual or organization who is named by the Complainant, or that the USOC determines may be adversely affected, a copy of the Complaint, an invitation to respond in writing to the Complaint, and a copy of these Procedures; and,
- 3) notify the USOC Chef de Mission, the Chair of the USOC Athletes' Advisory Council, all affected NGB Team Leader(s), the USOC Delegation Director, and the USOC Athlete Ombudsman of the Complaint and provide them with a copy of the Complaint.

INVESTIGATION OF THE COMPLAINT

Upon receipt of the Complaint, the USOC CEO or his/her designee, shall cause an investigation to be made as to the allegations set forth in the Complaint.

The undersigned hereby agrees to fully cooperate in the investigation described above, including by facilitating the collection of all relevant documents and participating in interviews. Failure to cooperate may be commented upon, and form the basis for an adverse determination, at any hearing.

RESOLUTION OF THE COMPLAINT

Following submission of the Complaint, the USOC CEO or his/her designee, shall attempt to resolve the dispute to the satisfaction of the parties. Any agreed-upon resolution must include the written acknowledgment by the parties of that resolution. An athlete may consult with the USOC Athlete Ombudsman at any time.

GAMES ADMINISTRATIVE BOARD HEARING

In disciplinary matters arising out of the Code, the Games Administrative Board shall hear the Complaint. In such cases, the USOC shall notify the parties of the hearing date, time and place. The Complainant shall be afforded an opportunity to be heard and to present any evidence or argument in support of the Complaint. The Respondent shall be afforded an opportunity to be heard and to present any evidence or argument in the Respondent's defense. The Games Administrative Board shall inform the parties of its decision in writing. The Games Administrative Board may impose any penalty it considers appropriate, including those penalties listed in these Grievance Procedures. The Respondent may appeal any decision made by the Games Administrative Board to the AAA.

Notwithstanding the above, the Respondent may bypass the Games Administrative Board hearing and file a demand immediately with the AAA.

AAA HEARING

A party to the dispute may at any time file a claim with the AAA for resolution, except that in disciplinary matters, only the Respondent may file a claim with the AAA. An Arbitration brought pursuant to these procedures shall be conducted according to the Commercial Rules of the AAA, as modified, if at all, in accordance with the Ted Stevens Olympic and Amateur Sports Act. The AAA Rules shall be readily available from the USOC Chef de Mission, the USOC CEO or his/her designee, the USOC Athletes' Advisory Council athlete representatives at the Games and the USOC Athlete

Ombudsman. If notified, the undersigned hereby agrees to appear and testify at any hearing conducted pursuant to these Procedures. Any hearing before the AAA shall be de novo.

DECISION

The AAA Arbitrator shall provide a written decision setting forth the reasons for the Arbitrator's decision. The Arbitrator shall send the decision to the parties and to the USOC CEO. The decision may be made public and be published on the USOC's website.

The decision of the Arbitrator shall be final and binding on all parties.

The USOC Athlete Ombudsman shall be available to answer questions regarding athlete rights.

PENALTIES

The Arbitrator, after consulting with the USOC or others of the Arbitrator's choosing, may impose any penalty deemed appropriate for a Code violation, including, but not limited to:

- 1) expulsion from the U.S. Delegation and mandated return home or away from official Team areas;
- 2) recommendation to the National Governing Body (NGB) and the USOC of the loss of privilege to participate in future Olympic, Paralympic, Pan American, and Parapan American Games, as well as other USOC sponsored events;
- 3) loss of coaching privileges;
- 4) restriction of the Delegation member to his/her room or other controlled area(s);
- 5) return of the Delegation member's equipment, uniform and all other attire provided as a part of the U.S. Delegation;
- 6) performance of a specified task or tasks, such as a formal written and/or oral apology or restitution;
- 7) denial of the privilege to march or otherwise participate in Opening and/or Closing Ceremonies; and,
- 8) revocation of Athletes' Village visitor privileges.

**COACH
GAMES FORMS
Part IV - General Release
2011 Pan American Games
United States Olympic Committee**

This form must be completed without alteration in order for an individual to be eligible to participate at the 2011 Pan American Games.

AUTHORIZATION FOR SERVICES

I hereby give consent for the United States Olympic Committee (USOC) to provide me with medical care and treatment and emergency medical services associated with participation in the 2011 Pan American Games. Additionally, I hereby agree if I elect to obtain any of these services or treatments from any sources other than those provided, or approved by the USOC, I shall accept full and complete responsibility, including any financial obligations.

I further authorize the release of any medical information necessary to process a claim for accident/medical payment insurance for an injury or illness incurred while I am participating as a member of the U.S. Delegation at the 2011 Pan American Games.

INSURANCE

The USOC maintains an accident policy that provides accidental medical and accidental death and dismemberment benefits (subject to policy terms and conditions) for all registered athletes and members of the U.S. Delegation. All benefits are payable on an EXCESS BASIS. This means any other insurance – your personal policy, an employer policy, a parent’s policy, etc. – under which you have coverage must first pay or deny payment on each bill before the USOC insurance will consider payment. The maximum benefit amount for accidental medical benefits is \$25,000 subject to a \$250 per incident deductible; the maximum benefit amount for accidental death and dismemberment is \$250,000.

Coverage under this accident policy commences at the time the person leaves his/her residence, place of employment, training site, or such similar location, whichever occurs last, for the immediate purpose of joining the U.S. Delegation. Coverage continues until such time as an individual returns to his/her residence, place of employment, training site, or such similar location, provided that the individual proceeds directly from the Games

site to such destination. Otherwise, coverage is terminated once an individual's responsibilities at the Games are concluded.

The USOC also secures travel insurance for most members of the U.S. Delegation. Coverage is valid while traveling more than 100 miles away from your permanent residence and provides medical and travel assistance services, as well as coverage for emergency medical evacuation and repatriation of remains (subject to policy terms and conditions).

Benefits in the event of death will be paid to the insured person's estate, unless the below beneficiary information designating a beneficiary and his/her relationship to the insured person is filed with the USOC. Information concerning insurance coverage and beneficiary designation must be provided on Attachment A.

In the event I am not selected to be a part of the U.S. Delegation, I understand that I DO NOT have insurance afforded to the U.S. Delegation, even though I have completed these Games Forms.

MEDIA RELEASE AND LICENSE

I hereby agree to be filmed, videotaped and photographed, and to have my name, image, picture, likeness, voice and biographical information otherwise recorded, in any media, during the Games by the USOC, by the USOC's official photographer(s), film crew(s) and video crew(s), and by any other entity authorized by the USOC, under the conditions specified by the USOC, Pan American Sports Organization (PASO), or the Organizing Committee for the XVI Pan American and IV Parapan American Games (COPAG) (the "Footage").

I hereby grant the USOC the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, the Footage for: (1) news and information purposes, (2) promotion of the Games and the specific competition(s) in which I coach, (3) promotion of the Team, and (4) promotion, of the USOC and the Pan American Movement (including an Olympic Network) in the United States, provided that, in no event may the USOC use or authorize the commercial use of the Footage in any manner that would imply my endorsement of any company, product, or service, without my written permission.

WAIVER AND RELEASE

Note: This form must be read and completed in unaltered form before the participant is allowed to take part in any travel, training, competition, meeting or testing sessions as a member of the U.S. Delegation. By completing this form, the participant affirms having read and understood it.

In consideration of my involvement at the 2011 Pan American Games under the auspices of the United States Olympic Committee, I acknowledge, appreciate and agree that:

I risk bodily injury, including paralysis, dismemberment, disability and death, and while particular rules of the sport, equipment, and discipline may reduce this risk, this risk of injury does exist, as well as the risk of damage to or loss of property;

I knowingly and freely assume all such risk, both known and unknown, even if arising from the negligence of the releasees or others;

I willingly agree to comply with the stated and customary terms and conditions for participation;

I, for myself, and on behalf of my heirs, assigns, personal representatives and next of kin, hereby release, hold harmless and promise not to sue the USOC or my National Governing Body (NGB) and their respective sponsors, officers, volunteers, staff, and/or agents (all referred to as "releasees"), with respect to any and all such injury and loss arising from my participation, whether caused by the negligence of the releasees or otherwise, except that which is the result of gross negligence or willful misconduct of the releasees, to the fullest extent permitted by law.

**COACH
GAMES FORMS
Part V
Attachment A – General Release
2011 Pan American Games
United States Olympic Committee**

Name: _____

PARTICIPANT'S MEDICAL/HEALTH INSURANCE:		
<input type="checkbox"/> None <input type="checkbox"/> Personal <input type="checkbox"/> Parent or Spouse <input type="checkbox"/> Employment		

Insurance Company Name		

Policy Number		

Policy Holder's Name		
PARTICIPANT'S BENEFICIARY:		

Full Name		

Relationship		

Street Address		

_____	_____	_____
City	State	Zip

(____) _____	(____) _____	
Home Phone	Business Phone	

**COACH
GAMES FORMS
Part VI – Background Check Requirement
2011 Pan American Games
United States Olympic Committee**

INTRODUCTION

In order to ensure a safe team environment at the 2011 Pan American Games (Games), the United States Olympic Committee (USOC) requires that all members of the U.S. Delegation, except for i) Athletes ii) Executives, Guests, and Dignitaries, shall undergo a background check. Additionally the USOC may require that other individuals shall undergo background checks, as determined by the USOC in its sole discretion. All background checks will be conducted by the National Center for Safety Initiatives (NCSI).

AGREEMENT

In order that a background check can be conducted on me, I agree to follow all procedures for authorizing NCSI to conduct the check. These procedures include going to NCSI's website, www.safetyinitiatives.com, and filling out my name, social security number and other required information. If I do not have access to the internet, I may provide the necessary information and authorization to NCSI in writing. NCSI's telephone number is (866) 833-7100.

I will submit all information to NCSI myself, and will not ask, authorize or allow any other person to submit information on my behalf. In providing information to NCSI, I certify that all of the statements on my application and all of the information that I provide are true and complete to the best of my knowledge. Further, I will cooperate in any way necessary to ensure that NCSI can conduct a complete and accurate background check.

BACKGROUND CHECK

All background checks shall consist of NCSI's "Full Service Check-it-Twice™" package, which includes:

- two independent national database searches;
- searches of all available state sex offender registries;
- social security number and address verification;
- federal terrorist database check;

- searches of county criminal records for each county where the individual currently lives or has lived during the past seven years – going back the length of time records are available for each county searched;
- international background checks for countries where the individual has lived, worked, or studied for three or more consecutive months during the past seven years; and
- motor vehicle records check.

In addition, NCSI will perform a limited automatic recheck 12 months after the initial background check on active individuals. The recheck will include checks of one national database, all available state sex offender registries, and motor vehicle records.

NCSI will provide a determination for each background check based on a “Red Light/Green Light” system. A “Green Light” or “meets the criteria” finding indicates the individual is suitable for Games roles with regard to the background check. A “Red Light” finding means that the individual “does not meet the criteria” and is not suitable for Games roles with regard to the background check.

A record or disclosure from the individual that contains convictions related to the following information will be flagged as a “Red Light” or “does not meet the criteria:”

- any felony (any crime punishable by confinement of greater than one year);
- any lesser crime involving force or threat of force against a person;
- any lesser crime in which sexual relations is an element, including “victimless” crimes of a sexual nature (including pornography);
- any lesser crime involving controlled substances (not paraphernalia or alcohol);
- any lesser crime involving cruelty to animals; or,
- any sex offender registrant.

The above criteria are contained within the guidelines developed by the National Council of Youth Sports (NCYS). The NCYS considers that the criteria for a “Red Light” or “does not meet the criteria” finding to be consistent with the principles of the federal PROTECT Act of 2003 and applicable state laws.

I understand that when my background check is conducted and there is a “Red Light” finding as to the criteria listed above, my National Governing Body or the USOC may determine that I am not suitable to serve at the 2011 Pan American Games.

DRIVING PRIVILEGES

For purposes of being authorized to drive any motor vehicle on USOC business, a record or disclosure that contains the following information will be flagged as a “Red Light” or “does not meet the criteria:”

- a suspended or revoked driver's license;

- more than two moving violations and/or accidents in the past two years;
- any major conviction within the past two years, including, but not necessarily limited to: DUI/DWI, possession of an open container, any drug-related motor vehicle incident, leaving the scene of an accident, assault (in any form) by use of a motor vehicle, reckless driving (willful or wanton disregard for safety of persons or property in any form); and
- individual being under 21 years of age.

I understand that when my background check is conducted and there is a “Red Light” finding as to the above criteria, I will not be allowed to drive a motor vehicle at the Games.

RIGHT TO A HEARING

Should an individual contest an NGB’s decision not to nominate him or her as a U.S. Delegation member, based on a “Red Light” finding, the individual has the right to a hearing pursuant to the NGB’s internal grievance process, or pursuant to Article IX of the USOC Bylaws that allows the individual to file a demand for arbitration with the American Arbitration Association (AAA).

Should an individual contest the USOC’s decision not to accept a nomination as a U.S. Delegation member, based on a “Red Light” finding, the individual has the right to a hearing before a USOC Review Panel, as set forth in the USOC Background Check Policy. If the individual disagrees with the finding of the Review Panel, the individual may file a demand for arbitration with the AAA. A decision rendered by the AAA on the USOC’s decision not to accept a nomination shall be final and binding on all parties.

ONGOING OBLIGATION

I understand and agree that from the time I self-register for my background check through the Closing Ceremony of the Games, I am obligated to notify both the USOC’s Chief Executive Officer and the USOC’s Chief of Legal & Government Affairs, in writing and within 72 hours, if I am arrested, charged, and/or convicted of any illegal or criminal activity. The Chief Executive Officer’s telephone number is (719) 866-4701 and fax number is (719) 866-4141. The Chief of Legal & Government Affairs Officer’s telephone number is (719) 866-4563 and fax number is (719) 866-4839.

**COACH
GAMES FORMS
Part VII - Signature Page
2011 Pan American Games
United States Olympic Committee**

I have read the Code of Conduct, Grievance Procedures, General Release and Background Check Requirement Forms and have completed those Forms where indicated. By providing my electronic signature below, I agree to the rules, guidelines, jurisdiction and procedures stated in these documents, and fully understand and accept my responsibilities as a participant in the 2011 Pan American Games. I further understand and agree that my electronic signature is my legal and binding signature.

Participant's Signature

Sport or Affiliation

Participant's Name (Printed)

Date of Signature

**PARTICIPANTS OF MINORITY AGE
(Participants Under the Age of 18 as of Date of Signature)**

Parent/Guardian's Signature

Relationship to Participant

Parent/Guardian's Name (Printed)

Date of Signature

<p style="text-align: center;">PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>

This is to certify that I, as parent/guardian of _____, participating in the sport of _____ at the 2011 Pan American Games, give my consent to the United States Olympic Committee and its medical representatives to obtain medical care from a licensed physician, hospital or clinic for the above mentioned athlete for injury or illness that could arise during activities at the 2011 Pan American Games.

Parent/Guardian's Signature

Relationship to Participant

I further authorize the release of any medical information necessary to process a claim for accident/medical payment insurance for an illness or injury incurred while my son/daughter/ward is participating as a member of the U.S. Delegation for the 2011 Pan American Games.

Parent/Guardian's Signature

Relationship to Participant