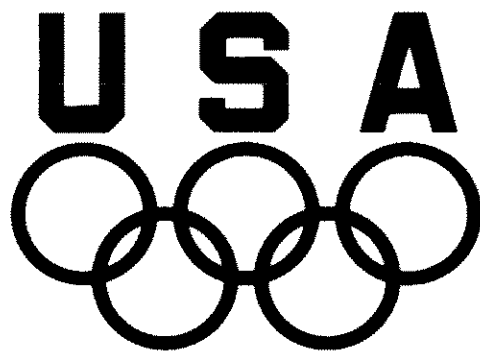


**United States Olympic
Committee**



**COACH
SELECTION PROCEDURE FORM**

**for the
OLYMPIC GAMES**

January 2009

**U.S. BOBSLED & SKELETON
COACH SELECTION PROCEDURES
2010 VANCOUVER WINTER OLYMPIC GAMES
MARCH 13, 2009**

These procedures provide for selection of eight (8) U.S. BOBSLED & SKELETON Coach(es) for the 2010 Vancouver Winter Olympic Games. However, accreditation allocation is not guaranteed and the number of Coach(es) will be based on final USOC credential allocation and overall team size.

1. What are U.S. Bobsled & Skeleton'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. Proven ability to establish harmonious relationships with athletes and other team personnel.
- vi. Be responsible for team's adherence to all rules regarding discipline at the Games.
- vii. Proven record of performance in coaching athletes in the sport of Bobsled & Skeleton at the international level.
- viii. Others as determined by the U.S. BOBSLED & SKELETON:
See coach(es) job description (Attachment A).

2. How will the U.S. BOBSLED & SKELETON make known the Coach position and/or application process?

The USBSF National Team coaches will serve the positions of Head Coach and Assistant Coaches for the Olympic Bobsled & Skeleton teams.

3. Describe the intended method of:

- A. Identifying the pool of candidates to be considered for Coach position.

The candidates for coaching positions are current National Team Coaches at the time of nomination.

- B. Selecting candidates who fit the job description for Coach.

N/A

4. Describe the removal of a Coach:

An individual who is to be nominated as a Coach by the U.S. BOBSLED & SKELETON may be removed as a nominee for any of the following reasons, as determined by the U.S. BOBSLED & SKELETON.

- Voluntary withdrawal. Coach nominee must submit a written letter to the U.S. BOBSLED & SKELETON CEO/Executive Director.
- Injury or illness as certified by an approved U.S. BOBSLED & SKELETON physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved U.S. BOBSLED & SKELETON 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 B)

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)?

The Director of High Performance will recommend the coach(es) to the U.S. Bobsled & Skeleton CEO.

B. Approval for the Coach(es)?

The U.S. Bobsled & Skeleton CEO will make the final approval for coaching nominees.

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 U.S. BOBSLED & SKELETON in the following locations and will include the USOC approval date:

A. Web site: <http://bobsled.teamusa.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): The High Line. A website link for these selection procedures will be published in all The High Line publications after these procedures are approved by the USOC.

C. Other: N/A

Position	Print Name	Signature	Date
U.S. BOBSLED & SKELETON President or Executive Director	Darrin Steele		3-13-09

Attachment A

Coaches Job Descriptions

Overall Head Coach/Women's Bobsled Head Coach

The overall Head Coach for USBSF also serves as the Head Coach for Women's Bobsled. Duties include creating tactics and strategy suggestions for head coach(es) to implement and support each discipline. This includes oversight for all bobsled and skeleton programs and supervises the Women's Bobsled Assistant Coach. This ensures consistency among programs, communication to athletes and serves as a consultant to other coaches on important issues.

Head Coach, Men's Bobsled

Serves as the Head Coach for men's bobsled team and supervises the Assistant Men's Bobsled Coach and the Bobsled Driving Coach. Works directly with the overall Head Coach and consults with coaches on tactics and strategies and has them implemented.

Head Coach, Skeleton

Serves as the Head Coach for men's and women's skeleton teams and supervises the Skeleton Driving Coach and consults with the overall Head Coach and Assistant Coach/Team Manager for Skeleton on issues and tactical strategies.

Assistant Coach/Team Manager, Skeleton

Duties consist of serving as an assistant coach to skeleton athletes that includes explanation of performance enhancement initiatives such as Dartfish video, team processes and systems. Additional duties consist of serving as the men's and women's Skeleton Team Manager and the primary liaison from the Team Leader to the skeleton athletes in terms of communication dissemination. Responsibilities include day-to-day team management and creating schedules with the Skeleton Head Coach.

Skeleton Driving Coach

Responsible for working directly with skeleton athletes on driving technique and strategies.

Assistant Coach, Women's Bobsled

Serves as the Assistant Coach, Women's Bobsled, under the overall Head Coach/Women's Coach. Provides coaching support to bobsled athletes in the implementation of tactics and strategies. Additional support comes in the maintenance of the bobsleds and serves as the primary inspector of the bobsleds during pre-competition inspection.

Assistant Coach Men's Bobsled

Serves as the Assistant Coach, Men's Bobsled under the Men's Bobsled Head Coach. Provides coaching and driving support to drivers and push athletes in the implementation of tactics and strategies. Additional duties consist of designing and maintaining new runners.

Bobsled Driving Coach

Serves as a Bobsled Driving Coach to provide driving support to bobsled pilots in conjunction with the overall Head Coach/Women's Coach and the Men's Bobsled Head Coach.

Attachment B

U.S. Bobsled and Skeleton Federation Code of Conduct

TEAM MEMBER PLEDGE

I pledge to uphold the spirit of the USBSF Code of Conduct (the "Code"), which offers a guide to my conduct as a member of the Team (the "Team"). I acknowledge that I have a right to a hearing if my opportunity to compete 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 rules related to the Team selection procedures as approved by USBSF;
- 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 competitive readiness that will permit me to compete satisfactorily in USBSF training camps and National and International competitions designated by USBSF. Accordingly, I agree to train and compete as a member of the National Team and to fulfill the National Team training and competition program as mutually agreed upon with the respective National Team Coach. I will also provide monthly training and competition reports to my respective National Team Coach.
- 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 International Bobsleigh and Skeleton Federation (FIBT) rules;
- am not currently serving a suspension because of an anti-doping rule violation and have no pending or unresolved anti-doping rule violation, except as I have informed USBSF in writing, and I understand that such suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected to the Team;
- 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 compete under the rules of FIBT;
- will refrain from conduct detracting from my ability or that of my teammates 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 rules, including by way of example, rules regarding curfew and required attendance at team meetings;
- am aware that USBSF sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USBSF apparel at all official Team functions and events;
- will not conceal or cover-up any USBSF sponsor, supplier or licensee brand or other identification appearing on my USBSF apparel;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USBSF under conditions authorized by USBSF and give event organizers and USBSF the right to use my name, picture, likeness, voice 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 USBSF 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 USBSF apparel or equipment or the use of the USBSF logo for the purpose of trade, without the prior written consent of the USBSF;
- 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 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 teammates, USBSF and the United States; and

- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.
- Disciplinary action for violation of any provision in this Code of Conduct may include any or all of the following: (i) a reprimand; (ii) suspension from the Team; (iii) withholding of stipend payments; (iv) imposition of fines (including with respect to reimbursement of expenses incurred by USBSF); (v) removal from the appropriate Team; or (vii) any combination of the foregoing. The Athlete has a right to a hearing per Article 9 of the USOC Bylaws prior to USBSF denying the right to compete of any Athlete.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman,
 toll free at 888.ATHLETE (888.284.5383) or John.Ruger@usoc.org
 for further information regarding my rights under this Code
 that are not answered by USBSF.

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.

Signature Date

NGB Name Sport

PARENT/GUARDIAN CERTIFICATION
(For Participants Under the Age of 18 as of Date of Signature)

Signature Date

Relationship (Parent or Guardian)