

**USA TABLE TENNIS (USATT)
COACH SELECTION PROCEDURES
2012 PARALYMPIC GAMES
November 2, 2011**

1. These procedures provide for selection of two (2) USATT Coaches (One Head Coach and one Assistant Coach) for the 2012 Paralympic Games. However, accreditation allocation is not guaranteed, and the number of Coach(es) will be based on final USOC approved credential allocations and overall team size. What are the NGB's/PSO'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 and training camp.
- iv. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- v. Head coach must have proven international experience as National team coach; be trained and skilled with respect to mental, physical and at-the-table training, playing strategy and techniques; motivation and psychology, human relations, and related matters.
- vi. High level of technical knowledge of table tennis for the disabled
- vii. Experience working with Paralympic athletes
- viii. Knowledge about the International Table Tennis Federation, Para Table Tennis Division (ITTF PTTD) rules and regulations
- ix. Proven ability to establish harmonious relationships with athletes and other team personnel
- x. Proven record of performance with the USATT.
- xi. Have the ability to work effectively with the USOC.
- xii. Have strong administrative, communication and organizational capabilities/skills.
- xiii. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- xiv. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- xv. Have the ability to understand and manage athlete issues.
- xvi. Possess the willingness and ability to work and dedicate time to planning, administration and crisis management issues.

2. How will the NGB/PSO make known the available Coach position(s) and/or application process?

USATT will post an open position only for the Assistant Coach position.

The position and requirements will be posted on the USATT web page at: www.usatt.org. Those interested in the position will be asked to submit a letter of intent and resume to USATT by February 25, 2012.

3. Describe the intended method of:

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

The Paralympics National Team coach will be nominated for the 2012 Paralympic Games Head Coach.

USATT will select the Assistant coach as follows:

Candidates will be selected based on the criteria listed in #1 above. The best qualified candidate will be recommended by the High Performance Committee and submitted to the AAC Representative, the High Performance/ Technical Director, the USATT COO, and the USATT CEO for approval. Candidates will then be submitted to the USOC for final approval.

The High Performance Committee:

- Chairman: Ross Brown - ross@rossb.net
- Bob Fox - rcfox1@comcast.net
- Jun Gao - jungao@hotmail.com
- Jasna Rather - jrather@txwes.edu
- Attila Malek - attila@powerpong.org
- Han Xiao - Athlete Rep - hanxiao86@gmail.com
- Pam Fontaine - PTT Rep - pamfontaine@tx.rr.com
- Doru Gheorghe - Staff Liaison - doru@usatt.org

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

The Head Coach will be the Paralympics National Team Coach.

Candidates for the Assistant Coach position will be recommended by the High Performance Committee based on the criteria listed in #1 above.

4. Describe the removal of a Coach:

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

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

an approved USATT physician (or medical staff), his/her injury will be assumed to be disabling, and he/she may be removed.

- Violation of the USATT 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)?

The USATT High Performance Committee will recommend the Head Coach and Assistant Coach to serve as coach nominees for the 2012 Paralympic Games Team for USA Table Tennis.

B. Approval for the Coach(es)?

The USATT CEO, USATT COO, High Performance/Technical Director, and AAC Representative will make the final approval for coach nominees for the 2012 Paralympic Games Team for USA Table Tennis.

7. Conflict of Interest:

Any individual who is being considered for a Coach position and who is involved in the selection process shall recuse himself 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 USATT in the following locations and will include the USOC approval date:

A. Web site: www.usatt.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):

N/A

C. Other

www.usatt.org

Position	Print Name	Signature	Date
NGB/PSO President or CEO/Executive Director	Michael Cavanaugh		
USOC Athletes' Advisory Council Representative*	Whitney Ping		11/11/11

*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 Table Tennis Code of Conduct

COACH PLEDGE

I pledge to uphold the USA Table Tennis Code of Conduct (the "Code") as a guide to my conduct as the coach of the 2012 Paralympic Games Team.

I acknowledge that I have a right to a hearing if I am charged with a violation of this Code. I further acknowledge that if I am found to be in violation of this Code, I may be subject to sanctions up to and including suspension or dismissal as the 2012 Paralympic Games Team's coach.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the 2012 Paralympic Games Team.

IN ORDER TO BECOME A MEMBER OF THE TEAM, AN INDIVIDUAL MUST SIGN THIS CODE OF CONDUCT IN UNALTERED FORM IN ALL APPLICABLE PLACES.

As coach of the Team, I hereby promise and agree that I:

- have abided by all rules related to the Coach selection procedures as determined by USA Table Tennis 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 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 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;
- have never been convicted of violating a criminal law and have no pending indictment or a pending charge, except as I have listed on Attachment A (except for misdemeanors, which, if known, would not be a factor in my selection as coach), and I understand that such conviction, indictment or criminal charge may be cause for me not being selected as coach for the Team;
- will have a valid USA passport that does not expire until at least six months after the conclusion of the 2012 Paralympic Games, of which I am Team Coach.
- 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;

- am aware that USA Table Tennis sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Table Tennis apparel at all official Team functions and events;
- will not conceal or cover-up any USA Table Tennis sponsor, supplier or licensee brand or other identification appearing on my USA Table Tennis apparel;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Table Tennis under conditions authorized by USA Table Tennis and give event organizers and USA Table Tennis 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 Table Tennis 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 Table Tennis apparel or equipment or the use of the USA Table Tennis logo for the purpose of trade, without the prior written consent of the USA Table Tennis (which consent shall not be unreasonably withheld);
- will act in a way that will bring respect and honor to myself, my Team, USA Table Tennis 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 this Code of Conduct in its unaltered form. 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 2012 Paralympic Games Team.

Signature

Date

Coach's Name (print)

USA Table Tennis Representative

Signature _____

Name and title (print) _____