

**USA Table Tennis**  
**TEAM LEADER SELECTION PROCEDURES**  
**2012 OLYMPIC GAMES**  
**November 16, 2011**

These procedures provide for selection of USA Table Tennis (**USATT**) 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/PSO'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/PSO'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 experience in administrative and athlete relations, at previous Olympic Games, Pan American Games or World Championships.
  - xi. Team Leader experience is preferred but not required.
  - xii. Have the ability to understand and manage athlete issues.
  - xiii. 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 Team Leader position and/or application process?

The position and application requirements will be posted on the USATT web page at:

<http://www.usatt.org>

Those interested in the position will be asked to apply to USATT by March 1, 2012.

3. Describe the intended method of:

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

Those that apply and meet the criteria in #1 above.

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

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

4. Describe the removal of Team Leader:

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

- Voluntary withdrawal. Team Leader 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 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 USATT High Performance Committee will recommend the Team Leader for the 2012 Olympic Games Team for USA Table Tennis.

B. Approval for the Team Leader?

The USATT CEO, the USATT COO, and the AAC Representative will make the final approval for the Team Leader nominee for the 2012 Olympic Games Team for USA Table Tennis.

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 USATT in the following locations and will include the USOC approval date:

A. Web site: <http://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

Position	Print Name	Signature	Date
NGB/PSO President or CEO/Executive Director	Michael Cavanaugh	<i>Michael D. Cavanaugh</i>	11/28/11
USOC Athletes' Advisory Council Representative*	Whitney Ping	<i>Whitney Ping</i>	11/18/2011

\*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**

**TEAM LEADER PLEDGE**

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

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

**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 Team Leader of the Team, I hereby promise and agree that I:**

- have abided by all rules related to the Team Leader 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, nor have I ever aided, any athlete in committing an anti-doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA), International Table Tennis Federation (ITTF), 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 for the duration of the time I am a Team Leader of 2012 Olympic Games that does not expire for six (6) months past the date of the Closing Ceremonies.
- 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; 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 as Team Leader of the 2012 Olympic Games Table Tennis Team.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Team Leader's Name (print) \_\_\_\_\_

USA Table Tennis Representative

Signature \_\_\_\_\_

Name and title (print) \_\_\_\_\_