



**United States Ski and Snowboard Association
COACH SELECTION PROCEDURES
2010 Paralympic Winter Games
Alpine and Cross Country Skiing
January 15, 2009**

These procedures provide for selection of USSA Coach(es) for the 2010 Paralympic Winter 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.

USSA will request (12) Coaches.

- (1) Head Coach for Alpine**
- (1) Head Coach for Cross Country**
- (6) Assistant Coaches for Alpine**
- (4) Assistant Coaches for Cross Country**

1. What are the NGB's/PSO's criteria for Coach position(s)?

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 the 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. Have experience as a coach in international skiing competition.
- vi. Have a comprehensive understanding of USSA internal planning, execution methods and policies.

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

Coach positions will be assigned from within the organization. The coaches who have worked with their respective athletes on a daily basis throughout the year will be nominated to the Paralympic coach positions. These individuals are the most qualified to assume those responsibilities. There will be no publicizing or posting of this process or position.

3. Describe the intended method of:

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



Coaches will be assigned from within USSA's Coaching Pool. USSA's coaching pool includes all those individuals that are registered USSA "Coaching" members.

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

Coaches will be selected based on meeting the above criteria listed in 1. and the needs of the team.

4. Describe the removal of a Coach.

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

- Voluntary withdrawal. Coach nominee must submit a written letter to the NGB/PSO CEO/Executive Director.
- Injury or illness as certified by an approved NGB/PSO physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved NGB/PSO physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of the NGB's/PSO's Code of Conduct. (Attachment 1)

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)?

Coaches will be recommended by the USSA Adaptive Skiing Director with approval by the President/CEO of USSA.

B. Approval for the Coach(es)?

See 6. A.

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 USSA approved selection procedures (complete and unaltered) will be posted/published by the USSA in the following locations and will include the USOC approval date:

A. Web site: ussa.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: N/A

Position	Print Name	Signature	Date
USSA President/CEO	Bill Marolt		