

**US Biathlon Association, Inc.**  
**COACH SELECTION PROCEDURES**  
**2010 Olympic Winter Games**  
**1 October 2008**

These procedures provide for selection of US Biathlon Coaches for the 2010 Olympic Winter Games. However, accreditation allocation is not guaranteed and the number of Coach(es) will be based on final USOC accreditation allocation and overall team size.

1. What are the US Biathlon Association's (USBA) criteria for Coach positions (attach a job description, if any)?

USBA plans to have a Head Coach and Assistant Coach to support the Olympic Team.

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 and working with the Team.
- v. High level, specific technical and tactical knowledge of the sport.
- vi. Thorough knowledge and understanding of the IF rules and regulations governing the sport.
- vii. Experience and proven ability coaching USBA Teams at the national and international levels.
- viii. Familiarity with USBA's Athlete Selection Procedures and the IF qualification system.
- ix. Proven ability to establish harmonious relationships with athletes and other Team personnel.
- x. Proven record of coaching performance with USBA and/or the USOC.

2. How will USBA make known the Coach and Assistant Coach positions and/or application process?

USBA will not publicize the coaching positions and application process because the US Biathlon Association's Head Coach and Assistant Coach will be nominated for these positions.

3. Describe the intended method of:

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

The Executive Director and High Performance Director will compile a list of reserve coaches who meet the requirements outlined in #1 above

for consideration if the Head Coach or Assistant Coach are not able to perform the function for any reason.

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

N/A - will be filled by existing staff

4. Describe the removal of a Coach:

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

- Voluntary withdrawal. Coach nominee must submit a written letter to USBA's Executive Director.
- Injury or illness as certified by an approved USBA physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved USBA physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of USBA's Code of Conduct. (Attachment A)
- Failure to maintain a successful record of leadership and coaching with US Biathlon Teams, or termination as an employee.

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 High Performance Director will make the recommendation of the existing National Team Coach and Assistant Coach to the Executive Director, Board of Directors' Chairman and the AAC Representative.

B. Approval for the Coach(es)?

The Executive Director, Board of Directors' Chairman and AAC Representative will provide final approval.

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

A. Web site: [www.usbiathlon.org](http://www.usbiathlon.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): Biathlon Bulletin

C. Other N/A

<b>Position</b>	<b>Print Name</b>	<b>Signature</b>	<b>Date</b>
US Biathlon Executive Director	Max Cobb		10-1-08

## US Biathlon Code of Conduct

### **STAFF PLEDGE**

I pledge to uphold the spirit of the US Biathlon Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National Biathlon Team (the “Team”). I understand 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 published rules related to the Team selection procedures as approved by US Biathlon;
- 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 readiness that will permit my performance to be at the maximum of my abilities;
- 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 support the Team under the rules of International Biathlon Union;
- should I be chosen to support an international Team that requires a passport, I am in possession of a valid passport, that will not expire prior to six months following the conclusion of the international competition;
- 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 written rules, including by way of example, written rules regarding curfew, required attendance at Team meetings and prohibitions on the release of confidential Team information;
- am aware that US Biathlon sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated US Biathlon apparel at all official Team functions and events;
- will not conceal or cover-up any US Biathlon sponsor, supplier or licensee brand or other identification appearing on my US Biathlon apparel;
- will not add any markings of any kind to the visible part of my US Biathlon uniform without first obtaining written permission to do so from the Executive Director of US Biathlon;
- will abide by the rules of the International Biathlon Union concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- agree to be filmed and photographed by the official photographer(s) and network(s) authorized by US Biathlon under conditions authorized by US Biathlon and give event organizers and US Biathlon 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 US Biathlon 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 US Biathlon apparel or equipment or the use of the US Biathlon logo for the purpose of trade, without the prior written consent of the US Biathlon;
- understand that if I require legal representation because I am accused of contributing to 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, US Biathlon and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.