

USA Baseball
GAMES STAFF SELECTION PROCEDURES
Olympic Games Tokyo 2020
Men's Baseball
March 4, 2021

These procedures provide for selection of USA Baseball's **Games Staff** [see following table for a list of positions] for the 2020 Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOPC credential allocation and overall team size. Responsibility of payment for allocated accreditations will be determined by the USOPC and USA Baseball.

Note: Following the IOC's announcement that the Olympic Games Tokyo 2020 have been rescheduled to take place July 23 – August 8, 2021, it was confirmed that these Games would still be referred to as the Olympic Games Tokyo 2020. Therefore, any references to the Olympic selection process, Olympic Team and Olympic Games still reflect '2020' in these selection procedures.

1. Describe the specific Games Staff position(s) that USA Baseball is requesting.

| Games Staff Role | Responsibility |
|----------------------------|--|
| Team Leader | Serve as primary point of contact and liaison between the USOPC and USA Baseball before, during and after the Games. |
| Field Manager | Manage all aspects of a baseball team primarily composed of professional baseball players. |
| Bench Coach | Assist field manager in every aspect of the game of baseball. |
| Hitting Coach | Manage the day-to-day preparation of hitters and prepare hitters for the pitching they will encounter. Throw batting practice. |
| 3 rd Base Coach | Manage baserunners in high competition and able to coach a set of defensive players. Throw batting practice. |
| Bullpen Coach | Work in conjunction with the pitching coach in preparing pitchers for game situations. Throw batting practice. Catch pitchers. |
| 1 st Base Coach | Manages first base on offense and is responsible for baserunning instruction and able to coach a set of defensive players. Throw batting practice. |
| Pitching Coach | Manage a pitching staff through competition with the demands of the competition and the specific pitching rules set down by players' employer. |

| | |
|--|---|
| Medical Personnel (e.g., ATC, Team Doctor, Team Orthopedist) | Provide appropriate medical care to the athletes. |
| Trainer | Assist and follow lead of primary ATC. Manage strength and conditioning principles. |
| Analytics Technician | Manage video and baseball analytic tools. Scouting. Administrative skills. Serve as assistant to Team Leader. |
| Security Officers | Resident Security Agents (RSA) from MLB. |

2. What are USA Baseball’s criteria for the above-listed Games Staff position(s) (attach a job description, if any)?

USA Baseball’s Games Staff must:

- 2.1. Undergo a background screen in accordance with the current [USOPC Games Background Check Policy & Procedures](#) prior to nomination.
 - 2.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform USA Baseball and/or the USOPC.
- 2.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 2.3. Have the ability to work effectively with the USOPC.
- 2.4. Have strong administrative, communication and organizational capabilities/skills as applicable for the specific role.
- 2.5. Be responsible for Team’s adherence to all rules regarding discipline at the Games.
- 2.6. Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings.
- 2.7. Be available for entire duration of the Games, if requested.
- 2.8. Have USA Baseball’s approval prior to making financial decisions regarding the Team.
- 2.9. Possess high level, specific technical and tactical knowledge of the sport as needed for the specific role.
- 2.10. Have thorough knowledge and understanding of the IF rules and regulations governing the sport as needed for the specific role.
- 2.11. Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 2.12. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.13. Be listed on USA Baseball’s Long List.
- 2.14. Successfully complete all Games Registration requirements by stated deadlines.
- 2.15. Participate in the appropriate anti-doping training as required for position by stated deadline.

- 2.16. Successfully complete the appropriate U.S. Center for SafeSport’s online training module(s) by stated deadline.
- 2.17. All staff will have the approval of Major League Baseball and other baseball organizations.
- 2.18. Experience with USA Baseball National Teams.

In addition, Medical Personnel must:

- 2.19. Possess the appropriate certifications.
- 2.20. Pass a medical credential review in addition to the approved USOPC Games Background Check, which will be a combined check managed through USOPC Sports Medicine (separately arranged background checks will not be considered).
- 2.21. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine. (Attachment A and www.teamusa.org/medicalvolunteer)
- 2.22. Complete the mandatory Games training prior to the Games.
- 2.23. Be approved for nomination through the USOPC’s Sports Medicine Division.
- 2.24. Fulfill all requests and meet deadlines for any required information or documentation such as the submission of a temporary licensing application (to practice medicine at the Games) and medical equipment submission requirements.
- 2.25. History of working within professional baseball and working international baseball events such as the World Baseball Classic, Pan American Games, Olympic Games or other international federation event.

In addition, Coaches must:

- 2.26. Possess a high level of specific technical and tactical knowledge of the sport.

In addition, Technical Personnel must:

- 2.27. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
- 2.28. Possess the ability to find and process video of opponent players from a wide range of baseball organizations. The ability to write a standardized scouting report as guided by the field manager.

In addition, Security Agents must:

- 2.29. Possess appropriate experience and/or certifications relative to the position/area of expertise for which they may be nominated.
- 2.30. Security officers with the training through the MLB RSA program.

3. Describe the process that candidates shall follow to express interest in being considered for a Games Staff position, in each category below:

Team Leader and Analytics Technician:

These positions are not solicited. Staff will be identified and selected from USA Baseball staff who currently serve in these roles for USA Baseball Teams and who meet the criteria in Section 2.

Field Manager/Coaches:

- 1) Field Manager/Coaches may inquire about/apply for position(s).
- 2) Field Manager/Coaches may be recommended by a host of sources.
- 3) USA Baseball may contact potential Field Managers/Coaches.

Once the Field Manager is hired, the Field Manager and USA Baseball Staff will work together to identify candidates for coaches.

Medical Personnel:

USA Baseball will not publicize/post the medical position(s) or have an application process as these individuals will be selected from a limited pool of individuals who have previously or currently serve within this capacity for USA Baseball.

Security Agents:

USA Baseball will not publicize/post the RSA position(s) or have an application process as these individuals will be selected from MLB's RSA program and will have previously or currently served within this capacity for USA Baseball.

4. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

Team Leader and Analytics Technician:

See process outlined for these positions in Section 3.

Field Manager/Coach(es):

USAB CEO/ED and/or the Senior General Manager may contact each candidate to assess his interest in the position and to discuss the philosophy, history and future direction of the National Team program. Past experience with National Teams is considered and for coaches, Field Manager input is also considered.

The Senior General Manager of National Teams will contact the employer of the final candidate list with more specific information (schedule, availability, program philosophy, program operations, etc.).

Upon approval from the selection committee (Section 6), USAB CEO/ED will finalize hiring details with candidates from the list of candidates considering the criteria in Section 2 and the needs of the team.

Medical Personnel:

Using the criteria in Section 2 and based on the needs of the team, Medical Staff will be recommended by the General Manager of National Teams from the pool identified in Section 3. The candidate pool is made up of qualified medical professionals who have served in these roles at international competitions, sanctioned camps, and/or domestic competitions, providing medical services to the Men's National Team.

Security Agents:

Using the criteria in Section 2 and based on the needs of the team, Security Agents will be recommended by the General Manager of National Teams from the pool identified in Section 3. The candidate pool is made up of qualified Security professionals who have served in these roles at international competitions, sanctioned camps, and/or domestic competitions, providing security services to the Men's National Team.

5. Describe the removal of Games Staff:

An individual who is nominated to the above-listed Games Staff position(s) by USA Baseball may be removed as a nominee for any of the following reasons, as determined by USA Baseball.

- 5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA Baseball Executive Director/CEO.
- 5.2 Injury or illness as certified by a physician (or medical staff) approved by USA Baseball. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Baseball, his/her injury will be assumed to be disabling and he/she may be removed.
- 5.3 Inability to perform the duties required.
- 5.4 No longer able to meet the required criteria in Section 2 at the time of the Games.
- 5.5 Said staff member status has been changed by his or her employer and thus withdraws name from staffing.

Once the Games Staff nomination(s) is accepted by the USOPC, the USOPC has jurisdiction over the Games Staff, at which time, in addition to any applicable USA Baseball Code of Conduct, the USOPC's Games Forms apply. The USOPC's Games Forms are available as part of Games Registration prior to the respective Games.

6. Describe the replacement of Games Staff:

In the event that the Nominated Games Staff member is unable to perform the duties of the position(s) 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 applicable criteria listed in Section 2 above and be selected through the same process as outlined in Sections 3 and 4.

7. Which group/committee will make the final approval of the Games Staff position(s)?

USA Baseball Executive Committee

8. Conflict of Interest:

An individual involved in the selection process who has a conflict of interest must disclose this information and recuse him or herself and not influence others regarding the discussions, meetings or decisions involving the selection of the Games Staff position(s). If there is an issue concerning whether a conflict of interest exists, USA Baseball's Board or Ethics Committee, as appropriate, shall determine if a conflict exists.

9. Date of Nomination:

Nominations of Games Staff, including the names of any replacements (if applicable), will be submitted to the USOPC on or before:

For Medical Staff: January 15, 2021

For non-Medical Staff: April 16, 2021

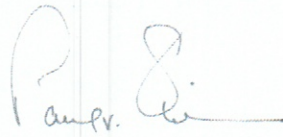

10. Publicity/Distribution of Procedures:

The USOPC approved selection procedures (complete and unaltered) will be posted/published by USA Baseball in the following location(s):

10.1. Web site: www.usabaseball.com

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOPC.

10.2. Other (if any): N/A

| Position | Print Name | Signature | Date |
|--|-------------|--|----------|
| USA Baseball CEO/Executive Director | Paul Seiler |  | 3-5-2021 |
| USOPC Athletes' Advisory Council Representative* | John Gall |  | 3-8-2021 |

* If the USOPC 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.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOPC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A
USOPC Sports Medical Games Requirements

PURPOSE

The USOPC has developed medical requirements to ensure the safety of athletes during Games (Olympic, Paralympic, Pan American and Para Pan American, etc.). This policy addresses equipment requests and minimum standards for all NGBs and medical providers attending games.

POLICY

1. Requests

NGBs **must identify medical support requests to the USOPC Sports Medicine department**. These requests must specify any supplies, equipment, and other medical support provided at the Games. Anti-doping concerns or comments should also be identified. Collected information will be reviewed by the USOPC Managing Director of sports medicine who will then identify and communicate the level of support to be provided by USOPC Sports Medicine. Any changes to the requested sports medicine support should be immediately forwarded to USOPC Sports Medicine. In cases where medical services or materials are not identified, the USOPC cannot guarantee support for additional or late requests because of time, budget and other factors.

2. NGB Health Care Providers

NGBs must nominate and allocate Games credentials to NGB identified health care provider(s) to support the NGB sports medicine needs during the games. Any potential NGB medical provider who *could* be nominated to provide services must be identified by the NGB no later than the due date for the respective Games Long List. Additionally, all NGB medical providers must meet the criteria as identified in the NGB's approved Additional Officials Selection Procedures, along with the additional criteria outlined below.

The medical staffing list will include anyone who will potentially be credentialed by the NGB and/or use a day pass to provide services at an Olympic/Paralympic Village or a High Performance Training Center. Health care providers must meet minimum qualification standards which are identified below by their specialty without exception. NGBs must ensure their identified medical staff can meet these standards prior to advancing their nomination for a Games credential or day pass access. If the provider is not licensed in the United States, they may be ineligible to be credentialed. In order to meet expected standards of care and mitigate risk management issues, selected provider(s) **must** meet the below minimum qualifications in addition to the Selection Procedures criteria to provide medical services at games. These qualifications include:

- 1) Meet all criteria identified in the USOPC Volunteer Program Application for specific specialty (Attachments located at www.teamusa.org/medicalvolunteer). On occasion, specific supporting documentation will be requested at the discretion of USOPC Sports Medicine.
- 2) Successfully pass a medical credential review and criminal background check at or above USOPC standards with the National Center for Safety Initiatives (NCSI)
- 3) Review of the venue emergency action plan with USOPC Sports Medicine staff prior to the first scheduled practice or event.
- 4) Complete required Medical Team Education Modules addressing Anti-Doping, Safe Sport and/or other prerequisite training.

Appendix: Location of criteria:

- Athletic Trainer Qualification Criteria – located at www.teamusa.org/medicalvolunteer
- Physical Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Doctor of Chiropractic Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Physician Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Massage Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer