

USRowing

Games Staff Selection Procedures

2026 Youth Olympic Games

- Publication Date: [July 20, 2026](#)

SECTION 1: OVERVIEW

These procedures provide the Games Staff qualification requirements for nomination to the 2026 Youth Olympic Games for [USRowing](#). 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 [USRowing](#) (“NGB”).

SECTION 2: GAMES STAFF REQUIREMENTS

2.1 MINIMUM REQUIREMENTS FOR ALL GAMES STAFF

1. Undergo a background screen in accordance with the current [USOPC Background Check Policy](#) prior to nomination.
 - Should a nominee experience an event between the time the background check is conducted and the 2026 Youth Olympic Games that may change their background check status, the nominee must inform the NGB and/or USOPC.
2. Have a valid passport at the time of nomination that does not expire for six months after the conclusion of the 2026 Youth Olympic Games (Games).
3. Be familiar with and abide by the [USOPC Athlete Safety Policy](#), [USOPC Minor Athlete Abuse Prevention Policies](#), [USOPC Supporting Athletes with an Intellectual Impairment Policy](#), and the U.S. Center for SafeSport’s [SafeSport Code](#).
4. Be available for the entire duration of the Games (if requested).
5. Demonstrate ability to work effectively with the USOPC, athletes and other Team personnel.
6. Have strong administrative, communication and organizational capabilities needed for Games Staff role.
7. Have NGB approval prior to making any financial decisions regarding the Team.
8. Be responsible for the Team’s adherence to all rules regarding discipline at the Games.
9. Fulfill all duties and requirements of the USOPC and NGB including attendance at USOPC Games related meetings.
10. Be in good health and able to withstand the physical rigors of traveling and working with the Team.
11. Be listed on the NGB long list.
12. Be in good standing with [World Rowing](#) (IF), NGB, USOPC, U.S. Center for SafeSport, and USADA.
13. Successfully complete all USOPC Games Registration requirements (including U.S. Center for SafeSport and anti-doping training) by the stated deadline.
14. Meet all health and safety protocols, to include vaccine and/or testing requirements, set forth by the government, USOPC, IF, IOC, and/or Organizing Committee Olympic Games (OCOG).

2.2 ADDITIONAL REQUIREMENTS FOR ALL SPORTS MEDICINE PROVIDERS (INCLUDING

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LICENSED MENTAL HEALTH PROVIDERS)

1. Possess appropriate certifications.
2. In addition to the approved USOPC Games Background Check, pass a medical credential review which will be a combined check managed through USOPC Sports Medicine (separately arranged background checks will not be considered).
3. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine (<https://www.usopc.org/athlete-services/medical/volunteer-program>).
4. Meet the minimum criteria and provider requirements defined in the [USOPC Sports Medicine Provider Credentialing Policy \(see Who\)](#).
5. 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.
6. Be approved for nomination through the USOPC Sports Medicine Division.
7. Complete all mandatory Games training by the stated deadline.

2.3 ADDITIONAL REQUIREMENTS FOR ALL SPORTS SCIENCE PROFESSIONALS

1. Meet the minimum criteria defined in the [USOPC Sports Science Credentialing Policy](#).
2. Possess the appropriate professional certifications or licensures.
3. Pass licensure/credential review in addition to the approved USOPC Games Background Check, which will be a combined check managed through USOPC Games Operations (separately arranged background checks will not be considered).
4. Possess appropriate experience relative to the position/field of practice for which they may be nominated.
5. Fulfill all requests and meet deadlines for any required information or documentation (to provide services at the Games).
6. Complete all mandatory Games training by the stated deadline.

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SECTION 3: GAMES STAFF ROLES THAT WILL BE FILLED BY NGB EMPLOYEES OR CONTRACTORS

Roles filled by NGB Employees	Responsibility

Roles filled by Contractors	Responsibility
Coach	Is responsible for coaching the athletes through the event and acting as Team Leader.

3.1 ADDITIONAL REQUIREMENTS FOR NGB EMPLOYEES OR CONTRATORS

Have experience working with both senior and youth level athletes.

A) TEAM LEADER

1. Have relevant experience with NGB, professional, national, and/or international sporting leagues or competitions within the last six (6) years.
2. Have active involvement with a national team program within the last 24 months.
3. Have relevant Games Staff experience from a previous Delegation Event, IF/CF or world championship event within the last four (4) years.

B) COACH/PERFORMANCE MANAGER

1. Possess a high level of competency regarding IF/CF rules and regulations governing the sport.
2. Have extensive experience working with elite level athletes in respective sport/discipline.
3. Have active involvement with a national team program within the last 24 months.
4. Have relevant Games Staff experience from a previous Delegation Event, IF/CF or world championship event within the last four (4) years.

C) SPORT SPECIFIC PERSONNEL

1. Have relevant experience with NGB, professional, national, and/or international leagues or competitions within the last six (6) years.

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D) TECHNICAL PERSONNEL

- 1. Have relevant experience with NGB, professional, national, and/or international leagues or competitions within the last six (6) years.
- 2. Have active involvement with a national team program within the last 24 months.

E) ADMINISTRATIVE PERSONNEL

- 1. Have relevant experience with NGB, professional, national and/or international leagues or competitions within the last six (6) years.
- 2. Have active involvement with a national team program within the last 24 months.

F) SPORTS MEDICINE PROVIDERS (INCLUDING LICENSED MENTAL HEALTH PROVIDERS)

- 1. Have relevant experience with NGB, professional, national and/or international leagues or competitions within the last six (6) year.
- 2. Have active involvement with a national team program within the last 24 months.
- 3. Be approved for nomination through the USOPC’s Sports Medicine Division.

G) SPORTS SCIENCE PROVIDERS

- 1. Have relevant experience with NGB, professional, national and/or international sporting or competitions within the last six (6) years.
- 2. Have active involvement with a national team program within the last 24 months.

H) WELLNESS PROVIDERS (NON-LICENSED PERFORMANCE SERVICE PROVIDERS, E.G. PERFORMANCE/WELLNESS COACH)

- 1. Have relevant experience with NGB, professional, national and/or international leagues or competitions within the last six (6) years.
- 2. Have active involvement with a national team program within the last 24 months.

SECTION 4: GAMES STAFF ROLES THAT WILL BE FILLED BY VOLUNTEERS

Roles filled by Volunteers	Responsibility

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4.1 MINIMUM REQUIREMENTS FOR ALL VOLUNTEERS

1. Have a signed NGB Volunteer Agreement on file by the stated deadline.

4.2 MINIMUM REQUIREMENTS FOR SPECIFIC GAMES STAFF ROLE

SECTION 5: METHOD USED TO IDENTIFY AND NOMINATE VOLUNTEER GAMES STAFF

VOLUNTEER GAMES STAFF

The NGB will not solicit applications for the volunteer Games Staff roles listed above as they will be filled by current NGB volunteers based on the needs of the Team. NGB will contact individuals who meet the Section 2 and Section 4 requirements and who have experience working with NGB and NGB National Team athletes to gauge their interest in being considered for Games Staff positions.

Additionally, individuals who meet the criteria detailed in Section 2 and Section 4 of these procedures may submit interest in being considered to the [USRowing Director of High Performance Operations will.daly@usrowing.org](mailto:will.daly@usrowing.org) by [July 30, 2026](#).

The [\[Youth Olympic Games Staff Selection Committee\]](#) (Section 6.2) will review the following for all eligible individuals who express their interest in a volunteer Games Staff role by the deadline.

A) [\[Role\]](#):

B) [\[Role\]](#):

C) [\[Role\]](#):

D) [\[Role\]](#):

SECTION 6: APPROVAL OF GAMES STAFF NOMINATIONS

6.1 NGB EMPLOYEE AND CONTRACTOR GAMES STAFF

All other NGB employees and contractor Games Staff will be recommended by the [USRowing Chief High Performance Officer](#). Final approval of these Games Staff nominations will be provided by the [USRowing CEO](#).

6.2 VOLUNTEER GAMES STAFF

The committee listed below will be responsible for approving volunteer Games Staff nominations.

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Committee Name: [Youth Olympic Games Staff Selection Committee](#)

- [USRowing Chief High Performance Officer](#)
- [USRowing High Performance Committee Member](#)
- 10 Year Athlete Representative

SECTION 7: REMOVAL OF GAMES STAFF

7.1 NGB JURISDICTION

- a. NGB has jurisdiction over Games Staff nominees until Games Staff entries have been submitted by the USOPC to the OCOG.
- b. An individual who is nominated for a Games Staff role by the NGB may be removed as a nominee for any of the following reasons, as determined by the NGB:
 - i. Voluntary withdrawal. Games Staff nominee submits a written letter to the [USRowing](#)
 - ii. Injury or illness. A physician (or medical staff) approved by NGB provides certification that the individual has a debilitating condition. If an individual refuses to provide verification of their illness or injury by a physician (or medical staff), their injury will be assumed to be debilitating, and they may be removed from the Games Staff.
 - iii. Inability to meet Games Staff requirements and/or perform required duties.
 - iv. Code of Conduct violation. Individual violates the NGB Code of Conduct [Code of Conduct](#)
SafeSport Policy violation. Individual violates the NGB SafeSport Policy [SafeSport Policy](#)
 - v. Anti-doping violation. Individual violates NGB, USADA and/or USOPC anti-doping protocol, policies, and procedures.
 - vi. Removal of employment. Individual is removed from their position as an NGB contractor or employee.

7.2 USOPC JURISDICTION

- a. Once Games Staff nominations have been submitted by the USOPC to the OCOG, the USOPC has jurisdiction.
- b. USOPC's Games Delegation Terms apply in addition to the NGB Code of Conduct. The Games Forms are specific to each Games and are made available during the Games registration process.

7.3 REPLACEMENT OF GAMES STAFF

- a. If a nominated Games Staff member is unable to perform their duties due to injury, illness, Code of Conduct or SafeSport Policy violation or other unforeseen circumstances that would result in the need to replace them, the replacement candidate must meet all applicable Games Staff requirements listed in Sections 2-4.

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- b. All replacement candidates must be nominated using the same process outlined in these selection procedures.

SECTION 8: CONFLICT OF INTEREST

8.1 GAMES STAFF CANDIDATES

Prior to nomination, all Games Staff candidates must comply with the [NGB Conflict of Interest Policy](#) and must submit a conflict of interest disclosure form for review by the NGB Ethics Committee.

8.2 GAMES STAFF SELECTION COMMITTEE

All individuals involved in recommending/approving Games Staff (Section 6) and all individuals who developed these selection procedures (Section 14) must comply with the [NGB Conflict of Interest Policy](#), to include completing and submitting a disclosure form consistent with the NGB's Conflict of Interest Policy before convening the committee.

A conflict of interest exists when a personal, family, financial, professional, club, team or business relationship interferes with, or may be perceived to interfere with a committee member's ability to be impartial and participate in the selection process in a fair and impartial manner. Any member of the Selection Committee who has an actual, possible, or perceived conflict of interest must disclose it to the NGB Ethics Committee prior to the start of the selection process and may be required to recuse themselves from the Selection Committee discussions and/or voting.

If a conflict exists, the NGB Ethics Committee shall review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse themselves from participating in discussions and/or voting).

During its review, the NGB Ethics Committee may ask a Selection Committee member or an affected person for more information at its discretion. For example, if a Selection Committee member is required to recuse themselves from voting, the NGB Ethics Committee may still determine that a Selection Committee member who has relevant and necessary information related to athlete performance, such as a national team coach or high performance director, may, if requested by the Selection Committee, provide that information to the Selection Committee if the information is provided in a fair and unbiased manner and if the Selection Committee member with the conflict of interest does not vote toward the final decision.

Additionally, any person with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to the NGB Ethics Committee. Reports may also be made anonymously through the [USOPC's Integrity Portal](#). No committee member shall retaliate in

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any way against a person who, in good faith, reports an alleged conflict of interest.

Any recused individual shall be replaced in accordance with the NGB selection committee appointment process.

SECTION 9: DATE OF GAMES STAFF NOMINATION

The Nomination of Games Staff, including replacements, will be announced to all Games Staff and submitted to the USOPC on or before:

- Medical staff: August 1, 2026
- Non-Medical staff independent of athlete selection: August 1, 2026
- Athlete dependent staff: September 1, 2026

SECTION 10: REQUIRED DOCUMENTS

In addition to the USOPC Games Forms requirements, the following documents are required to be signed by all Games Staff as a condition of nomination to the Youth Olympic Games:

- [NGB Code of Conduct](#)
- [NGB Conflict of Interest Disclosure Form](#)
- *[NGB Contractor Agreement]*
- *[NGB Volunteer Agreement]*

SECTION 11: QUESTIONS REGARDING SELECTION PROCEDURES

Individuals may contact the NGB staff member listed below for information about these selection procedures.

Name: Will Daly

Position: Director of High Performance Operations

Email: Will.Daly@USRowing.org

SECTION 12: GRIEVANCES

The NGB Grievance Procedures can be found [here](#).

Section 9 of the USOPC Bylaws provides a process for an individual to file a complaint with the USOPC against an NGB alleging that they have been denied, or threatened to be denied, with the opportunity to participate in a Protected Competition, as defined in the USOPC Bylaws. Additional information on how to file a complaint can be found here: <https://www.usopc.org/governance/dispute-resolution>

SECTION 13: NON-RETALIATION

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The USOPC and NGB have zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, or legal violations, or who cooperate with investigations of those reports. That means no USOPC or NGB staff, Board or Committee member, or volunteer may threaten, harass, discriminate against, or take any negative employment or related action (e.g., discharge, demotion, suspension, negative review) on that basis.

- Individuals may report concerns to the NGB by following the [NGB's Whistleblower Policy](#).
- Individuals may report concerns to the USOPC confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935.
- Additional information can be found in the USOPC's [Speak Up Policy](#).

SECTION 14: DEVELOPMENT OF SELECTION PROCEDURES

The following committee of individuals developed these selection procedures.

NAME	ROLE
Josy Verdonkschot	Chief High Performance Officer
Nick Mead	10 Year Athlete Representative

SECTION 15: CERTIFICATION OF SELECTION PROCEDURES

The following individual approved these selection procedures and through their signature, certifies that the procedures were developed by a group meeting the USOPC's standards for Designated Committees. The following individual further certifies that these selection procedures represent the method approved by USRowing and that they will be posted on the USRowing website.

POSITION	NAME	SIGNATURE	DATE
Chief Executive Officer	Peter Roby		7/27/2026

The following individual affirms that they read and understand the selection procedures.

POSITION	NAME	SIGNATURE	DATE
Team USA Athletes Commission Representative*	Robin Prendes	<i>Robin Prendes</i>	07/27/2026

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* If the Team USA Athletes' Commission Representatives have delegated authority to another 10 Year Athlete Representative to sign the Selection Procedures, attach a letter from the Team USA AC Representative indicating the reason they have delegated authority.

* If, for some reason, a sport does not have an elected Team USA AC Representative, the NGB must designate a 10 Year Athlete from that sport to review and sign the Selection Procedures.

Revision History

Date	Revisions
	Original document published

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APPENDIX A – COMMONLY USED ACRONYMS

AAC – Athletes' Advisory Council

AC – Athletes' Commission

Act or TSOASA – Ted Stevens Olympic and Amateur Sports Act

APC – Americas Paralympic Committee

CAS – Court of Arbitration for Sport

Center or CSS – U.S. Center for SafeSport

CF – Continental Federation

IMS – Internally Managed Sport (sport managed by the USOPC)

IOC – International Olympic Committee

IPC – International Paralympic Committee

IF – International Federation

LOC – Local Organizing Committee

NGB – National Governing Body

NOC – National Olympic Committee

NPC – National Paralympic Committee

OCOG – Organizing Committee of the Olympic Games. The OCOG refers to the Organizing Committee of the Paralympic Games as well.

PAG – Pan American Games

Panam Sports or PASO – Pan American Sports Organization

PPAG – Parapan American Games

PSO – Paralympic Sport Organization

TEAM USA AC – Team USA Athletes' Commission (formerly USOPC AAC)

USADA – United States Anti-Doping Agency

WADA – World Anti-Doping Agency

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APPENDIX B – GLOSSARY

Contingency means a future event or circumstance which is possible but cannot be predicted with certainty.

Delegation Event means the Olympic Games, the Olympic Winter Games, the Paralympic Games, the Paralympic Winter Games, the Pan American Games, and the Parapan American Games.

Force Majeure means an event or effect that cannot be reasonably anticipated or controlled (e.g., hurricane, tornado, etc.).

Grievance Procedures means the process that enables an athlete to file a complaint with the NGB or USOPC.

Jurisdiction means the power or authority to make decisions and judgments.

Nominated means an athlete, coach or staff member whose name has been submitted to the USOPC by an NGB for participation in a Delegation Event.

Protected Competition means a Delegation Event or a Qualifying Competition.

Qualifying Competition means either of the following:

- i. **NGB Qualifying Competition:** Any competition or activity organized or approved by the NGB where the athlete's performance or results are considered in the published selection criteria to represent the United States in a Delegation Event.
- ii. **International Qualifying Competition:** Any international sport competition where (i) athletes represent the United States against athletes representing other nations, (ii) the NGB officially designates entrants, as required by the competition organizers, and (iii) athlete results or performance are included in the published criteria to qualify, or be selected, to represent the United States in a Delegation Event.

Selected means an athlete, coach or staff member whose name has been submitted by the USOPC to the OCOG at the final submission date, as determined by the OCOG.

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APPENDIX C – STAFF RESOURCES

RAINN HOTLINE

RAINN, the National Sexual Assault Hotline, provides crisis intervention, referrals, and emotional support specifically designed for athletes, staff, and other SafeSport participants affected by sexual violence. Through this service, support specialists provide live, confidential, one-on-one support that is available 24/7. Individuals can call the Hotline at 1-800-656-4673 or visit <https://rainn.org/>.

USOPC DISPUTE RESOLUTION UNIT (DRU)

For Protected Competitions, USOPC's DRU oversees the administration of dispute resolution services to athletes and other members of NGBs for grievances under the USOPC's jurisdiction to ensure the complaints are heard in a timely and fair manner. For more information about this process, please visit the [dispute resolution website](#).

USOPC ETHICS AND COMPLIANCE

USOPC's Ethics and Compliance team is responsible for ensuring the USOPC and NGBs comply with the Ted Stevens Olympic and Amateur Sports Act, their own bylaws and policies, and any other applicable laws or regulations. Any individual may report concerns confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935 to report their concern over the phone.

ATHLETE SAFETY REPORTING

Allegations of Sexual Misconduct and Child Abuse must be reported to the [U.S. Center for SafeSport](#). Allegations of Child Abuse must also be reported to [Law Enforcement](#).

Allegations of emotional abuse, physical abuse, a violation of the Minor Athlete Abuse Prevention Policies (MAAPP), or a violation of the Athlete Safety components (Section 4) of the Supporting Athletes with an Intellectual Impairment Policy can be reported online to the USOPC through the Athlete Safety Reporting Portal found on the USOPC [Athlete Safety Page](#). Individuals may also report to the USOPC by phone at 877-404-9935. Allegations that an Athlete with an Intellectual Impairment is or has been subjected to any criminal act, including abuse and/or neglect, must also be reported to Law Enforcement.

Additional information, to include links for reporting, can be found on the USOPC [Athlete Safety Page](#).