



**USA BASKETBALL**  
**COACH SELECTION PROCEDURES**  
**2012 Olympic Games - Women's Basketball**  
**February 25, 2009**

These procedures provide for selection of USA Basketball Coaches for the 2012 Olympic Games. However, accreditation allocation is not guaranteed and the number of Coaches will be based on final USOC credential allocation and overall team size. USA Basketball is requesting one (1) Head Coach and three (3) Assistant Coaches.

1. What are the USA Basketball criteria for Coach positions (attach a job description, if any):

See attached Staff Selection Criteria, Guidelines and Procedures (Sections 1.1-1.2) - Attachment A.

In addition, 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 with and working with the Team.

2. How will USA Basketball make known the Coach position and/or application process?

Through constituent members of USA Basketball and on the USA Basketball website, [www.usabasketball.com](http://www.usabasketball.com).

3. Describe the intended method of:

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

See attached Staff Selection Criteria, Guidelines and Procedures (Sections 1.3-1.5)

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

See attached Staff Selection Criteria, Guidelines and Procedures (Sections 1.3-1.5)

4. Describe the removal of a Coach:

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

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

Once the 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:

See attached Staff Selection Criteria, Guidelines and Procedures (Sections 1.6-1.11)

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 USA Basketball group/committee will make the final:

A. Recommendation of the Coach(es)?

Women's National Team Ad Hoc Committee which is comprised of twenty percent (20%) athlete representation - Attachment C.

B. Approval for the Coach(es)?

USA Basketball Board of Directors which is comprised of twenty percent (20%) athlete representation - Attachment D.

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 the selection of the Coach.

8. Publicity/Distribution of Procedures:

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

- A. Web site: [www.usabasketball.com](http://www.usabasketball.com)

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
NGB Executive Director	Jim Tooley		2/25/09

USOC USE ONLY

Date Original Procedures Rec'd _____	Date of USOC Approval _____
Date Revision Submitted _____	

**USA BASKETBALL  
WOMEN'S OLYMPIC GAMES  
STAFF SELECTION CRITERIA, GUIDELINES & PROCEDURES**

**I. Staff Selection Criteria**

1.1 Head coach criteria

- 1.1.1 Must have at least five (5) years of coaching experience as either an assistant or head coach at any level at the time of selection.
- 1.1.2 Must have no conflicts of interest as determined by USA Basketball with regard to their position with the Olympic team.
- 1.1.3 Must be chosen with regard to their coaching ability, knowledge of basketball, character, tact, disciplinary judgment, sense of responsibility and other qualifications as may be set forth by USA Basketball.

1.2 Assistant coach criteria

- 1.2.1 There will be at most three assistant coaches selected from the professional or collegiate ranks as determined by USA Basketball.
- 1.2.2 The professional coach(es) must satisfy the following requirements:
  - 1.2.2 (a) Must have been a head coach two (2) of the last three (3) years in the WNBA at the time of selection.
  - 1.2.2 (b) Must have no conflicts of interest as determined by USA Basketball with regard to their position with the Olympic team.
  - 1.2.2 (c) Must be chosen with regard to their coaching ability, knowledge of basketball, character, tact, disciplinary judgment, sense of responsibility and other qualifications as set forth by USA Basketball.
- 1.2.3 The collegiate coach(es) must satisfy the following requirements:

- 1.2.3 (a) Must have a minimum of five years of coaching experience at the NCAA Division I level and/or professional level combined at the time of selection.
  - 1.2.3 (b) Must be an employed college head coach at the time of selection and service.
  - 1.2.3 (c) Must have experience in international competition.
  - 1.2.3 (d) Must have no conflicts of interest as determined by USA Basketball with regard to their position with the Olympic team.
  - 1.2.3 (e) Must be chosen with regard to their coaching ability, knowledge of basketball, character, tact, disciplinary judgment, sense of responsibility and other qualifications as may be set forth by USA Basketball.
- 1.2.4 At the time of selection, college coaches from the same collegiate conference cannot be considered for coaching assignments of the same USA Basketball coaching staff.

## **II. Guidelines and Procedures**

- 1.3 As a condition for consideration and subsequent acceptance, a candidate must review, agree to and sign an agreement binding him/her to the policies and procedures of USA Basketball.
- 1.4 Review of resumes and an in-person interview may be used in the qualification and selection of the coaches.
- 1.5 The Women's National Team Ad Hoc Committee shall identify coach candidates and the selection of coaches shall be accomplished by a vote of the committee as follows:
  - 1.5.1 The list of finalists will be presented in alphabetical order.
  - 1.5.2 The voting may be accomplished through oral or written vote as determined by the chair.
  - 1.5.3 All members present must vote. Those who are absent may not vote by proxy.
  - 1.5.4 If a member does not vote, all ballots are voided for the voting round.

- 1.5.5 Provided there is a quorum of members present and voting, a majority vote of those present is necessary to select a coach.
- 1.5.6 Prior to each vote, the number of votes required for a majority shall be announced.
- 1.5.7 The balloting will be continued until one candidate has established a majority. If a majority has not been established and five candidates remain on the list, the candidate receiving the fewest votes (including ties) will be removed from the next ballot. If six or more candidates remain on the list, the two candidates receiving the fewest votes (including ties) will be removed from the next ballot.
- 1.5.8 If a Women's National Team Ad Hoc Committee member is a candidate for a staff position of a team selected by this committee, such individual shall recuse themselves from participating in the selection of staff for that team only.
- 1.6 If the individual selected to be the head coach/assistant coach of the Olympic team is unable to fulfill his/her obligation or no longer qualifies, an alternate head coach/assistant coach will be selected through the established procedure herein, provided the vacancy occurs prior to the commencement of the team's training camp. If the vacancy occurs after the training has commenced, the head coach shall come from the coaching staff already appointed and an additional assistant will then be added to fill the vacancy.
- 1.7 All nominations and ballots are strictly confidential.
- 1.8 The selection of the head coach/assistant coach for the Olympic Games is subject to approval and confirmation by the Board of Directors and the United States Olympic Committee.
- 1.9 After a coach has been selected and approved by the Board of Directors, only the committee chair or designated USA Basketball staff member shall make personal contact with the selected coach to confirm acceptance. Only after confirmation of acceptance is obtained, will the selection be announced.
- 1.10 If following the selection to the staff and prior to the beginning of the team's training camp, an individual selected to serve as the head coach/assistant coach/team leader of the team is found to have committed a major rule violation, as determined by the constituent organization, or is convicted of any criminal act, or engages in any act of moral turpitude or conduct which is dishonest and likely to damage the reputation of USA Basketball, USA

Basketball may remove that individual from the staff of the team after due notice and process. The individual may appeal the decision of the Women's National Team Ad Hoc Committee through the procedures set forth in the USA Basketball Constitution. If the Board of Directors upholds the original recommendation of the Women's National Team Ad Hoc Committee to remove the individual, an alternate shall then be selected through the established selection procedures. If the major rule violation is revealed after the team has begun training camp, the team staff shall stand as selected.

- 1.11 Team staff members must agree to abide by the USA Basketball Code of Conduct. If a team staff member is found to have committed a violation, as reasonably determined by USA Basketball, the Women's National Team Ad Hoc Committee may remove that individual from the staff of the team after due notice and process. The individual may appeal the decision of the Women's National Team Ad Hoc Committee through the procedures set forth in the USA Basketball Constitution. If the Board of Directors upholds the original recommendation of the Women's National Team Ad Hoc Committee to remove the individual, an alternate shall then be selected through the established selection procedures.

## **USA BASKETBALL CODE OF CONDUCT**

All athletes and coaches of USA Basketball Teams ("Participants") must agree to abide by the following Code of Conduct. The determination of compliance therewith shall be made by USA Basketball.

### 1. General Philosophy

1.1 All participants shall exhibit behavior and attitude reflective of respect for self and for others both on and off the basketball court.

1.2 Participants shall conduct themselves in a manner indicative of representatives of the United States of America, demonstrating consideration for the rights, privileges, and welfare of others.

### 2. Team Guidelines

2.1 Once a USA Basketball team assembles, participants will generally live, travel and train as a team.

2.2 Participants shall comply with uniform and apparel requirements as designated by USA Basketball.

2.3 Participants shall attend all team meetings, functions and competitions as directed by the head coach, team staff, and/or USA Basketball.

2.4 Participants must comply with all team rules as set forth by USA Basketball and the team staff.

2.5 Participants must attend media, promotional and team meetings.

### 3. Alcohol Use

3.1 Participants must comply with all policies regarding the possession and/or consumption of alcohol as set forth by USA Basketball and the team staff.

### 4. Anti-Doping

4.1 An athlete shall adhere to IOC, WADA, FIBA, USADA and/or USOC anti-doping protocol, policies and procedures.

4.2 Violations will be managed through the United States Anti-Doping Agency.

5. Housing

5.1 Participants shall comply with USA Basketball and coaching staff housing policies, and reside in housing assigned by USA Basketball during training and competition where applicable.

5.2 If property is damaged, those responsible shall be called to account for such actions, and arrange for financial settlement to the property or parties concerned.

6. Curfew

6.1 Participants shall comply with curfew policies, as established by the head coach or his/her designee according to team schedule and with respect to other personnel in the housing facility.

6.2 Noise control will be a part of curfew guidelines.

7. General Behavior

7.1 Participants shall show respect for differing dining customs.

7.2 Participants shall show verbal respect for all team delegations, host communities, and/or countries.

7.3 Participants shall adhere to guidelines concerning proper attire as specified by the head coach or the USA Basketball staff.

8. Sportsmanship

8.1 Participants shall exhibit good sportsmanship.

8.2 Participants shall demonstrate proper attitudes toward and respect for officials.

8.3 Participants shall not perform acts of intentional violence.

8.4 Participants shall demonstrate proper respect during the playing of the national anthem.

9. Disciplinary Actions

9.1 Disciplinary action will be determined by USA Basketball. If such disciplinary action involves an athlete's removal from the team, the athlete will be entitled to a hearing under USA Basketball procedures and/or USOC Article 9.

9.2 Any activity by a Participant which constitutes an unsportsmanlike, illegal, immoral or unethical act may be grounds for disciplinary action including suspension and/or dismissal from the team.

9.3 Conduct detrimental to USA Basketball may be grounds for disciplinary action including suspension and/or dismissal from the team.

9.4 Conduct detrimental to the team may be grounds for disciplinary action including suspension and/or dismissal from the team.

\*\*\*\*\*

I, the undersigned, fully understand the regulations established by this Code of Conduct, and hereby agree to abide by them as stated. I understand that failure to abide by the Code as determined by USA Basketball may result in appropriate disciplinary action as determined by USA Basketball, including dismissal from the team.

---

Print Name

Date

---

Signature

**USA BASKETBALL  
WOMEN'S NATIONAL TEAM AD HOC COMMITTEE**

Val Ackerman  
Past President  
USA Basketball

Renee Brown  
Senior Vice President, Player Personnel  
Women's National Basketball Association

Carol Callan  
Women's National Team Director  
USA Basketball

Teresa Edwards  
Athlete Representative

Jim Tooley  
Executive Director/CEO  
USA Basketball

**USA BASKETBALL BOARD OF DIRECTORS**

**Chair, NBA**  
Jerry Colangelo  
JDMD Investments, LLC

**NBA**  
Kim Bohuny  
Vice President, Basketball Operations International

**NBA**  
Stu Jackson  
Executive Vice President, Basketball Operations

**NCAA**  
Chris Plonsky  
Director, Women's Athletics, Senior Associate AD  
Men's Women's External Services  
The University of Texas

**NCAA**  
Eugene Smith  
Director of Athletics  
The Ohio State University

**NCAA**  
Kevin Weiberg  
CEO  
NCAA-NBA Youth Basketball Initiative

**NFHS**  
Bob Kanaby  
Executive Director  
National High School Federation

**National Organizations**  
Rod Seaford

**At-Large**  
Billy Hunter  
Executive Director  
National Basketball Players Association

**Athlete**  
Teresa Edwards  
Five-time Olympian

**Athlete**  
Steve Smith  
President  
SSS Fund