

U.S. Ski & Snowboard

Games Staff Selection Procedures

2026 Olympic Winter Games

- Publication Date: September 9, 2025

SECTION 1: OVERVIEW

These procedures provide the Games Staff qualification requirements for nomination to the 2026 Olympic Winter Games for U.S. Ski & Snowboard. 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 U.S. Ski & Snowboard (“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 relevant Games that may change their background check status, the nominee must inform the NGB and/or USOPC in writing.
2. Have a valid passport at the time of nomination that does not expire for six months after the conclusion of the 2026 Olympic Winter Games (Games).
3. Be familiar with and abide by the [USOPC Athlete Safety Policy](#), the U.S. Center for SafeSport’s [SafeSport Code for the Olympic & Paralympic Movements](#), and the [USOPC Minor Athlete Abuse Prevention Policies](#) (MAAPP).
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 IF, NGB, USOPC, U.S. Center for SafeSport, and USADA.
13. Hold current U.S. Ski & Snowboard Membership in good standing.
14. Successfully complete all USOPC Games Registration requirements (including U.S. Center for SafeSport and anti-doping training) by the stated deadline.
15. Meet all health and safety protocols, to include vaccine and/or testing requirements, set forth by the government, USOPC, IF, IOC, and/or the Organizing Committee of the Olympic Games (OCOG).

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2.2 ADDITIONAL REQUIREMENTS FOR ALL SPORTS MEDICINE 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.
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's 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 (see additional resources).
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 Sport Performance (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. Be approved for nomination through the USOPC's Sports Medicine Division.
6. Fulfill all requests and meet deadlines for any required information or documentation (to provide services at the Games).
7. Complete all mandatory Games training by the stated deadline.

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

Roles filled by NGB Employees	Responsibility
Team Leader	Serve as primary point of contact and liaison between the USOPC and U.S. Ski & Snowboard before, during, and after the Games.
Chief of Sport	Responsible for the performance of the Team in all aspects.
Sport Director	Responsible for all aspects of performance within respective sport(s).

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Team Manager	Serve as the primary point of contact for specific Team logistics, including lodging, meals, off-site training, etc.
Team Coach	Responsible for training and competition of Team athletes within respective sport.
Medical Personnel (e.g., Athletic Trainer, Physical Therapist)	Provide clinical assessment and treatment of athlete injuries and illnesses, assist with recovery and athletic preparation, and provide sport coverage.
Strength & Conditioning Coach	Provide sport performance/sport science support and prepare athletes for success on the field of play.
Technical Personnel (e.g., ski / snowboard service, video tech)	Provide equipment and technical support to athletes and staff.
Sport Specific Personnel	Provide support to athletes and teams for success on the field of play.

Roles filled by Contractors	Responsibility
Assistant Team Leader	Assist the Team Leader as point of contact and liaison between the USOPC and U.S. Ski & Snowboard before, during, and after the Games.
Team Coach	Responsible for training and competition within respective sport(s).
Medical Personnel (e.g., Athletic Trainer, Physical Therapist)	Provide clinical assessment and treatment of athlete injuries and illnesses, assist with recovery and athletic preparation, and provide sport coverage.
Technical Personnel (e.g., ski / snowboard service, video tech)	Provide equipment and technical support to athletes and staff.

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

Roles filled by Volunteers	Responsibility
Athlete's Personal Coach	Responsible for training and competition of specific athlete nominated to the Team
Medical Personnel (e.g., Physician)	Provide medical and emergent care for injuries and illnesses.
Medical Personnel (e.g., Athletic Trainer, Physical Therapist)	Provide clinical assessment and treatment of athlete injuries and illnesses, assist with recovery and athletic preparation, and provide sport coverage.
Medical Personnel (e.g., Massage Therapist)	Provide massage therapy to the Team, assist with recovery and preparation.

4.1 MINIMUM REQUIREMENTS FOR ALL VOLUNTEERS

1. Have active U.S. Ski & Snowboard Membership in good standing by August 15th, 2025.

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4.2 MINIMUM REQUIREMENTS FOR SPECIFIC GAMES STAFF ROLE

A) ATHLETE'S PERSONAL COACH

1. Possess a high level of competency regarding IF 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 12 months.
4. Have relevant Games Staff experience from a previous Delegation Event, IF/CF or world championship event within the last four (4) years.

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

1. Possess appropriate experience relative to the position/area of expertise for which they are being nominated.
2. Have active involvement with a national team program within the last 24 months.

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

VOLUNTEER GAMES STAFF

For any volunteer roles listed below, individuals who meet the criteria detailed in Section 2 and Section 4 of these procedures may submit interest in being considered to [Gillian Bower](#) by October 1st, 2025.

A. Athlete's Personal Coach*

- a. U.S. Ski & Snowboard Games Staff Selection Committee (Section 6) will nominate Athlete Coach staff based on the following factors listed in order of priority of athlete medal potential based on priority ranking:
 - i. Ranking will be determined by:
 1. Athletes nominated through Selection Method 1 of Athlete Selection Procedures.
 - In the event of a tie, Athlete Coach accreditation will be awarded based on best podium result at an Evaluative Event and repeated as many times as needed to break the tie.
 2. World Rank at conclusion of 2024-25 Season

*Please note that Athlete Personal Coach positions will only be filled if U.S. Ski & Snowboard has available accreditations after filling NGB Employee and Contractor Games Staff Positions.

B. Physician:

- a. U.S. Ski & Snowboard Olympic Games Staff Selection Committee (Section 6) will nominate Physician staff based on the following factors listed in order of priority:
 - i. Active Member of U.S. Ski & Snowboard Medical Committee

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- ii. Possess appropriate experience relative to the sport/discipline for which they are being nominated.
- iii. Have active continuous involvement with a national team program within the last 12 months.

C. Medical Personnel (Athletic Trainer, Physical Therapist):

- a. U.S. Ski & Snowboard Olympic Games Staff Selection Committee (Section 6) will nominate Medical Personnel staff based on the following factors listed in order of priority:
 - i. Active Member of U.S. Ski & Snowboard Medical Volunteer Pool
 - ii. Possess appropriate experience relative to the sport/discipline for which they are being nominated.
 - iii. Have active involvement with a national team program within the last 12 months.

D. Massage Therapist:

- a. U.S. Ski & Snowboard Olympic Games Staff Selection Committee (Section 6) will nominate Medical Personnel staff based on the following factors listed in order of priority:
 - i. Active Member of U.S. Ski & Snowboard Medical Volunteer Pool
 - ii. Possess appropriate experience relative to the sport/discipline for which they are being nominated.
 - iii. Have active involvement with a national team program within the last 12 months.

SECTION 6: APPROVAL OF GAMES STAFF NOMINATIONS

6.1 NGB EMPLOYEE AND CONTRACTOR GAMES STAFF

All NGB employees and contractor Games Staff will be recommended by the Chief of Sport. Final approval of these Games Staff nominations will be provided by U.S. Ski & Snowboard President & Chief Executive Officer.

6.2 VOLUNTEER GAMES STAFF

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

Committee Name: U.S. Ski & Snowboard Olympic Games Staff Selection Committee

- U.S. Ski & Snowboard Chief of Sport
- U.S. Ski & Snowboard VP of High Performance
- 10 Year Athlete Representative

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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 Chief of Sport of U.S. Ski & Snowboard.
 - 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](#)
 - v. SafeSport Policy violation. Individual violates the [NGB SafeSport Policy](#)
 - vi. Anti-doping violation. Individual violates NGB, USADA, and/or USOPC anti-doping protocol, policies, and procedures.
 - vii. 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.
- b. All replacement candidates must be nominated using the same process outlined in these selection procedures.

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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 members of the selection committee (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.

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 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 Games Staff Nomination Form with the nominee's name, including the name of a replacement (if applicable), will be submitted to the USOPC on or before the dates below.

- Medical staff: November 3, 2025
- Non-Medical staff independent of athlete selection: November 3, 2025
- Athlete Dependent Staff: January 20th, 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 Olympic Games:

- NGB [Code of Conduct](#)
- NGB [Conflict of Interest Disclosure](#) Form

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SECTION 11: QUESTIONS REGARDING SELECTION PROCEDURES

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

Name: Gillian Bower

Position: VP of High Performance

Email: gillian.bower@usskiandsnowboard.org

SECTION 12: GRIEVANCES

The U.S. Ski & Snowboard Grievance Procedures can be found in Article IX, Section B, of the [U.S. Ski & Snowboard Bylaws](#).

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

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
Gillian Bower	U.S. Ski & Snowboard VP of High Performance
Anouk Patty	U.S. Ski & Snowboard Chief of Sport
Alex Deibold	10 Year Athlete Representative

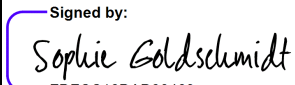
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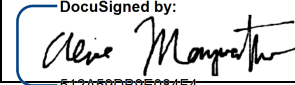
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SECTION 15: CERTIFICATION OF SELECTION PROCEDURES

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 U.S. Ski & Snowboard and that they will be posted on the U.S. Ski & Snowboard website.

POSITION	NAME	SIGNATURE	DATE
U.S. Ski & Snowboard Chief Executive Officer	Sophie Goldschmidt	Signed by:  <small>PDFCC16DAD90469...</small>	9/22/2025 1:06 PM MDT

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

POSITION	NAME	SIGNATURE	DATE
Team USA Athletes Commission Representative*	Alice Merryweather	DocuSigned by:  <small>312A39DB9E084F4...</small>	9/18/2025 7:39 AM PDT

* 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.

* Signature by the Athlete Representative constitutes that they have read and understand the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB, they may submit those reasons in writing to their USOPC Sport Performance Team.

* 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
September 9, 2025	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

CAS – Court of Arbitration for Sport

Center or CSS – U.S. Center for SafeSport

CF – Continental Federation

IOC – International Olympic Committee

IF – International Federation

LOC – Local Organizing Committee

NGB – National Governing Body

NOC – National Olympic Committee

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

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

SAFESPORT HELPLINE

The SafeSport Helpline 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 Helpline at 866-200-0796 or visit www.safesporthelpline.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.

USOPC SECURITY AND ATHLETE SAFETY REPORTING PORTAL

Individuals can report an incident of emotional, physical, or sexual misconduct, a violation of the Minor Athlete Abuse Prevention Policies (MAAPP) or a general security incident or concern through the [Safety Reporting Portal](#). Individuals may also report to the USOPC over the phone at 719-866-3869.