

USA<sup>TM</sup>  
LACROSSE



USA LACROSSE NATIONAL TEAM  
GAMES STAFF SELECTION  
PROCEDURES  
2028 OLYMPIC GAMES  
WOMEN'S AND MEN'S SIXES

June 2026



## Table of Contents

Section 1 - Overview .....	2
Section 2 - Games Staff Requirements .....	2
Section 3 - Games staff roles that will be filled by USA Lacrosse Employees or Contractors ....	5
Section 4 - Games staff roles that will be filled by Volunteers.....	6
Section 5 - Method Used to Identify and Nominate Games Staff .....	6
Section 6 - Approval of Games Staff Nominations .....	6
Section 7 - Removal of Games Staff.....	6
Section 8 - Conflict of Interest .....	7
Section 9 - Date of Games Staff Nomination .....	8
Section 10 - Required Documents .....	8
Section 11 - Questions Regarding Selection Procedures.....	9
Section 12 - Grievances.....	9
Section 13 - Non-Retaliation .....	9
Section 14 - Development of selection procedures .....	10
Section 15 - Certification of Selection Procedures .....	10
Revision History .....	10
APPENDIX A – Commonly Used Acronyms .....	11
APPENDIX B - Glossary .....	12
APPENDIX C - Staff Resources.....	13



**USA Lacrosse Games Staff Selection Procedures**  
**2028 Olympic Games – Women’s and Men’s Sixes Lacrosse**  
**Publication date: June 30, 2026**

## **SECTION 1 - OVERVIEW**

These procedures provide the Games Staff qualification requirements for nomination to the 2028 Olympic Games for USA Lacrosse (USAL). 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 Lacrosse.

## **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 2028 Olympic Games that may change their background check status, the nominee must inform the USA Lacrosse 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 2028 Olympic 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 Team personnel.
6. Have strong administrative, communication and organizational capabilities needed for Games Staff role.
7. Have USA Lacrosse 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 USA Lacrosse 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 USA Lacrosse long list.
12. Have an active USA Lacrosse membership.
13. Be in good standing with World Lacrosse, USA Lacrosse, USOPC, U.S. Center for SafeSport, and USADA.
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, World Lacrosse, International Olympic Committee (IOC), and/or the Organizing Committee of the Olympic Games (OCOG).

**2.2 IN ADDITION, COACHES MUST:**

1. Have at least five (5) years of head or assistant coaching experience at NCAA and/or professional level.
2. Have previous experience in international competition (as player or coach).
3. Possess a high level of competency regarding World Lacrosse rules and regulations governing the sport.

**2.3 IN ADDITION, TECHNICAL ADVISOR(S) MUST:**

1. Have at least five (5) years of coaching, scouting, or general manager experience at NCAA and/or professional level.
2. Have ability to work effectively with Coaching Staff on scouting, game analysis, and evaluating players prior to and during the Olympic Games.
3. Have previous experience in international competition (as player or coach).

**2.4 IN ADDITION, OPERATIONS ADMINISTRATOR(S) MUST:**

1. Possess appropriate experience relative to logistics and operations of sport team/organization.
2. Have previous involvement and Games Staff experience with a USA Lacrosse National Team (e.g., USA Lacrosse international event, Continental Qualifier, World Championship).

**2.5 IN ADDITION, VIDEOGRAPHER(S) MUST:**

1. Possess appropriate experience relative to game video of sport team/organization.
2. Have previous involvement and Games Staff experience with a USA Lacrosse National Team (e.g., USA Lacrosse international event, Continental Qualifier, World Championship).

**2.6 IN ADDITION, PERFORMANCE ANALYSTS MUST:**

1. Possess appropriate experience relative to video analysis and scouting of sport team/organization.
2. Have previous involvement and Games Staff experience with a USA Lacrosse National Team (e.g., USA Lacrosse international event, Continental Qualifier, World Championship).

**2.7 IN ADDITION, EQUIPMENT MANAGER(S) MUST:**

1. Possess appropriate experience relative to maintaining and repairing lacrosse equipment.
2. Have previous involvement and Games Staff experience with a USA Lacrosse National Team (e.g., USA Lacrosse international event, Continental Qualifier, World Championship).

**2.8 IN ADDITION, ALL SPORTS MEDICINE PROVIDERS (INCLUSIVE OF MENTAL HEALTH PROFESSIONALS) MUST:**

1. Possess appropriate certifications/licenses.
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's Sports Medicine Division.
7. Complete all mandatory Games training by the stated deadline.
8. Have previous involvement and Games Staff experience with a USA Lacrosse National Team (e.g., USA Lacrosse international event, Continental Qualifier, World Championship).

**2.9 IN ADDITION, ALL SPORTS SCIENCE PROFESSIONALS MUST:**

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.
7. Have previous involvement and Games Staff experience with a USA Lacrosse National Team (e.g., USA Lacrosse international event, Continental Qualifier, World Championship).

## SECTION 3 - GAMES STAFF ROLES THAT WILL BE FILLED BY USA LACROSSE EMPLOYEES OR CONTRACTORS

Roles filled by USA Lacrosse Employees	Responsibility
Team Leader	Serve as primary point of contact/liaison between the USOPC and USA Lacrosse before, during, after Games.
Team Managers	Provide oversight for all logistics and operations for the Women’s Team and Men’s Team.
Sport/Performance Scientist	Provide appropriate sport science support for the Team.

Roles filled by Contractors	Responsibility
Head and Assistant Coaches	Prepare athletes/teams for success on the field of play.
Technical Advisors (e.g., scouting, analysis)	Provide technical support to coaches and athletes.
Operations Administrator	Assist Team Managers (Women’s and Men’s) with logistics and operations for the Team.
Sport Medicine Physician (medical)	Provide appropriate medical care and maintain accurate medical records for the athletes.
Athletic Trainer (medical)	Provide daily medical care for athletes, including injury prevention, evaluation, and rehabilitation.
Mental Health (medical)	Provide Team with mental health and/or performance support.
Strength & Conditioning Coach (sports science)	Provide appropriate S&C services for the Teams.
Videographer	Capture all game footage to support coaches and performance analyst.
Performance Analyst	Provide coaches/athletes with game performance analysis to prepare for success on the field of play.
Equipment Manger	Provide support for all equipment matters.



## **SECTION 4 - GAMES STAFF ROLES THAT WILL BE FILLED BY VOLUNTEERS**

### **4.1 MINIMUM REQUIREMENTS FOR ALL VOLUNTEERS**

Not applicable

### **4.2 MINIMUM REQUIREMENTS FOR SPECIFIC GAMES STAFF ROLE**

Not applicable

## **SECTION 5 - METHOD USED TO IDENTIFY AND NOMINATE GAMES STAFF**

USA Lacrosse will not solicit applications for the Games Staff positions listed in Section 3. The roles will be filled by USA Lacrosse employees and/or contractors based on the needs of the Sixes Teams. USA Lacrosse will contact individuals who have experience working with USA Lacrosse National Teams, professional lacrosse teams and/or NCAA lacrosse teams who best fit the criteria in Section 2 to gauge their interest in being considered for Games Staff positions.

## **SECTION 6 - APPROVAL OF GAMES STAFF NOMINATIONS**

### **6.1 USA LACROSSE EMPLOYEE AND CONTRACTOR GAMES STAFF**

It is anticipated that the Team Leader position will be filled by the current VP, High Performance. All other USA Lacrosse employees and contractor staff will be recommended for Games Staff positions by the VP, High Performance. Final approval of these Games Staff nominations will be provided by the President & Chief Executive Officer, USA Lacrosse.

### **6.2 VOLUNTEER GAMES STAFF**

Not applicable

## **SECTION 7 - REMOVAL OF GAMES STAFF**

### **7.1 USA LACROSSE JURISDICTION**

- a. USA Lacrosse 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 USA Lacrosse may be removed as a nominee for any of the following reasons, as determined by the USA Lacrosse:
  - i. Voluntary withdrawal. Games Staff nominee submits a written letter to the USA Lacrosse VP, High Performance or President & Chief Executive Officer.
  - ii. Injury or illness. A physician (or medical staff) approved by USA Lacrosse 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 USA Lacrosse Code of Conduct: [USA Lacrosse Code of Conduct](#).
- v. SafeSport Policy violation. Individual violates the USA Lacrosse SafeSport Policy: [USA Lacrosse SafeSport Policy](#).
- vi. Anti-doping violation. Individual violates USA Lacrosse, USADA and/or USOPC anti-doping protocol, policies, and procedures.
- vii. Removal of employment. Individual is removed from their position as a USA Lacrosse 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 USA Lacrosse 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.

# SECTION 8 - CONFLICT OF INTEREST

## 8.1 GAMES STAFF CANDIDATES

All Games Staff candidates must comply with the USA Lacrosse [Conflict of Interest Policy](#) (Policies) and must submit a conflict of interest disclosure form for review by the [USA Lacrosse Judicial Committee](#).

## 8.2 GAMES STAFF SELECTION COMMITTEE

All members involved in recommending/approving Games Staff (Section 6) and all individuals who developed these selection procedures (Section 14) must comply with the USA Lacrosse [Conflict of Interest Policy](#) (Policies) to include completing and submitting a disclosure form consistent with the USA Lacrosse 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 maybe 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 [USA Lacrosse Judicial 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 [USA Lacrosse Judicial 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 [USA Lacrosse Judicial 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 [USA Lacrosse Judicial 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 USA Lacrosse Judicial Committee by emailing. Reports may also be made anonymously through [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 USA Lacrosse 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: 10 April 2028
- Non-Medical staff independent of athlete selection: 1 May 2028
- Athlete dependent staff: 1 June 2028

## **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:

- USA Lacrosse Code of Conduct [USA Lacrosse Code of Conduct](#).
- USA Lacrosse [Conflict of Interest Policy](#) (Policies).
- USA Lacrosse Contractor Agreement.



## SECTION 11 - QUESTIONS REGARDING SELECTION PROCEDURES

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

Name: Jason Vescovi, Vice President, High Performance

Email: [jvescovi@usalacrosse.com](mailto:jvescovi@usalacrosse.com)

## SECTION 12 - GRIEVANCES

The USAL Grievance Procedures can be found here: [Grievance Policy](#) (Policies).

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 USA Lacrosse 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 USA Lacrosse 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 USA Lacrosse by following USA Lacrosse's [Whistleblower Policy](#) (Policies).
- 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 [Speak Up Policy](#).



## SECTION 14 - DEVELOPMENT OF SELECTION PROCEDURES

The following committee of individuals developed these selection procedures.

NAME	ROLE
Jason Vescovi	VP, High Performance
Kristen Carr (Chair)	High Performance Committee (10 Year athlete)
Shawn Nadelen (Vice Chair)	High Performance Committee (10+ Year athlete)
Michael Ehrhardt (BOD Liaison)	High Performance Committee (10 Year athlete)
Ingrid Boyum	High Performance Committee (10 Year athlete)
Jimmy Butler	High Performance Committee

## 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 USA Lacrosse and that they will be posted on the USA Lacrosse website.

POSITION	NAME	SIGNATURE	DATE
USA Lacrosse President & Chief Executive Officer	Marc Riccio		06 / 19 / 2026

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

POSITION	NAME	SIGNATURE	DATE
USA Lacrosse 10 Year Athlete Representative	Sarah Bullard-McDaniel		06 / 22 / 2026

## REVISION HISTORY

Date	Revisions
June 30, 2026	Original document published

## 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.

**PAG** – Pan American Games

**Panam Sports or PASO** – Pan American Sports Organization

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

**USADA** – United States Anti-Doping Agency

**USAL** – USA Lacrosse

**WADA** – World Anti-Doping Agency

## 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 Paralympic 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 USAL 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.



## APPENDIX C - STAFF RESOURCES

### **RAINN HOTLINE (formerly SAFESPORT HELPLINE)**

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.

### **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](#). Athletes may also report to the USOPC over the phone at 1-877-404-9935.






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