

USOPC Internally Managed Sports (IMS) - Ski Mountaineering Games Staff Selection Procedures

2026 Olympic Winter Games

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SECTION 1: OVERVIEW

These procedures provide the Games Staff qualification requirements for nomination to the 2026 Olympic Winter Games for USOPC Internally Managed Sports (IMS) - Ski Mountaineering. 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 USOPC Internally Managed Sports (IMS) - Ski Mountaineering ("IMS").

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 IMS 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 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 IMS 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 IMS 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 IMS long list.
12. Be in good standing with the International Ski Mountaineering Federation (IF), IMS, 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

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government, USOPC, IF, IOC, and/or the Organizing Committee of the Olympic Games (OCOG).

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

| Roles filled by USOPC Employees | Responsibility |
|---------------------------------|----------------|
| None | Not Applicable |

| Roles filled by Contractors | Responsibility |
|---|---|
| Team Leader | Serve as the primary point of contact and liaison between the USOPC and IMS before, during and after the Games. |
| Head Coach | Provide sport performance support and prepare athletes for success on the field of play. |
| Technical Personnel (e.g., ski service, wax tech, etc.) | 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 |
|----------------------------|----------------|
| None | Not Applicable |

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 VOLUNTEER GAMES STAFF

VOLUNTEER GAMES STAFF

Not Applicable

SECTION 6: APPROVAL OF GAMES STAFF NOMINATIONS

6.1 IMS CONTRACTOR GAMES STAFF

The Team Leader role will be filled by the current USA Skimo Head of Sport.

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All other IMS contractor Games Staff will be recommended by the USA Skimo Head of Sport and the Team USA Athletes' Commission Observer. Final approval of these Games Staff nominations will be provided by the IMS Senior Director.

6.2 VOLUNTEER GAMES STAFF

Not Applicable

SECTION 7: REMOVAL OF GAMES STAFF

7.1 IMS JURISDICTION

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

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need to replace them, the replacement candidate must meet all applicable Games Staff requirements listed in Sections 2-3.

- 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 [USOPC Conflict of Interest Policy](#) and must submit a conflict of interest disclosure form for review by the USOPC Ethics & Compliance 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 [USOPC Conflict of Interest Policy](#), to include completing and submitting a disclosure form consistent with the USOPC Conflict of Interest Policy before convening the committee.

A conflict of interest exists when a personal, family, financial, professional, club, team or business relationship or 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 prior to the start of the selection process and may be required to recuse him/herself from the Selection Committee's discussions and/or voting.

If a conflict exists, the USOPC Ethics & Compliance Committee shall review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse him/herself from participating in discussions and/or voting) by following the [USOPC Ethics Procedures](#).

The AAG representative will not participate in the Ethics & Compliance Committee's deliberations or decision. Once a decision has been made, the Ethics & Compliance Committee will provide a written decision, including directions to mitigate the conflict, to the affected parties and to USOPC IMS staff. The Ethics & Compliance Committee's decision is final and is not subject to further review.

Additionally, any person with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest through the [USOPC's Integrity Portal](#). No committee member shall retaliate in any way against a person who, in good faith, reports an

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alleged conflict of interest. In addition, the USOPC maintains a strict no retaliation policy that prohibits any employee, contractor, agent, volunteer, or member of the USOPC to take or threaten to take any action against an athlete for reporting information to or seeking assistance from the Office of the Athlete Ombuds.

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.

- Non-Medical staff independent of athlete selection: November 3, 2025
- Athlete dependent staff: January 5, 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:

- [USOPC Code of Conduct](#)
- [USOPC Conflict of Interest Disclosure Form](#)
- USOPC Internally Managed Sports Services Agreement

SECTION 11: QUESTIONS REGARDING SELECTION PROCEDURES

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

Name: Matt Cramer

Position: Senior Director, Internally Managed Sports

Email: Matt.R.Cramer@usopc.org

SECTION 12: GRIEVANCES

A staff member who alleges that he or she has been denied, or threatened denial, by an IMS the opportunity to participate in a competition or activity (as specified in Section 2.1(D) of the USOPC Dispute Resolution Procedures) may file an "Opportunity to Participate" complaint pursuant to the USOPC Dispute Resolution Procedures, which can be found here: <https://www.usopc.org/governance/dispute-resolution>. The [Internally Managed Sport - Form to file an Opportunity to Participate Complaint](#) must be submitted to initiate an Opportunity to Participate grievance.

SECTION 13: NON-RETALIATION

The USOPC and IMS 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 IMS staff, Board or Committee member, or volunteer may threaten, harass, discriminate

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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 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 |
|---------------|--|
| Matt Cramer | USOPC Senior Director, Internally Managed Sports |
| Sarah Cookler | USA Skimo Head of Sport |
| Rory Kelly | Team USA Athletes' Commission Observer |

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 IMS Ski Mountaineering and that they will be posted on the IMS Ski Mountaineering website.

| POSITION | NAME | SIGNATURE | DATE |
|--|-------------|--|-----------|
| USOPC Senior Director, Internally Managed Sports | Matt Cramer |  | 9/26/2025 |

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

| POSITION | NAME | SIGNATURE | DATE |
|---|------------|--|------------|
| Team USA Athletes' Commission Observer* | Rory Kelly |  | 09/26/2025 |

* 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.

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* 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 IMS, 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 IMS must designate a 10 Year Athlete from that sport to review and sign the Selection Procedures.

Revision History

| Date | Revisions |
|--------------------|-----------------------------|
| September 25, 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

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

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.