

# United States Bowling Congress Games Staff Selection Procedures 2027 Pan American Games

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- Publication Date: April 15, 2026

## SECTION 1: OVERVIEW

These procedures provide the Games Staff qualification requirements for nomination to the 2027 Pan American Games for the United States Bowling Congress. 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 the United States Bowling Congress (“USBC”).

## SECTION 2: GAMES STAFF REQUIREMENTS

### 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 2027 Pan American Games that may change their background check status, the nominee must inform the USBC 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 2027 Pan American 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 USBC 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 USBC 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 USBC long list.
12. Be in good standing with Pan Am Sports, Pan-American Bowling Federation (CF), USBC, 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, CF, Pan Am Sports, and/or the Local Organizing Committee (LOC).

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

| Roles filled by USBC Employees | Responsibility  |
|--------------------------------|---|
| Team Leader   Manager          | Serve as the primary point of contact and liaison between the USOPC and USBC before, during and after the Games. Also serves as the primary point of contact for logistics, including lodging, meals, off-site training, etc. |

| Roles filled by Contractors | Responsibility   |
|-----------------------------|--|
| Coach/Performance Manager   | Provide sport performance support and prepare athletes for success on the field of play. |

## SECTION 4: APPROVAL OF GAMES STAFF NOMINATIONS USBC EMPLOYEE AND CONTRACTOR GAMES STAFF

All USBC employees and contractor Games Staff will be recommended by USBC’s Senior Director of Rules and Compliance. Final approval of these Games Staff nominations will be provided by USBC’s Executive Director.

## SECTION 5: REMOVAL OF GAMES STAFF

### 5.1 USBC JURISDICTION

- a. USBC has jurisdiction over Games Staff nominees until Games Staff entries have been submitted by the USOPC to the LOC.
- b. An individual who is nominated for a Games Staff role by the USBC may be removed as a nominee for any of the following reasons, as determined by the USBC:
  - i. Voluntary withdrawal. Games Staff nominee submits a written letter to USBC’s Executive Director or USBC’s Senior Director of Rules and Compliance.
  - ii. Injury or illness. A physician (or medical staff) approved by USBC 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 USBC [Code of Conduct](#)
  - v. SafeSport Policy violation. Individual violates the USBC [SafeSport Policy](#)
  - vi. Anti-doping violation. Individual violates USBC, USADA and/or USOPC anti-doping

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protocol, policies, and procedures.

- vii. Removal of employment. Individual is removed from their position as a USBC contractor or employee.

## 5.2 USOPC JURISDICTION

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

## 5.3 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 6: CONFLICT OF INTEREST

### 6.1 GAMES STAFF CANDIDATES

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

### 6.2 GAMES STAFF SELECTION COMMITTEE

All individuals involved with the Games Staff nomination process (Section 4) and all individuals who developed these selection procedures (Section 12) must comply with the [USBC Conflict of Interest Policy](#) to include completing and submitting a disclosure form consistent with the USBC Conflict of Interest Policy before convening the committee.

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 USBC 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 USBC selection committee appointment process.

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## SECTION 7: 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 the established deadline. The anticipated USOPC deadlines are listed below.

- Medical staff: May 14, 2027
- Non-Medical staff independent of athlete selection: May 28, 2027
- Athlete dependent staff: June 15, 2027

## SECTION 8: 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 2027 Pan American Games:

- USBC [Code of Conduct](#)
- [USBC Conflict of Interest Disclosure Form](#)
- USBC Contractor Agreement

## SECTION 9: QUESTIONS REGARDING SELECTION PROCEDURES

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

Name: Mike Spridco

Position: USBC Senior Director of Rules & Compliance

Email: [Michael.Spridco@bowl.com](mailto:Michael.Spridco@bowl.com)

## SECTION 10: GRIEVANCES

The USBC Grievance Procedures can be found [here](#) (see Article I).

Section 9 of the USOPC Bylaws provides a process for an individual to file a complaint with the USOPC against an USBC 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 11: NON-RETALIATION

The USOPC and USBC 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 USBC 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

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review) on that basis.

- Individuals may report concerns to the USBC by following the USBC's [Whistleblower Policy](#) (see C. Whistleblower Protection).
- 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 12: DEVELOPMENT OF SELECTION PROCEDURES

The following committee of individuals developed these selection procedures.

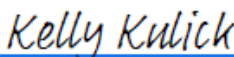
| NAME             | ROLE                                       |
|------------------|--|
| Jason Overstreet | USBC Deputy Director                       |
| Mike Spridco     | USBC Senior Director of Rules & Compliance |
| Kelly Kulick     | Team USA 10 Year Athlete Representative    |

## SECTION 13: 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 United States Bowling Congress and that they will be posted on the [www.bowl.com](http://www.bowl.com) website.

| POSITION                | NAME        | SIGNATURE  | DATE         |
|-------------------------|-------------|--|--------------|
| USBC Executive Director | Chad Murphy | <br><small>chad murphy (Apr 16, 2026 08:50:38 CDT)</small> | Apr 16, 2026 |

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

| POSITION                                | NAME         | SIGNATURE  | DATE         |
|---|--------------|--|--------------|
| Team USA 10 Year Athlete Representative | Kelly Kulick | <br><small>Kelly Kulick (Apr 16, 2026 09:48:51 EDT)</small> | Apr 16, 2026 |

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

## Revision History

| Date           | Revisions                   |
|----------------|-----------------------------|
| April 15, 2026 | Original document published |

**Delegation of Authority to sign the Selection Procedures  
for the 2027 Pan American Games**

February 6, 2026

Delegation of Selection Procedure Authority

I, Nick Pate, the Team USA AC Representatives for the United States Bowling Congress hereby delegate my authority to sign the 2027 Pan American Games Selection Procedures to Kelly Kulick (USBC 10 Year Athlete Representative). As a currently competing athlete participating in evaluation events which may be used to nominate the 2027 Pan American Games Team, I have a conflict of interest with regard to these selection procedures.

Handwritten signature of Nick Pate in black ink, written over a horizontal line.

Signature

Nick Pate  
Team USA AC Representative

2/10/2026

Date

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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

**USBC** – 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

**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 USBC 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 USBC for participation in a Delegation Event.

**Protected Competition** means a Delegation Event or a Qualifying Competition.

**Qualifying Competition** means either of the following:

- i. **USBC Qualifying Competition:** Any competition or activity organized or approved by the USBC 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 USBC 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 LOC at the final submission date, as determined by the LOC.

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## 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 USBCs 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 USBCs 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.