POWERLIFTING AMERICA INTERNATIONAL TEAMS COACHING POLICY

Updated February 16, 2026

1. **Purpose**: The purpose of this policy is to establish a framework for coaching practices that prioritize athlete development, safety, and performance excellence. This policy ensures consistency, fairness, and professionalism in the coaching of international teams representing Powerlifting America (PA).

2. **Scope**: This policy applies to all nominated coaches and support staff involved in PA international teams. It encompasses all activities related to training, competition, and travel, both domestically and internationally.

3. **Coaching Qualifications**
   - **Head Coaches:** Must obtain and maintain an IPF Coaching License, effective January 2026.
   - **Coaches and Assistant Coaches:** Required to hold the PA National Coaching certification or IPF basic certification(once applicable).
   - **Additional qualifications for all coaches include:**
     - Completion and current status of SafeSport training
     - Completion and current status of background check.
     - Completion and current status of the ADEL anti-doping certification.
     - Participation in ongoing education or professional development programs.
     - Maintain CPR and First Aid certifications.

4. **Coaching Conduct**
   - All coaches will follow all PA, IPF, WADA, and Safesport policies and guidelines throughout their tenure on a PA International Team.
   - All coaches must uphold professionalism, integrity, and respect in all interactions with athletes, referees, and officials.
   - All coaches will maintain strict confidentiality regarding athlete personal information and team strategies.
   - **No Self-Dealing or Solicitation of Athletes:**
     - Coaches are strictly prohibited from soliciting athletes for coaching services before, leading up to, or during National and International competitions. Any self-dealing or actions that compromise the integrity of the coaching relationship are forbidden.
     - National Team Coaches are forbidden from requesting payment or reimbursement from athletes in exchange for services rendered within their National Team coaching duties (gameday handling, etc).
       - In the case of existing clientele, written approval must be obtained from the Powerlifting America Executive Committee and the Executive Director.

5. Avoiding Coaching Conflicts

To reduce conflicts of interest and respect the integrity of each nation's coaching team, coaches nominated by the U.S. may not provide gameday services for non-U.S. athletes during international team competitions. For example, a U.S. nominated coach may not advise a non-U.S. athlete on attempt selection or otherwise interfere with the plan being executed by another country's coaching staff.

This policy should not be construed to prevent U.S. coaches from collaborating with other countries' delegations in other ways. For example, working together to load the bar during warm-ups and partnering to work in athletes through their practice sets is a positive aspect of sportsmanship, and this policy is not intended to prevent these types of collaboration.

International coaches who feel U.S. coaches have violated this policy should raise the issue with the U.S. head coach during the competition for a timely resolution of the issue. They may also follow Section 10 of this policy on conflict resolution by filing a grievance with the Powerlifting America Executive Committee. Depending on the severity of the infraction, U.S. coaches found to be in violation of this policy may receive a warning or may lose the privilege of future nominations.

This requirement pertains only to international competitions in which the performance of individual U.S. athletes contribute toward Team USA's medal placement. It does not pertain to international competitions in which there is no team component, such as the Sheffield.

6. Responsibilities

- Coaches are responsible for monitoring training consistently and may organize structured training camps and preparation programs in compliance with all PA, IPF, WADA, and Safesport policies
- Clear protocols must be followed for travel arrangements, athlete supervision, and safety measures during international events.

7. Health and Safety

- Athlete safety is the highest priority, with guidelines in place for injury prevention and response.
- Medical support and health assessments will be available to ensure athlete well-being.

8. Diversity and Inclusion

- Powerlifting America is committed to fostering an inclusive environment that respects cultural diversity and provides equal opportunities for all athletes.

9. Performance Monitoring

- Coaches must track the progress of all national team athletes through performance metrics and structured feedback systems.
- Data collected will be utilized for athlete and team development and the continuous improvement of coaching strategies.

10. Conflict Resolution

- **Grievance and Conflict Resolution Process**

- **Filing a Grievance:** Any Powerlifting America member who wishes to raise a grievance must submit a formal written complaint to the Powerlifting America Executive Committee.
- **Initial Review:** The Executive Committee will acknowledge receipt of the complaint within five business days and conduct a preliminary review to determine the validity of the grievance.
- **Mediation Process:** If appropriate, an informal mediation session may be arranged between the involved parties to seek resolution.
- **Formal Investigation:** If mediation is unsuccessful or inappropriate, a formal investigation will be conducted, involving relevant stakeholders and ensuring due process.
- **Resolution and Outcome:** Based on the findings, appropriate action will be taken, which may include disciplinary measures, retraining, or policy adjustments.
- **Appeals Process:** Any party dissatisfied with the resolution may submit an appeal within 14 days for further review by an independent committee.
- **Confidentiality and Non-Retaliation:** All grievances will be handled with strict confidentiality, and retaliation against any individual filing a grievance is strictly prohibited.

11. Coach Removal Authority

- Powerlifting America board members, with the approval of an Executive Committee member, have the authority to remove any U.S. coach from an international event if they violate this policy or engage in behavior that jeopardizes the security, safety, or well-being of a U.S. athlete or team.
- The removal must be communicated verbally to the affected coach (and head coach, if applicable) at the earliest feasible opportunity.
- Within 24 hours of the verbal notification, the involved Powerlifting America board member must provide written notice via email of the removal decision to the Executive Committee, the team's head coach, and the Executive Director.
- The removed coach can appeal the decision through the grievance and conflict resolution process outlined in Section 10.
- In cases of egregious misconduct, the Executive Committee reserves the right to impose additional sanctions, including suspension from future coaching opportunities.
- All US head coaches are granted the same authority to remove at their respective competitions, pending the same process as above is followed.

12. Review and Updates

- The PA Coach Committee and PA Executive Committee will review this policy annually, after the IPF World Championship season, to ensure its relevance and effectiveness.
- Updates will be communicated to all stakeholders in a timely manner.

Powerlifting America - International Coaching Responsibilities

Head Coach Responsibilities:

1. Appointment and Representation:
    - The National Office and the Coach Commission appoint all Head Coaches.

- Attend the entire championship, covering all activities from the Technical Meeting to the banquet.
- Represent Powerlifting America at the Technical Meeting. If unavailable, appoint a suitable delegate.
- Ensuring the IPF Coach Responsibility form is signed and complied with.

2. Oversight and Authority:
    - Oversee all Powerlifting America athletes, including managing all coaches and assistant coaches.
    - Maintain final authority on lifter attempts; input from lifters and other coaches is welcome but advisory.
3. Access and Attire:
    - Determine and manage coaches' access to the warm-up room, staging area, and coaches' box.
    - Ensure that athletes adhere to the attire requirements, wearing full Powerlifting America tracksuits during medal ceremonies and refraining from wearing prohibited items, such as hats and flags.
4. Ceremonial Representation:
    - Ensure Powerlifting America is represented at both the Opening Ceremonies and Closing Banquet.
    - Verify coaches wear appropriate attire, recommending Powerlifting America tracksuits or sports shorts, paired with a Powerlifting America t-shirt or polo, and athletic shoes.
5. Filming Restrictions:
    - Prevent filming or recording lifts from the coaching box. Athletes may arrange for recording from the audience.
6. Pre-Championship Duties:
    - Introduce yourself to all U.S. athletes after team announcements.
    - Communicate with athletes regarding training, injuries, travel arrangements, and organizational expectations.
    - Develop attempt plans collaboratively with athletes and their coaches.
    - Report any issues to the National Office and/or Executive Committee.

Coach Responsibilities:

1. **Appointment and Duties:**
    - Coaches are requested by the Head Coach and approved by the National Office and Coach Commission.
    - Attend all championship events from the Technical Meeting to the banquet.
2. **Support and Implementation:**
    - Represent Powerlifting America at the Technical Meeting if designated.
    - Provide coaching to athletes as assigned by the Head Coach, and manage personal coaches and medical staff.
    - Support athletes in the championship, confirming adherence to guidelines and attire.

3. **Filming Restrictions:**
    - Ensure that no filming or recording is done from the coaching box; athletes can arrange to have their lifts recorded from the audience.
4. **Communication Assistance:**
    - Assist the Head Coach with pre-championship communication and coordinate with athletes and staff.

Assistant Coach (Personal Coach/Handler) Responsibilities:

1. **Role and Appointment:**
    - Assistant Coaches, requested by athletes, are approved by the Head Coach, National Office, and Coach Commission.
    - Support specific athletes and assist with handling during sessions, providing help to the entire team if required by the Head Coach.
2. **Authority and Location:**
    - Adhere to the selection decisions made by the Head Coach.
    - Limit support to the warm-up room unless the Head Coach directs otherwise.
3. **Attire and Conduct:**
    - Wear attire as prescribed by Powerlifting America during official duties, ensuring professionalism and team representation.