

APPENDIX H

FAIR NOMINATION AND SELECTION POLICY

Amendments to this Appendix H are the responsibility of the USAAS Board of Directors.

ARTICLE 1

1.01 Purpose:

- A. To establish guidelines for fair nomination and selection procedures for all appointed positions at all levels of the USA Artistic Swimming (“USAAS”) organization.
- B. To adhere to the [United States Olympic and Paralympic Committee](#) (“USOPC”) and [Equal Employment Opportunity Commission](#) (“EEOC”) recommendations for maintaining fair procedures for all members within USAAS without regard to race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, family status, socio-economic status, geographical location, nationality, body shape, beliefs, and mental or physical ability or other defining characteristics.

1.02 Definitions:

- A. **Position Announcement:** The manner in which the opportunity is shared with members of the organization.
- B. **Selection:** The process of identifying, attracting, interviewing, selecting, nominating, or appointing members for the position.

1.03 Policy:

- A. USAAS members are prohibited from publishing a position announcement that shows preference for or discourages someone from applying for a position because of their race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, family status, socio-economic status, geographical location, nationality, body shape, beliefs and mental or physical ability or other defining characteristics.
- B. USAAS committees or members shall not recruit members in a way that discriminates against them because of their race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, family status, socio-economic status, geographical location, nationality, body shape, beliefs and mental or physical ability or other defining characteristics.
- C. The educational background of the candidate shall not be required for a completed application. This will ensure that the skill levels and experience of the applicants are the determining factors for the nominating and selection of that person.