



2025-2026 SENIOR NATIONAL TEAM LA BASED TRAINING AGREEMENT

USA Artistic Swimming ("USAAS") congratulates you on your selection to the 2025-2026 National Team Squad! Because of the many privileges and responsibilities which National Team Athletes, Coaches, Team Managers and other members of the official delegation receive and incur as representatives of the United States and USAAS in international and national competition(s), USAAS requires that you sign this Agreement as a condition of your becoming a member of the 2025-2026 National Team squad. This is a legally binding document, so please read it carefully before you sign it.

ATHLETE BILL OF RIGHTS

Amendments to this Appendix T are the responsibility of the Board of Directors. The Athletes Executive Council can modify this Appendix by recommending changes to the Board of Directors for approval.

INTRODUCTION

USA Artistic Swimming (USAAS) grants the privilege of athlete membership to individuals committed to its mission. The privilege of membership may, therefore, be withdrawn by USAAS at any time where USAAS determines that an athlete member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

Athlete members have the responsibility to:

- Uphold the values of USAAS and their club organizations.
- Respect the integrity of the sport.
- Respect the rights and well-being of, and not discriminate against, other athletes, coaches, officials, volunteers, employees and others within the artistic swimming organization and/or other sporting environments.
- Act in accordance with the USAAS Code of Ethics (see Appendix P). Athletes are encouraged to report unethical behavior, including instances of infringement upon or violation of the rights in this Appendix T.
- Comply with the rules of USAAS, and the communities and venues used for training or competition.
- Participate and vote in athlete representatives' elections.
- Attend USAAS meetings and express athlete opinion.
- Inform themselves and be aware of their rights and responsibilities. In order to assist all athlete members who participate in artistic swimming, USAAS has adopted the Athlete Bill of Rights that follows.



ELEMENTS OF THE ATHLETE BILL OF RIGHTS

1.01 Participation:

Athletes have the right to participate in artistic swimming regardless of race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, family status, socio economic status, geographical location, nationality, body shape, beliefs, mental or physical ability or other defining characteristics. See Appendix P, Code of Ethics.

1.02 Respect and Equity:

Athletes shall be respected by all members of the USAAS organization including, but not limited to, other athletes, parents, coaches, spectators, officials, employees and volunteers.

Athletes shall not be discriminated against based on race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, family status, socio-economic status, geographical location, nationality, body shape, beliefs, mental or physical ability or other defining characteristics. See Appendix P.

1.03 Training and Competition:

Athletes have the right to:

- Train and compete in an environment that is free from bullying, hazing, harassment, emotional misconduct, physical misconduct, or sexual misconduct in any form. See Appendix Q, Athlete Safety Policy.
- Be instructed by qualified individuals with professional credentials and/or proper organizational training. Qualified individuals are required to comply with Appendix Q, Athlete Safety Policy.
- Train and compete without fear of relinquishing any of the rights listed in this Appendix T.
- Make personal health decisions regarding training and competing during global health crises or state of emergency, like earthquake, tornado, hurricane, and similar disasters.
- Request equitable training
- g opportunities, when necessary.
- Train and compete in facilities that are clean and properly maintained. Feel comfortable in their swimwear and team apparel. In addition, athletes have the right to train and compete in swimwear that aligns with their identity without discrimination, judgement or question.
- Train and compete in routines which use appropriate and non-offensive music and/or theme.

1.04 Health and Wellness:

Athletes have the right to pursue, and be supported in the pursuit of, a healthy lifestyle that includes proper nutrition, mental health support, adequate rest and recuperation. They have the right to feel comfortable with their body shape or weight, without being pressured to change through unhealthy diets or restrictive means.

In addition, athletes are entitled to practice proper injury prevention, seek qualified care and take adequate healing time for optimal injury recovery.



1.05 Culture and Religion:

Athletes have the right to have their cultural and religious practices respected. Athletes may, respectfully, share their beliefs and values within their athletic environment. Athletes may be excused, without repercussions, from training for religious holidays and/or cultural events. Athletes have the right to have their nutritional choices respected for religious and/or cultural practices.

1.06 Communication:

Athletes shall utilize the lines of communication to share concerns about the USAAS environment, and may do so without jeopardizing their ability to participate and/or negatively impact their success. Violation of Athletes' rights shall be communicated to the appropriate person(s) as follows:

- For concerns about athlete safety, contact the U.S. [Center for SafeSport](#) or USAASsafesport@usaartisticswim.org. See Appendix Q, Article 5, for reporting protocol and mandatory reporting requirements.
- For questions about any other provision of this Appendix T, contact the USAAS Executive Director, the Vice President Diversity, Equality and Inclusion, or the Athletes Executive Council at aec@usaartisticswim.org.

1.07 Right to Privacy:

Athletes have a reasonable right to privacy and confidentiality regarding their personal lives, health and well-being.

1.08 Compliance:

Failure to comply with the Athlete Bill of Rights is a violation of the Code of Ethics. Refer to Appendix P, Article 2 for recommended grievance process.



AGREEMENT

In order to meet its obligations as the National Governing Body for the sport of artistic swimming, including fielding teams to represent the United States in international competitions, USAAS selects and trains the National Teams.

I hereby accept USAAS's offer that I become a member of its 2025-2026 National Team, and hereby agree to comply with each and all of the following terms and conditions. I recognize that, as a member of the national team, I am serving as a representative of the thousands of people participating in artistic swimming throughout the United States who are members of USAAS, and I will conduct myself accordingly.

1. Participation in Year-round Training, Training Camps, Exhibitions and/or Competitions.

If I am participating as an athlete, I will comply with all training requirements established by the Chief of Sport, coaches and/or team manager. This includes, but is not limited to, requirements that I:

1. participate in all 2025-2027 National Team training and training camps for the full duration of those camps, unless excused by the Chief of Sport, and/or Coaches in writing.
2. attend all practices and events; follow established procedures and present proper documentation when, under extenuating circumstances, I am unable to attend.
3. adhere to training schedules and regimens provided by the Coaches.
4. participate in all required psychological and physical testing.
5. maintain myself in competition-ready physical condition.
6. Use my best efforts to keep myself in good health, and will:
 - a. practice a safe and proactive approach to prevent illness and injury. I will promptly report any illness and/or injury to the Coaches; and
 - b. maintain appropriate and healthy nutrition habits to sustain my ability to train and compete at the high intensity levels required for elite athletes.

An athlete who declines an invitation to a training camp, competition or exhibition, unless excused prior to the camp, competition or exhibition by the Chief of Sport, and/or coaches in writing, will be removed from the national team.

As an Athlete, I will make every effort to be available to:

1. participate in national or international competitions and exhibitions when invited to do so by USAAS; and
2. perform to the best of my ability whenever participating in any competition or exhibition.



2. Athlete Stipends, Elite Athlete Health Insurance (EAHI) & Other Resources

To be eligible for Athlete Stipends/ Direct Athletes Support (DAS) and EAHI, an athlete must:

1. Be a member of the USA Artistic Swimming National Team in an Olympic discipline and in full-time training.
2. Sign the USA Artistic Swimming Athlete Contract.

Direct Athlete Support for each of the 14 Senior National Team Athletes. New members of the senior national team will have an allocation of \$618.33 for the months of November and December 2024.

The 2025 funding amount are to support the athletes training outside of the facility space. Support with housing, meals and expenses related to performance. DAS model has also the goal to recognize longevity and success in previous and current years.

The funding model still needs to be approved by the USOPC and the final DAS funds amount to determinate the stipends for each athlete. The **proposed** allocation model to the USOPC is below and to be approved by November, 1 2024 for 2025. 2026 allocation will remain similar, but might adjust based on USOPC resource allocation for 2026:

- New National Team athletes will receive \$18,000 annually/\$1,500 per month

In addition to providing a classified list of athletes, up to four athletes from within the classified list of athletes and the National Duet Training Squad may be identified to receive additional payments per the criteria below:

- Athletes who are selected to the final duet will be compensated \$15,000 annually. This is in addition to the category they are paid for above.
- Classification and Duet identification will be done using the following criteria: All National Team Athletes who are in full time training will be evaluated throughout the year on objective and discretionary elements.

The evaluation tool will be used to assess and support the classification of the 14 athletes who will receive Athlete Stipends and EAHI. The evaluation tool along with further descriptions of the Assessors can be found at <https://www.teamusa.org/usa-artistic-swimming/team-usa/national-team-trials>

Funding for current year success will be determined by January and June review periods. Those funds will be applied to stipends evenly over the remaining months of the year. The funding amounts (if approved by USOPC) will be as follows:



1. Three Time Olympian and competed in an Olympic event at the last world championship - \$36,000 annually/\$3,000 per month.
2. Two Time Olympian and competed in an Olympic event at the last world championship – \$33,000 annually/\$2,750 per month.
3. Olympian and competed in an Olympic event at the last world championship – 2025 breakdown - \$30,000 annually/\$2,500 per month.
4. Any Olympian (regardless of number of appearances) that did not compete in an Olympic event at the last world championship – \$25,000 annually /\$2083.33 per month.
5. Returning National Team athlete that competed in an Olympic event at the last world championship will receive \$25,000 annually/\$2083.33 per month.
6. Returning National Team athlete that did not compete in an Olympic event at the last world championship will receive \$20,000 annually /\$1666.66 per month.

Operation Gold

The Operation Gold qualifying event for SPORTS ORG is the Olympic Games.

Any supplementary funds for the USOPC Operation Gold Event will be distributed by SPORTS ORG to qualified athletes. Details will be outlined and communicated to athletes through SPORTS ORG’s athlete agreement, to include payment criteria, award amounts and athlete eligibility terms.

In non-Olympic Games years, Operation Gold Awards are limited to one award per athlete in the Term; athletes who qualify for more than one award automatically receive the higher award.

Individuals must finish in one of the top eight places, while teams must finish in one of the top-six places at the qualifying event in a discipline on the program of the Olympic Games to qualify for an Operation Gold Award in a non-Olympic Games year.

For purposes of Operation Gold, a team is defined as three or more athletes (pairs are awarded at the same rate as individual athletes).



USOPC Operation Gold Event - Olympic Sport Payment Schedule				
Place	1st Year of Quad	2nd Year of Quad	3rd Year of Quad	Olympic Games Year
1 st	\$6,250	\$6,250	\$7,500	\$37,500
2 nd	\$5,000	\$5,000	\$6,250	\$22,500
3 rd	\$4,375	\$4,375	\$5,000	\$15,000
4 th	\$3,750	\$3,750	\$4,375	
5 th	\$3,125	\$3,125	\$3,750	
6 th	\$3,125	\$3,125	\$3,750	
7 th	\$2,500	\$2,500	\$2,500	
8 th	\$2,500	\$2,500	\$2,500	

For Team Sports

*In non-Games years, Operation Gold payments will be determined after the slate of participating teams is known. Slate must contain at least World's top 10 countries for a payout up to 6th place in team events. If the top 7-9 ranked countries are present, payout will include up to 5th place. If the top 4-6 ranked countries in the world are present, payout will include up to 3rd place, per USOPC Athlete Support Guidelines.

AQUA Prize Money Funding

The international federation (AQUA) allocates prize money for World Series, World Super Final and World Championships. The funds are delivered to the National Organization. USAAS has chosen to allocate 100% of those funds to the athletes that competed in the events that resulted in prize money.

Those funds will be allocated based on the following policy:

World Cup – Funds will be allocated based on placement in each event. The funds earned for that event will be equally divided between the athletes that competed in those events.

World Super Final – Funds will be allocated based on placement in each event. The funds earned for that event will be equally divided between the athletes that competed in those events.



World Championships – Funds will be allocated based on placement in each event. The funds earned for that event will be equally divided between the athletes that competed in those events.

All funds will be allocated once disbursed by AQUA and received by USAAS.

3. USAAS Commitment to LA Based Training Athletes:

a. Preferred host family housing company Student Home Stay can accommodate host families, if needed. If there are expenses required by the host family, athletes will be responsible for covering any expenses.

b. Athletes will have the opportunity to pursue their academic and professional goals around training.

- They may attend high school online (US Performance Academy is the Online Education partner of USAAS <https://gouspa.org/>.) Athletes may use this service or a service of their choosing).
- They may choose to take college or graduate classes. Athletes will be able to take the amount of credits necessary to be a full-time student (12 credits). ([General Weekly Schedule Available Here](#))
- Athletes may also work if they choose.

Note: In all circumstances listed above, their school or work commitments are to conflict with training as little as possible. USAAS understand that there will be conflicts and the athletes' education or career will come first. Working with USAAS staff to build the best training and athlete schedule will be a priority for all parties. Following Phase 9 of the selection procedures all school and work commitments will be required to be outside of training time. Training will be six to eight hours, six days a week.

c. Services Provided at LA Based training:

- Premier Coaching
- A high-level training facility
- Gymnastics, Flexibility, Strength Training Gym and Coach
- Speed Swimming Coach
- Vetted and approved host families
- Sports Nutritionist
- Physiotherapy
- Massage Therapist
- Sports Medicine Physician
- Sports Psychologist
- National Team Manager on site
- An annual practice and event plan that will also include monthly and biweekly updates
- USAAS is evaluating transportation options, but cannot guarantee that transportation or mileage reimbursement will be provided at this time.
- National team apparel (suits, podium gear, swim caps, etc.)
- USAAS will cover all training and competition expenses. USAAS will not cover host family expenses that may be required, meals, transportation or other living costs that are not directly tied to training.



- Opportunities to perform as a team and individuals through coordinated events.
- A focused effort to directly fund the top athletes in the country as organizational funds become available.

4. Reimbursement of USAAS and Violation I hereby acknowledge that if I violate the terms of this contract to the extent that I am removed from the 2025-2026 National Team, or from any training camp, competition or exhibition for which my participation is expected as a National Team member,

- a. I shall reimburse USAAS for costs incurred on my behalf for training, coaching, travel, lodging and all other expenses reasonably and customarily associated with the National Team for the particular training camp, competition or exhibition.
- b. I will not be able to enter a National Team selection trial until I have paid in full the reimbursement fees established by USAAS for withdrawing or being dismissed from the National Team.

5. Compliance with Rules. I will abide by the rules for artistic swimming events and participants as established by USAAS, WORLD AQUATICS (WAQUA), PASO and/or UANA.

6. Code of Conduct. I will comply at all times and in every respect with the USAAS Rulebook. when attending USAAS-sponsored training and camps or participating in a competition or exhibition as a National Team Athlete.

7. Eligibility Rules. As an Athlete, I will comply at all times and in every respect with the eligibility rules established by WAQUA, PAQ and/or USAAS.

8. High Performance Testing. I agree to take part in high performance testing that is conducted by the USOPC or USAAS. Testing will not go against any regulations of the USOPC or USADA and will not be used in a punitive manner. Test may include, but are not limited to, Body Mass Index, Strength, Force Plate, Blood and Oxygen.

9. Banned Substances. As an Athlete, I will not commit a doping violation as defined by the International Olympic Committee (IOC), the World Anti-Doping Agency ("WADA"), AQUA, the U.S. Anti-Doping Agency ("USADA") or the USOPC.

I AGREE TO SUBMIT TO PERIODIC, UNANNOUNCED DRUG TESTS AS CONDUCTED BY THE IOC, WADA, AQUA, USADA, USOPC or USAAS. I understand and agree that the WADA and FINA Anti-Doping Rules and U.S Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, AQUA, USADA and the USOPC apply to me and that it is my responsibility to comply with those rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to the penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit the results management authority and processes of USADA, including arbitration under USADA protocol, or to the results management authority of WADA, AQUA and/or my national federation,



if applicable or referred by USADA.

10. Travel and Lodging. I agree to travel with the National Team and use the food and lodging services provided for the National Team. If for any reason I cannot do so, I hereby assume any and all additional costs resulting from my decision not to take advantage of (or to change) the transportation, food and/or lodging services provided by USAAS while traveling with the National Team.

11. Passport. I will always have in my possession a valid and current passport when attending USAAS - sponsored training, camps or participating in a competition or exhibition as a National Team Athlete. I will notify the USAAS Team Manager of my passport number, place of issue and date of issue.

12. Appearance. I will dress in appropriate USAAS apparel provided by USAAS's national suppliers and sponsors, as required, including warm-up, competitive and travel apparel. I will refrain from wearing apparel manufactured by or displaying the logo of a competitor of USAAS's national suppliers and sponsors when:

- a. I attend USAAS -sponsored training or camps, participating in competitions or exhibitions.
- b. I participate in public or media appearances as a member of the National Team.
- c. I appear in any advertisement or other commercial promotion in which my name or likeness is associated with the National Team.
- d. Posting on social media as a member of the National Team. On personal or team pages.

13. Promotional Activities. I will participate in promotional events arranged to publicize USAAS the sport of artistic swimming and competitions in which the National Team will participate. I further understand and agree that USAAS has the sole and exclusive marketing rights to the name of the National Team, and that in arranging for my participation as part of such exhibitions, USAAS is acting as the owner of those intellectual property rights and not as an agent for me as an athlete.

14. Fundraising. I will participate in fundraising events arranged by USAAS that do not conflict with training or competition.

15. Social Media. Being a member of the USA Artistic Swimming national team program is an amazing accomplishment very few achieve. As such, national team athletes are regarded as ambassadors for our organization and our sport in the United States. Should an athlete earn qualification to represent our country on our sport's largest stages, he or she may also represent Team USA. In an effort to protect both brands, national team athletes must notify coaches of all active social media accounts and allow coaches and the official USA Artistic Swimming account to follow all active social media accounts. This includes the use of secondary Instagram accounts. We understand athletes may create accounts to pursue passions or start businesses and we encourage self-expression. However, athletes must refrain from posting offensive, excessively negative or inappropriate content at all times. Any questions can be directed to the coaching staff or national office representative. Once an athlete leaves the national talent program, he or she is free to remove coaches as followers.



Please notify the coaching staff of all active accounts at your earliest convenience.

Inappropriate activities include, but are not limited to the following:

- a. Photos of you or team members drinking alcohol or giving the impression of drinking alcohol.
- b. Photos of you or team members posed with other people who are drinking, or who are giving the impression of drinking alcohol.
- c. Photos of you or team members engaging in drug use
- d. Photos of you or team members smoking or vaping
- e. Photos of you or team members who are nude or wearing only undergarments or photos with suggestive sexual connotation.
- f. Use of profanity, by you or any person posting on your site.
- g. Statements or photographs reflecting a negative image of USAAS.
- h. Statements or photographs meant to harm or humiliate a teammate or a competitor.

As a general rule, use common sense: if the photo/statement is questionable, it should not be posted. If you would like further clarification, contact USAAS Communications. Failure to take public image seriously, by posting inappropriate photos and/or comments on a public website, may result in sanctions as defined below.

16. Media Activities. I will submit to reasonable requests for media interviews arranged by or through USAAS. (USAAS will consider your time commitments, previous obligations and specific training requirements when scheduling such interviews).

17. Use of Image.

I grant to USAAS the non-exclusive right to use, license, assign, sell or otherwise use my name, image likeness, voice or performance as an Athlete (in accordance with NCAA regulations if applicable) indefinitely for the purposes of:

- a. promoting the sport of artistic swimming, my achievements as a artistic swimmer, and the work of USAAS (including sponsorship solicitation materials).
- b. promoting events or programs sponsored or sanctioned by USAAS, provided, however, that this right shall not extend to events which have a title or presenting sponsor that is a competitor of a company with which I have an endorsement relationship;
- c. producing educational or safety materials.
- d. producing television broadcasts, recordings or other factual accounts of the performance of the National Team or its members.
- e. raising funds for USAAS through the sale of merchandise (including photographs, posters and prints) featuring images of the National Team or any images or collection of images featuring more than one member of the National Team; and
- f. allowing a company to identify itself as a national sponsor or official supplier of USAAS in advertising or promotions approved by USAAS. The permission given in this Subsection 12(f) is subject to the



following limitations:

1. that the use of my name, picture, image or performance by a national sponsor or official supplier be used only in connection with that company's reference to its status as a sponsor or supplier of USAAS or its National Team, and not to represent that I personally endorse the company's product or service; and
2. any use, license or assignment made by USAAS pursuant to this Subsection 12(f) and prior to the expiration of this Agreement may continue for the duration of calendar year 2026 and for the duration of any contract entered into by USAAS exceeds the 2028 calendar year.

g. As part of this commitment, I agree to pose for National Team pictures.

h. This license shall survive the expiration of the Term of this Agreement.

i. USAAS agrees to advise National Team athletes when it plans to use their images for the purposes set forth in Section 12 (f) (1).

18. Medical Attention. I give my consent to USAAS to provide, through a medical staff of its choice customary medical care and athletic training, transportation and emergency medical services as warranted during my participation as an Athlete. I also understand that if I am injured and/or sick and unable to train with the National Team, the Coaches and High-Performance Staff may remove me from the National Team and replace me with another athlete. Replacement process will be reviewed by the National Team Review Subcommittee prior to removal of any athlete.

19. Waiver and Release. I AM FULLY AWARE OF THE RISK OF CATASTROPHIC INJURY, PARALYSIS, AND EVEN DEATH, AS WELL AS OTHER DAMAGES AND LOSSES, ASSOCIATED WITH PARTICIPATION IN ARTISTIC SWIMMING. I FURTHER AGREE THAT USAAS AND ITS SPONSORS, SUPPLIERS, EMPLOYEES, AGENTS, ATHLETES, COACHES, TEAM MANAGERS, OFFICERS AND DIRECTORS SHALL NOT BE LIABLE FOR ANY LOSS OR DAMAGES OCCURRING AS A RESULT OF MY PARTICIPATION IN ARTISTIC SWIMMING, EXCEPT FOR THAT WHICH RESULTS DIRECTLY FROM THE GROSS NEGLIGENCE OR WILLFUL MISCONDUCT OF ANY OF THE ABOVE.

20. Term. This Agreement is effective from the date of the Athlete's / Parent's signature to June 1, 2026 or a date which the athlete is no longer named to the squad. If I am selected to a National Training Squad, I understand that I am named to the National Training Squad for more than one year unless I voluntary withdraw or are removed for injury or disciplinary reasons.

21. Discipline. I understand and acknowledge that, in the event that I do not fully discharge each of the above responsibilities that I have undertaken as a National Team Athlete, I will be subject to any or all of the following disciplinary actions which may be taken by USAAS:

a. Private Action: I may be counseled individually (parent present if athlete is a minor) by members of the National Team staff, USAAS officers or their designees.

b. Immediate Action: After a meeting with the Coaches, the High Performance Staff or his/her designee, the National Team staff or USAAS officers, I may be temporarily or indefinitely



suspended from all National Team activities, including, immediately scratched from competitions in which I am entered. I acknowledge that, if I am advised that I will be precluded from participating in a competition for disciplinary reasons, I have a right to a hearing. Hearing to be conducted by the National Team Review Subcommittee

c. Delayed Action: USAAS may recommend that its National Team Review Subcommittee investigate my actions. If the Subcommittee requires my attendance at/or participation in one or more hearings, I will attend at my own expense.

d. Final Action: Upon recommendation of the National Team Review Subcommittee, disciplinary proceedings before the USAAS National Board of Review may be convened.

22. Governing Law. This Agreement is governed by the laws of the State of Colorado. The signatures of the parties below indicate their willingness to be bound by the terms of this agreement.

I HEREBY CERTIFY THAT I HAVE READ THE FOREGOING AGREEMENT AND AGREE TO BE BOUND BY ITS TERMS.

Name of Athlete

Date

I HEREBY CERTIFY THAT I HAVE READ THE FOREGOING AGREEMENT AND MY CHILD'S ACKNOWLEDGEMENT AND AGREE THAT MY MINOR CHILD WILL ABIDE BY THE AGREEMENT.

Signature of Parent if Athlete is under 18

Date

Lara Teixeira

10.07.2024

Representative of USAAS

Date



2025-2026 PARTICIPATION RISK ACKNOWLEDGEMENT

I (ATHLETE NAME) _____ recognize and accept the inherent risk that exists for me to compete in the sport of artistic swimming and for the US national team. I acknowledge the risk that could result in serious injury and even loss of life. I will not hold USAAS or representatives of USAAS responsible assuming all proper training and competition practices are adhered to. I agree that USA Artistic Swimming (USAAS) may actively pursue an evaluation if an injury or medical situation occurs. I agree to the medical evaluation and guidance of USAAS medical team, but also reserve the right to evaluations outside of USAAS recommendations if desired. I acknowledge that costs associated with additional evaluations may or may not be covered by EAHI and may be my responsibility.

ATHLETE SIGNATURE

DATE

PARENT SIGNATURE IF ATHLETE IS UNDERAGE DATE



2025-2026 PERMISSION TO DISCUSS MEDICAL HISTORY

I (ATHLETE NAME) _____ grant permission for USA Artistic Swimming and/or US Olympic and Paralympic Committee medical professionals and leadership staff to share pertinent medical information. This is restrictive to scenarios that include further participation in the sport with medical professionals, coaching staff and the CEO of USAAS, USOPC healthcare providers and World Aquatics medical committee. This permission may not be limited to a one-time discussion, but any further discussion will be verbally approved by the athlete prior to subsequent discussions.

ATHLETE SIGNATURE

DATE

PARENT SIGNATURE IF ATHLETE IS UNDERAGE DATE



ATTACHMENT A

2025-2026 SENIOR NATIONAL TEAM – CODE OF CONDUCT

Purpose

The purpose of the Code of Conduct is to provide a means of assisting the National Team, which consists of the Team Managers, Coaches, and Athletes of USAAS, to identify ethical conduct and to promote the best possible performance of USAAS in international, state games and USAAS-sanctioned events. Adherence to the Code of Conduct is intended to promote a favorable image and ensure the highest level of performance of USAAS National Team representatives as ambassadors of their sport, sponsors of their programs, and of their country. Failure to comply with this Code of Conduct shall result in disciplinary proceedings as established by the National Team Agreement.

General Conduct

1. This Code of Conduct applies to the National Team, which consists of the Athletes, Coaches, Team Leader and other members of the official delegation when representing USAAS in all domestic and international events and at training camps for such events.
2. The National Team shall comply with USAAS uniform and equipment requirements. The Team Leader or Coach shall detail the uniform and equipment requirements at the beginning of each training camp or competition.
3. The use of alcohol is prohibited during training hours and competition. National Team Staff may responsibly consume alcohol after hours but never in the presence of underage athletes. The operator of any motor vehicle during a training camp or competition shall not consume alcohol.
4. The use of controlled substances is prohibited, except controlled substances prescribed as medication by a physician and approved by a member of the medical staff responsible for the National Team in compliance with the WADA and USADA standards.
5. The National Team shall adhere to curfews established by the Team Leader or Coaches each day of training camp or competition.
6. The National Team shall not violate any laws or regulations of the country in which the training or competition takes place.
7. Any additional guidelines required for a particular competition, training or training camp for the USAAS National Team shall be established by the Team Leader or Coaches.



ATTACHMENT B

2025-2026 SENIOR NATIONAL TEAM - ATHLETE HANDBOOK

Rules and General Policies

The following General Rules and Policies apply anytime the Senior National Training Squad is together, at home training, travelling to a camp or competitions or for an event.

While these policies may not cover every conceivable situation, we have compiled general guidelines that each athlete should follow. In addition, there is one guiding principle that must always be observed: athletes are expected to conduct themselves in a manner that will reflect positively upon them, their teammates, USAAS and the United States of America.

Athletes failing to follow USAAS's Rules and General Policies may be disciplined by the High-Performance Director, the Head Coach and/or Team Manager. Violations could result in a suspension or dismissal from the program or event. Athletes may have additional rights defined by the Ted Stevens Amateur Sports Act and the USOPC Bylaws.

A. Travel

1. You must bring your valid passport with you on all trips, unless recommended otherwise. At all international games, your passport must be presented as proof of citizenship and age. Athletes will not be permitted to compete without it.

2. Please return a photocopy of the picture page of your passport along with other requested information. It is vital that this information is on file with USAAS at all times. (If you do not currently hold a valid passport, please begin the application process immediately by contacting either your local passport agency or post office). Certain countries require that we obtain a Visa which will be stamped in your passport. The cost of obtaining a passport is the responsibility of each athlete.

3. Upon request, be prepared to send or give us your passport. This will allow USAAS to obtain Visas for the entire delegation at one time. If you are already in possession of a passport, be sure to check the expiration date. Please note that some countries do not allow entry if your passport expires within six (6) months of a trip. It is imperative that you keep your passport updated!

Note: You may obtain a passport application at your nearest major post office or nearest government agency. For the location nearest you, please refer to their website at <http://travel.state.gov/passportservices.html>

4. Realize ample administrative time is needed to arrange all airline reservations, visa applications and hotel accommodations. Procrastination may result in unneeded schedule delays and **possible roster changes**.



5. After the arrangements have been made, your ticket along with pertinent trip information will be emailed to you. It is your responsibility to make sure you understand your travel arrangements.
6. You are expected to be on time for your flight. If you miss the plane, experience a delay or are re-routed, you must notify your Team Leader and you will be expected to make the next scheduled flight. If you miss the flight for personal reasons, you will be responsible for the difference in airfare cost if applicable.
7. You must be on the chartered transportation to and from the airports, hotels, training fields and competition venues. No one is excused from the team transportation unless permission is given by the Head Coach or Team Leader in writing.
8. At competitions, especially in the US, athletes are not allowed to travel on their own or with friends without prior authorization of the Head Coach and Team Leader.
9. If you should desire to make arrangements to have your city of departure different than your city of return, we can arrange for that. **You will be charged the difference over and above the normal roundtrip fare.**

B. Training Camp/Hotel & Dormitory Rules

1. Prior to your departure, you will be supplied with the address(es) and telephone number(s) for the team's accommodations. You will also receive a memo prior to departure providing detailed information regarding your travel, flight, accommodation, ground transportation and other important information.
2. USAAS has a policy that athletes' families and friends do not travel with and **are suggested not to stay in the same hotel as the official delegation**. Past experience has shown that this policy, while appearing somewhat restrictive, is vital to the trip's efficiency - both on and off the field - and will contribute to the success of the National Squad.
3. You are a guest of the hotel or other organization providing accommodations. You must always maintain a cooperative relationship and conduct yourself in an exemplary manner.
4. You are also responsible for the conduct and care of your room. If your teammates are in your room being loud, it is your responsibility to quiet them. **If an item is broken, missing or stolen from your room, you are responsible. You must communicate with your Team Leader about the incident as soon as possible.**
5. Squad members will eat all meals together and at the prescribed time unless directed otherwise by the Coaches and Team Leader.



6. All incidental room expenses (phone, room service, movies, etc.) **will be paid by the athlete prior to checking out from the hotel or facility.** Athlete should clear incidental expenses the night prior to departure whenever possible.
7. Curfew for all athletes will be determined and set by the Coaches. At the assigned curfew you must be in your own room and in bed. Ample rest is crucial for your best performance.
8. Make all telephone calls before curfew.
9. Show respect for your roommate and other guests of the hotel - no loud radios, TV's or musical instruments will be permitted. If you want to have a private time or phone conversation, do it outside your room and prior to curfew.
10. **No guests are permitted in your room,** unless permission is granted by the Coaches and/or Team Leader.
11. If you are going to be out of your room make sure the Coaches and/or Team Leader knows where you will be and for how long.
12. USAAS will provide for your transportation, meals and lodging during competitions. If you would like to participate to excursions or buy souvenirs, you must bring spending money.

C. Dress, Appearance and Behavior

1. Use good judgment when appearing in public. Always be neat and presentable. You are accountable for what you say and do in public.
3. It is your responsibility to be on time for all practices, meetings, and other appointments.
4. Athletes must wear Team Outfitting as instructed by the Coaches and/or Team Leader.
5. Special outfits may be required to be worn for selected appearances/events.

D. Equipment Rules

1. You are responsible for ensuring that you have the proper equipment for your training.
2. Any equipment problems must be reported immediately to the Team Leader.



3. Athletes will be given their competition suits by the Team Leader. **All Athletes must rinse all suits and head pieces after use. Pins must be removed from the Head Pieces. Suits and Head Pieces must be returned dry, in the same state as when it was given to the athletes – in a plastic bag with name or on a hanger.**

4. If a suit and/or head piece is lost or damaged, **the athlete will have to pay for the replacement or repair of the suit.** Cost will depend on each suit and head piece.

6. All suits, head pieces and other competition equipment are recommended to not be checked in. **It must be carried on the plane during travel, including domestic travel.**

E. Training Room/Injuries

1. All athletes must complete a Medical Questionnaire Form and a check-up annually with the Team Physician if they are training at the National Training Center. This information is confidential and is kept on file for the season with each athlete's personal records.

2. **You must keep the Team PT and Coaches informed and updated regarding injury, illness, hospitalization, medical condition.** For the National Training Center athletes, the Team PT must know all medication that you are taking at all times. You can communicate these by emails or phone. Any athlete who does not report an injury, disregards the physician/trainer's advice or does not keep a doctor's appointment is subject to disciplinary action.

3. While training at the National Training Center, athletes may continue to see their family doctors but will be responsible to keep the Team PT informed of all injury, illness, hospitalization, medical condition. The Team PT is the lead person for athlete's rehabilitation treatment following an injury, illness, hospitalization, medical condition.

4. Whenever possible, an athletic trainer (and/or a doctor) will travel with the team.

5. We require that you use your own insurance as the primary coverage in the event of an injury or illness. USAAS's insurance is used only as primary insurance in the case of an accident or injury which happened at practice, at a competition or during an official event.

6. All athletes are expected to arrive at camp or resume the season healthy and fully fit.

7. If you are already suffering from an injury or you are not 100% fit when called into camp, you must immediately notify the Coaches and Team Leader.

8. Injured athletes who cannot participate in practice must wear the uniform of the day unless otherwise excused by the Coaches and must attend all practices and meetings unless instructed otherwise by the Coaches.



9. All members of the National Training Center work in an integrated manner. The Performance Support Team, Medical Support Team and Artistic Swimming Coaches share information on a regular basis and work in collaboration to ensure fully integrated performance and training. Member of the National Training Center will be asked to fill out a consent form to allow the Medical staff to share medical information related to their performance with the Performance Support Team and the Artistic Swimming Coaches.

F. Drugs and Banned Substances

1. Alcohol will not be consumed by any athlete during a National Team event (training, training camps, events, competitions).

2. No athlete is permitted to possess or use any illegal drugs.

3. USAAS will not tolerate any of its athletes using banned substances. Banned substances are defined by AQUA, World Anti-Doping Agency (WADA) and the U.S. Anti-Doping Agency (USADA). Athletes must adhere to all WADA, AQUA, USADA and USOPC anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the WADA, FINA, USADA, USOPC Rules. Athletes will be provided with information on banned substances and may be subject to random drug testing. Athletes must understand the consequences of using substances that are banned. Any athlete associated with the buying, selling or use of illegal or banned substances will be subject to penalties determined by USADA and/or AQUA.

4. Any questions that you may have concerning drug education, banned substances and drug testing procedures can be answered by calling the USADA Drug Reference Line @ 1-800-233-0393 or 1-719-785-2020 (outside the U.S.) or on line at www.usantidoping.org.

G. Practice and Field Rules

1. When you report for a training session you must be fit and ready to train.

2. When requested, you must wear the assigned practice uniform - no exceptions.

3. Practice officially begins with warm up. Video, land drill and other meetings are part of practice.

4. You must not leave the practice unless permission is given by the Head Coach.

5. The Coaches or Team Leader will communicate the schedule. There may be changes to the schedule depending on the quality of practice and unforeseen circumstances (change in music schedule, weather...).

6. At competition, athletes must ensure they always carry their accreditation.



7. Strength training, Gymnastics, Ballet, Pilates, Weekly Nutrition, Weekly Sport Psychology Sessions are fully part of the training requirements of the Senior National Training Squad.

H. Publicity and Public Relations

1. You should go out of your way to act as a role model.
2. Publicity and promotion of this sport play an important part in the continued growth of Artistic swimming, so you may often be asked to participate in events and promotional activities.
3. All interviews with the media must be cleared with the Chief of Sport, Coaches, the Team Leader and/or the Media Officer.
4. In media interviews, be courteous, on time and cooperative.
6. USAAS promotes good sportsmanship and respect of the competitors, do not criticize the performance of other athletes or countries but rather reflect on your personal performance.
7. USAAS may organize media training. You must attend all Media Sessions as directed by USAAS.

AFTER READING THIS ATHLETE HANDBOOK SECTION, PLEASE SIGN THE AGREEMENT FORM BELOW AND RETURN IT TO THE HIGH PERFORMANCE DIRECTOR OR TEAM MANAGER.

I, _____, have read the USAAS Senior National Training Squad Athlete Handbook. I accept its provisions and agree to abide by the guidelines set forth within.

Athlete Signature: _____

Date: _____

Parent Signature: _____
(If Under 18 Years of Age)

Date: _____