

2024 U.S. Paralympics Swimming Resident Program

U.S. Paralympics Swimming implements a Resident Program at the Colorado Springs Olympic and Paralympic Training Center (CSOPTC).

Eligibility:

- Be at least 17 years of age.
- Be a current US Citizen eligible to represent the USA in the Paralympic Games.
- High School age applicants must be enrolled in high school and maintain a 2.7 GPA. *Program staff will strongly recommend online courses or enrolling in private school to best facilitate both school and training requirements.*
- Applicants who take college courses must maintain a 2.0 GPA.
- Be willing to submit to a complete health profile coordinated by USOPC Sports Medicine including thorough medical history and comprehensive physical examination.
- Any athlete age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy.
- Any athlete age 18 or older will be required to complete the U.S. Center for SafeSport's online training.
- The USOPC has specific criteria and eligibility requirements for athletes with an Intellectual Impairment. Please discuss the on-site resident as well as off-site resident athlete requirements with your NGB Sport Director. More information, including the Supporting Athletes with an Intellectual Impairment Policy can be found at <https://www.usparaswimming.org/athlete-information>.

Accepted athletes (see application & acceptance for further details) who desire to enter the program must commit to the full resident program period of twelve months with a review every six months. Natural break periods for visits to family/friends will be built into training cycles, but athletes should be prepared to live and train at the CSOPTC up through the 2024 Paris Paralympic Games. All residents will be required to undergo performance reviews and must re-apply every twelve months.

Acceptance & Application:

Acceptance to the Resident Program will be at the sole discretion of U.S. Paralympics Swimming and all positions available in the Resident Program will not necessarily be filled. Evaluation of athletes for acceptance to the Resident Program will consider a wide range of factors including:

- Space availability.
- Meeting and maintaining a minimum emerging standard (Attachment A) per the athlete's specific event/sport class.
- Athlete's current "home" training environment.
- Potential for the athlete to medal at the Paralympic Games
- Projected effect/impact of the U.S. Paralympics Swimming Resident Program on the athlete's medal potential.
- Athlete's desire and willingness to commit fully to the training Resident Program.

- Training compatibility with other resident athletes.
- Relevant performance data from current quadrennium.

Athletes with an Intellectual Impairment

The USOPC welcomes athletes with an Intellectual Impairment to live and train at an OPTC as a resident athlete if the athlete meets the following requirements:

- The athlete is at least 18 years of age
- Meets their NGB performance and baseline participation criteria
- Is able to take care of all personal needs without supervision including but not limited to satisfying all team obligations, attending meetings, showering, dressing, eating, and is able to navigate and use basic technology to include utilizing a cell phone to communicate via text, phone call, and email

If an athlete with an Intellectual Impairment would like to be considered for off-site OPTC residency, they must meet the following requirements:

- Meets their NGB performance and baseline participation criteria
- Is able to take care of all personal needs without supervision including but not limited to satisfying all team obligations, attending meetings, showering, dressing, eating, and is able to navigate and use basic technology with any accommodation outlined in the Athlete Participation Plan
- Is able to manage transportation to and from the OPTC to satisfy team obligations

More information on supporting athletes with an Intellectual Impairment including the policy, procedure, and participation plan can be found at <https://www.usparaswimming.org/athlete-information>.

Any athlete who wishes to participate must apply and be accepted into the Resident Program by emailing the U.S. Paralympics Swimming Resident Team Coach and USPara.SwimInfo@usopc.org. Please include the following information in your email application:

- Why are you interested in being a resident athlete?
- How will training at the CSOPTC benefit you and help you reach your goals?
- What are your goals this year approaching Paris 2024?
- Please list your current coach and their email address

Athlete Removal

Athletes will be given at least thirty (30) days' notice of move-out date in accordance with their term application. If you are no longer training, competing, failure to make the Paralympic Games team or for non-compliance with rules and guidelines, you may receive a thirty (30) day move-out notice mid-term. Immediate removal may occur for non-compliance with rules and guidelines as needed. Athletes must take all their belongings at the time of move out, ensure cleanliness of living areas, communicate their move-out date with U.S. Paralympics Swimming Staff, check out with Resident Coach, and follow CSOPTC check-out procedures. Extenuating circumstances for move-out will be considered, but resident deadlines are otherwise strict.

Program Description

The program is reserved for elite athletes who have demonstrated the potential to medal or are trending toward medal potential at the 2024 Paralympic Games. This program is also open for consideration to 2024 Paralympic Hopefuls. The resident program will be available for athletes who are prepared to make a full-time commitment to training, recovery and competing under the direction and leadership of Resident Coach George Leatherman. Other mandatory components of the program may include sport science testing, career and education training, sport psychology sessions, community outreach and involvement and media training.

Coaching Staff

The U.S. Paralympics Swimming Resident Program will be directed by the U.S. Paralympics Swimming high performance staff. Internal and external staff may assist with daily workouts, sport science and weight room conditioning.

Types of Resident Programs

On campus resident - Athletes live full time at the Colorado Springs Olympic and Paralympic Training Center (CSOPTC). Athletes will receive breakfast, lunch and dinner at CSOPTC. Athletes will have a roommate, be housed in double occupancy rooms and will share a bathroom and common area.

The on campus resident program may serve up to 10 athletes based on funding and gender make up. Athletes accepted to the program as on campus athletes will be eligible to receive the following benefits:

- Double occupancy room at the CSOPTC (for full-time on campus athletes only; roommate preferences are not guaranteed).
- Breakfast, lunch and dinner are provided by CSOPTC.
- CSOPTC facility usage includes the Aquatic areas, strength & conditioning room, USOPC sports medicine facility, CSOPTC athlete center/dining area and other areas identified by CSOPTC staff.
- In person training led by assigned coaching personnel.
- Access to sports medicine, strength and conditioning, nutrition counseling, psychological services and other USOPC sport performance services. Level of access for certain performance services may be dependent on U.S. Paralympics Swimming National Team status.
- Athletes may use SAS funds to support themselves to any approved competitions.

Off campus resident- Athletes are responsible for covering their own living expenses off campus. Athletes will have full access to CSOPTC facilities. Athletes must have access to reliable transportation.

The off campus resident program may serve up to 5 athletes based on funding and gender make up. Athletes accepted to the program as on campus athletes will be eligible to receive the following benefits:

- CSOPTC facility usage includes the aquatics areas, strength & conditioning room, USOPC sports medicine facility.
- In person training led by assigned coaching personnel.
- Access to sports medicine, strength and conditioning, nutrition, counseling, psychological services and other USOPC sport performance services. Level of access for certain performance services may be dependent on U.S. Paralympics Swimming National Team status.
- Athletes may use SAS funds to support themselves to any approved competitions.

U.S. Paralympics Swimming will not cover the following for athletes:

- Personal travel reimbursements
- Meals outside of the CSOPTC
- Additional snacks for athlete rooms
- Gas/mileage to/from offsite housing to CSOPTC
- Outside fitness memberships
- Any additional personal expenses

Participant Responsibilities

All participants in the resident program are responsible for fulfilling program commitments as detailed in the U.S. Paralympics Swimming Resident Program Rules & Responsibilities. Failure to meet resident program requirements will result in removal from the resident program. This is a 12-month program. Residents are expected to live and train in Colorado Springs for most of the year. After acceptance into the program all travel outside of competition, will need to be approved by U.S. Para Swimming staff. We understand the need to have time off from training, but it will need to be in line with performance.

Expectations of Participants

All participants in the program are responsible for fulfilling program commitments and expectations. Failure to meet program expectations may result in removal from the program. U.S. Paralympics Swimming Resident Program. Expectations laid out in this list may not be an exhaustive list.

- Athletes are expected to cover their own expenses from moving to/from CSOPTC.
- Athletes accepted into the on-campus program are expected to live and train at the training center full time with the resident coach.
- Athletes are selected to the program to focus on full-time training in the sport of Paralympic Swimming only.
 - Athletes who are injured while training, competing or traveling for an additional sport who will be out of training for an extended period (8 weeks or more) may be removed from the program
- Athletes who are injured are expected to remain active in the program to include attending trainings, rehab, therapy, etc., as prescribed by your doctor in communication with USOPC Sports Medicine at CSOPTC
- Athletes are selected to the program to focus on full-time training in the sport of Paralympics Swimming. Any involvement in school, sponsorships, part-time employment and/or volunteer schedules must be arranged around scheduled group

training times. Any work schedules that require an athlete to depart designated training times early on a consistent basis must be approved in writing by the Director of U.S. Paralympics Swimming in advance. Work and school schedules must be communicated with resident coach and approved by the Director if schedules may interfere with training times and/or required competitions.

- Each athlete must demonstrate progress in training and competition, including reaching performance metrics established by the athlete and resident coach in collaboration with the Director and any specific outside coach for the year.
- Progress in World Para Swimming (WPS) world rankings will be a consideration in evaluating both program and individual resident athlete applications and renewals. Coaches will report each athlete's progress and specific performance standards throughout each year as determined by the Director.
- Athletes must always provide assigned coach with 14 days' notice for any personal or sponsor-related travel. Exceptions will be made for emergency travel and athletes are expected to notify their assigned coach as soon as it is reasonable to do so.
- Athletes are expected to not share their personal badge with any other athlete or guest to access any areas of CSOPTC including, but not limited to personal rooms, dining areas and main entrance access.
- Each athlete member of a program must complete a health profile, functional movement screen and body analysis as soon as possible following their arrival with the USOPC Sports Medicine and as necessary throughout residency.
- Athletes are expected to communicate at least weekly with their assigned coach, attend all scheduled practices on time and participate in all scheduled competitions throughout the program period unless excused by the resident coach or assigned in advance of the scheduled activity. Athlete attendance for training sessions including timeliness will be taken by resident coach and reported to Director weekly beginning January 1, 2024.
- Athletes must attend other team activities (meetings, media training, community appearances, special events, etc.) as requested by the resident coach or Director in support of U.S. Paralympics Swimming Program.
- Athletes must develop and achieve short and long-term performance goals as defined and approved by the Resident Coach and Director.
- Athletes participating in the program are specifically prohibited from soliciting training programs and/or current program feedback from external coaches without inclusion of the resident coach and Director in advance.
- All residents and program participants must maintain apartment, room and property cleanliness always. This includes excess items being placed in storage paid for by the athlete if space is not available. All common areas within apartments and alternative housing should not contain any personal boxes, suitcases, excess storage boxes, etc. Exceptions will be granted 30 days after moving in and 30 days before moving out if the items do not present a safety hazard to suitemates.
- On campus residence are expected to be available for room checks as scheduled (at least one every other month).
- Any issues that occur with other residents or staff must be reported to the Resident Coach and/or Director no later than the next day.
- Guests should not be in a shared bedroom without the consent of the athlete's roommate.

- Residents should not allow guests to stay overnight in athlete resident bedrooms on campus.
- Athletes who leave CSOPTC for a period of two weeks or longer will be expected to remove all belongings from the room unless approved in advance by the Director. Exceptions will be made for family emergencies, travel with U.S. Paralympics Swimming to approved competitions and structured time off as assigned by athlete's assigned coach and approved by Director. Time away from the program more than two weeks must be approved in writing to the resident coach and Director.
- Athletes are expected to be mature and considerate roommates, responsible teammates and represent U.S Paralympics Swimming accordingly at the CSOPTC and always.
- Sports medicine resources will be utilized to help keep athletes healthy. However, if an athlete sustains a long-term illness or serious injury that compromises his/her ability to train over an extended period, continued participation in the program may not provide the athlete with a significant performance benefit thus the athlete may be removed from the program.
- Athletes who are injured are expected to continue to be an active participant during recovery. This includes remaining at CSOPTC to attend scheduled sports medicine treatments, strength & condition session attendance as approved by sports medicine and regular in person check ins with assigned coach during scheduled training sessions.

Athlete Removal from Program

Athlete participation in the program may be terminated at any time by U.S. Paralympics Swimming. The examples below are not an exhaustive list that may cause removal, however, will be strongly considered if removal from the program is needed. Notice of removal from the program will be provided to the athlete in writing and will be effective immediately upon such notice or as specified in the notice. Removal from the program may result from any of the following or any other reason, as determined by the Director:

I understand that removal from the program may result from any of the following:

- Failure to meet the requirements to qualify for the national team each year.
- Failure to keep room and common areas clean in assigned suites at CSOPTC.
- Failure to qualify for World Championships and/or Paralympic Games teams.
- Failure to attend daily scheduled trainings, sports med treatments as assigned and strength & conditioning sessions and failure to do attend these on time repeatedly.
- Failure to meet performance metrics or other elements of the athlete's personal performance plan.
- Failure to comply with U.S. Paralympics Swimming Athlete Agreement, USOPC Code of Conduct, CSOPTC Code of Conduct, CSOPTC Rules and Guidelines, U.S. Center for SafeSport policies, U.S. Paralympic Athlete Sport and Program Plan or team policies.
- Consistent complaints from athletes and disruptions to other resident athletes, CSOPTC program participants in other sports, etc.
- Violation of USADA/WADA Anti-Doping policies, which may include a failed test, missed test and non-compliance with quarterly whereabouts filing updates.
- Persistent incompatibility with the coaching staff, USOPC staff and/or other resident athletes that detracts from the training or performance of any member of the CSOPTC community.

- Providing personal badges to other athletes or guests to access CSPOTC, personal rooms and/or dining, except for emergency situations. U.S. Paralympics Swimming Resident Program
- Long-term illness, injury or inability to maintain self-care and independence.
- Failure to comply with requests of USOPC, USPS, CSOPTC staff or coaches representing the program.
- Failure to remain compliant with USOPC, U.S. Paralympics Swimming, and/or CSOPTC policies, rules and guidelines.
- Recommendation by CSOPTC staff for violation of CSOPTC policies.

Failure to comply with the rules, expectations and/or policies will result in the following actions:

- a. Warning #1- Final Warning (Final warning can be given by Para Swimming, USOPC and/or CSOPTC staff).
- b. Warning #2- Access temporarily revoked.
 - (A) On Campus Athletes: Removal from on campus housing at CSOPTC for five (5) days effective immediately. The athlete will be responsible for the full cost of offsite housing during the removal period however U.S. Para Swimming may but is not required to provide outside housing support for the first (1st) night of removal.
 - (B) Off Campus Athletes: Loss of access to CSOPTC for five (5) days to include facility access (weight room, pool, dining).

Special considerations may be made dependent on the infraction for continued onsite sports medicine support as recommended by our USOPC sports medicine team. Special considerations may be made dependent on the infraction for continued onsite psych services support.

- c. Warning #3- Indefinite removal. On & Off Campus Athletes: Immediate removal from the CSOPTC resident program to include dining, facility access, strength & conditioning support, housing support, sports medicine in person support indefinitely.

In addition, any code of conduct violations, resident rules and/or expectations violations, CSOPTC rule violations including possession of alcohol, weapons or drugs on campus, and other allegations may result in immediate removal without the aforementioned process for removal from the program being put into effect as determined by the Director.