

U.S. Paralympics Swimming 2026 Athlete and Sport Program Plan

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DEFINITIONS

1. **“2026”**: The following dates and seasons:
 - a. Summer Sports – the 2026 season, which lasts January 1, 2026 through December 31, 2026
 - b. Winter Sports – the 2026-2027 season, which lasts July 1, 2026 through June 31, 2027
2. **“2027”**: The following dates and seasons:
 - a. Summer Sports – 2027 season / January 1, 2027 through December 31, 2027
 - b. Winter Sports – 2027-2028 season / July 1, 2027 through June 30, 2028
3. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
4. **“EAHI”**: Elite Athlete Health Insurance
5. **“IF”**: an International Federation

- a. SKB – [World Skate](#)
 - b. SKN – [International Ski and Snowboard Federation \(FIS\)](#)
 - c. SMT – [International Ski Mountaineering Federation \(ISMF\)](#)
 - d. SUR – [International Surfing Association \(ISA\)](#)
 - e. SWI – [World Para Swimming \(WPS\)](#)
6. **“NGB”**: National Governing Body.
 7. **“USADA”**: The U.S. Anti-Doping Agency

PROGRAM GOALS

The U.S. Paralympics Swimming Program is designed to support athletes who have the vision, goals and are capable of winning Paralympic Games medals, while identifying, supporting & developing future Games medalists in the pathway. To achieve this objective, U.S. Paralympics Swimming has developed and supports National Team programming with a four-tiered approach towards athlete development and support. The National A, National B, U23 and Rising Stars programs are intentionally designed to support athletes' pathway development leading into the 2027 World Championships and LA2028 Paralympic Games through financial and performance support. Each tier is designed to support athletes to their highest potential while clearly defining athlete benefits and resources.

Athletes within the National Team are expected to show performance improvement reflective of their capacity to execute podium-level performances at future Paralympic Games and international competitions. The tiered system reinforces an athlete's upward trajectory by providing increasing levels of support as they advance toward world class performances. In addition to the national team program, U.S. Paralympics Swimming has also developed the Emerging Standard. This emerging standard is not a part of the National Team program but rather the first step in talent identification and is available to athletes showing they may be capable of progressing to a world class performance standard that could put them on track for future Games medal performances with the proper support, guidance, coaching, & resources.

The primary focus of U.S. Paralympics Swimming in 2026 is to identify, develop, and support athletes toward sustainable, high performance training environments while preparing them for international success in 2026 and building momentum leading into the 2027 World Championships and the LA 2028 Paralympic Games. A key strategic priority in 2026 is reintroducing the Resident Team Program and expanding daily training environment options for athletes who can benefit from full-time, centralized support through camps.

Specific activities in pursuit of these program goals will include:

- Continuing to provide resources and support through athlete stipends, performance incentives, supplemental support, and travel support to camps and meets as determined through athletes Personal Performance Plans (PPP).
- Continuing to connect all National Team athletes to service providers in all areas of performance and well-being to enhance performance and overall well-being
- Reestablishing the Resident Team Program to provide an immersive, professional training environment for select athletes requiring a centralized daily training structure.
- Establishing competitive opportunities at high caliber events that directly support

qualification, classification, and performance benchmarking.

- Providing financial support to home coaches who actively coach and position athletes on the National, World Championships and Paralympic Games Teams.
- Delivering a clear and streamlined onboarding process for athletes entering any National Team tier, ensuring transparency in expectations, obligations, and available support.
- Provide a clear coach education pathway to invest in our top coaches through clinics, domestic meets, and international meets.

2026 NATIONAL TEAM

U.S. Paralympics Swimming will nominate athletes for the National Team Program effective January 1, 2026, based on athlete performances beginning January 1, 2025 and continuing through December 31, 2026 while successful completion of obligations as outlined in Attachment F.

The 2026 U.S. Paralympics Swimming National Team Program features four tiers of customized support designed to guide each athlete's growth. Detailed support structures for each tier are outlined in this document and will be referred to as:

- National A Team
- National B Team
- U23 Team
- Rising Stars Team

Moving into the 2026 National Team Programs, athletes who achieved National Team Status in 2025 against 2025 standards will roll over into 2026 based on their qualification achievement date. To extend their National Team status and re-qualify in 2026, athletes must achieve objective performance qualification standards according to the 2026 National Team Standards. Achieving National Team qualification standards will start or extend an athletes' National Team status for the next twelve (12) months from the date of the result being met. If an athlete achieves a higher national team tier during the year, their eligibility begins over starting at this new tier level and will extend for 12 months from this new date. Results from 2026 will be used against 2026 standards; no 2026 results can be used against 2025 standards. National Team qualification may not be earned based on performances in relays.

- Team status and benefits are only awarded to athletes who accept, sign and remain current with their obligations under the National Team Athlete Agreement and Personal Performance Plan.
- Athletes who meet National Team standards during 2026, at a World Para Swimming (WPS) sanctioned, approved or approved plus event, become eligible for National Team benefits and will retain their National Team status for a 12-month period from the date of achievement. Athletes will be nominated to the team on the first day of the month following achievement of the National Team standard.

- Athletes nominated to the 2026 National Team(s) will be added to the USADA Registered Testing Pool (RTP)/Clean Athlete Program (CAP)/Education Testing Pool and will be responsible for remaining compliant with all policies and procedures required by USADA. More information regarding USADA can be found at [USADA's website](#) and also in Attachment E.
 - National A: Registered Testing Pool (RTP)
 - National B: Clean Athlete Program (CAP)
 - U23 and Rising Stars: Education Testing Pool
- Athletes nominated to the 2026 National Team(s) must be compliant with the [USOPC Background Check Policy](#), [USOPC Anti-Doping Policy](#), USOPC Internally Managed Sport Code of Conduct, [USOPC Athlete Safety Policy and USOPC Minor Athlete Abuse Prevention Policy](#).
- Prior to being nominated to the National A and B Teams, athletes must have undergone international classification evaluation and hold an international Paralympic-eligible sport class as per the World Para Swimming master list. Prior to being nominated to the U23 or Rising Stars Team, athletes must have undergone international or national classification evaluation and hold an international Paralympic eligible sport class as per World Para Swimming or U.S. Para Swimming master list. All athletes must hold current season licenses for Swimming from both World Para Swimming and USA Swimming.
- More information on licensing and classification can be found at:
SWI: [Licensing for World Para Swimming](#)
SWI: [U.S. Paralympics Swimming Classification Information](#)
- U.S Paralympics Swimming will only support athletes to be part of the program who have qualified for a tier in an event on the [LA 2028 Games Program](#).
- The 2026 National Team Qualification Standards will be published at the [U.S. Paralympics Swimming website](#) by December 31, 2025 or within 14 business days following the WPS final event ranking upload.

DISCRETIONARY WAIVER

U.S. Paralympics Swimming may grant a discretionary waiver to keep athletes in the National Team Program who have not met the objective criteria for the National Team for several reasons. These include, but are not limited to, an injury or illness that has been verified under the “Injury or Illness Provision” of the National Team Agreement, the occurrence of exceptional circumstances (e.g., earthquakes, cancellation of IF events, epidemics, riots), and the unanticipated failure of objective criteria to properly select an athlete who is likely to achieve competition results consistent with the program tiers.

Any athlete seeking to be kept in the National Team Program via a discretionary waiver must submit a request by email to the Director of U.S. Paralympics Swimming within fourteen (14) days of their National Team status lapsing. Such request should include, at minimum,

- (1) the program tier the athlete is seeking to be nominated to,
- (2) a thorough explanation of why the athlete,
 - a. was unable to meet the objective criteria for the National Team,
 - b. should be nominated to their desired tier, and
 - c. is capable of winning medals at upcoming and future Paralympic Games in events on the athlete's upcoming Paralympic Games program (excluding relays), with an emphasis on performances within the last twelve (12) months, and
- (3) any evidence that supports the athlete's explanation.

Upon receipt of an athlete's submission, the Director of U.S. Paralympics Swimming will assemble a hearing panel to evaluate the request. The hearing panel will consist of two Internally Managed Sports high performance program staff and two elite athlete representatives meeting the eligibility requirements under, and appointed pursuant to, the USOPC Bylaws (collectively, the "Panel"). In addition to reviewing the information submitted by the athlete, the Panel may ask the athlete to provide any additional information and documentation it considers relevant. The Panel may also request information from or otherwise consult any other individual as it sees fit prior to making a decision.

After considering all the relevant information, the Panel must unanimously decide not only whether the athlete should remain in the National Team Program, but also what Team level the athlete will be placed at as well as the term length of such placement. This decision is final and binding and not subject to appeal.

The 4-tiered National Team Program standards, benefits, and more are below:

NATIONAL A & B TEAM

The U.S. Paralympics Swimming National A and National B Teams are composed of the top athletes in the United States with strong medal potential on the world stage. This elite group is positioned to build on recent success and compete for podium finishes at the 2027 World Para Swimming World Championships and the LA 2028 Paralympic Games. Athletes on these teams receive the highest level of individualized support from U.S. Paralympics Swimming, ensuring they have the resources, expertise, and performance environment needed to reach their competitive goals.

National A Team Qualification Standards:

Option 1: Athletes may achieve A Team status through any **one** of the following criteria:

- Gold medal at the 2025 World Para Swimming Championships

Option 2: Athletes may achieve A Team status through any **two** separate meets or two separate individual events of the following criteria:

- Silver or Bronze medal at the 2025 World Para Swimming Championships
- Finish result at a WPS approved and above event with a time that is equal to the 3rd place World Ranking

National B Team Qualification Standards:

Option 1: Athletes may achieve A Team status through any **one** of the following criteria:

- Silver or Bronze medal at the 2025 World Para Swimming Championships

Option 2: Athletes achieve B Team status through any **two** separate meets or two separate individual events of the following criteria:

- Finish result at a WPS approved and above event with a time that is equal to the 3rd place World Ranking plus 5%
- 4th – 8th place finish at the 2025 World Para Swimming Championships

Performance Progress

Athletes who qualify for A Team or B Team will be supported at those levels indefinitely through the term regardless of Team history and term. Requests for special consideration will be subject to discretionary review (as described below) which will review performance results and data analytics with an objective of demonstrating continued progress towards Paralympic medal capacity in the next Games before being eligible for the Team. Athletes from the A and B teams are not permitted to drop to the U23 or Rising Stars teams without special consideration.

NATIONAL A & B TEAM BENEFITS AND RESOURCES

National Team athletes MAY be eligible for the following benefits – all athlete support recommendations submitted by the NGB are subject to USOPC Sport Performance approval:

1. USOPC Athlete Stipend (Attachment B)
2. Enhanced Operation Gold
3. U.S. Paralympics Swimming Additional Athlete Support Programs (Attachment C)
4. [USOPC Elite Athlete Health Insurance Program](#) (Attachment D)
5. [USOPC Athlete Career & Education Program](#)
6. [Mental Health & Mental Performance Resources](#)
7. [Athlete Marketing Resources](#)
 - a. [Athlete Marketing Platform](#)
8. Confidential Advising – [Team USA Athlete Ombuds](#) (Attachment H)
9. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and/or coaching support at designated U.S. Paralympics Swimming training and competition activities as agreed upon based on athlete's personal performance plan
10. U.S. Paralympics Swimming National Team uniform. Guidelines for apparel are outlined in the team rules and athlete handbook for each competition or team activity.
11. Access to performance service providers including nutrition, sport psych, strength & conditioning, sports medicine, etc.

U23 TEAM

The U23 Team is the entry level of the National Team Program and is designed to capture developing athletes on their way to attain higher levels of National Team status en route to achieving their Paralympic Games medal objectives.

U23 Team Qualification Standards

Athletes under the age of 23 may achieve U23 Team status through any **two** separate meets or two separate individual events of the following criteria:

- Finish result at any WPS approved and above event with a time that is equal to the 3rd place World Ranking plus 10%

Performance Progress

Athletes on the U23 Team are expected to develop and progress to the National A or B team prior to their twenty-third birthday. Athletes on the U23 are expected to be training full-time with a coach and showing a pattern of improvement in their times over the years. To maintain U23 Team status, athletes must achieve two U23 time standards and a best time in a qualified event within 24 months. Failure to drop time within 2 years and hitting U23 standards will result in the athlete being removed from the U23 team.

U23 TEAM BENEFITS AND RESOURCES

U23 Team athletes MAY be eligible for the following benefits – all athlete support recommendations submitted by the NGB are subject to USOPC Sport Performance approval:

1. Enhanced Operation Gold
2. U.S. Paralympics Swimming Additional Athlete Support Programs (Attachment C)
3. [Mental Health & Mental Performance Resources](#)
4. Confidential Advising – [Team USA Athlete Ombuds](#) (Attachment H)
5. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and/or coaching support at designated U.S. Paralympics Swimming training and competition activities as agreed upon based on athlete's personal performance plan
6. U.S. Paralympics Swimming National Team uniform. Guidelines for apparel are outlined in the team rules and athlete handbook for each competition or team activity.
7. Access to performance service providers including nutrition, sport psych, strength & conditioning, sports medicine, etc. at the providers discretion and availability.

RISING STARS PROGRAM

The Rising Stars Team supports developing athletes who are not yet internationally classified but have hit National A or B time standards and are working towards achieving international classification. Athletes in the Rising Stars Program receive support in terms of training, coaching, and travel until they can be internationally classified and move up to the National A or B Team. Rising Stars athletes are provided with the resources needed to bridge the gap to higher team levels.

Rising Stars Team Qualification Standards

- Athletes must hold a national level classification and current IPC license
- Finish result at a WPS approved and above event with a time that is equal to the 3rd place World Ranking or finish result at a WPS approved and above event with a time that is equal to the 3rd place World Ranking plus 5%

Performance Progress

The Rising Stars Program is pipeline into the U.S. Paralympics Swimming National Team A or B for new or quickly progressing athletes who have hit elite times, but need to get their international classification done prior to being named to the National A or B team. The Rising Stars Program is designed to capture quickly developing elite athletes on their way to attain higher levels of National Team status en route to achieving their Paralympic Games medal objectives. Athletes may stay on the Rising Stars Program for 12-months from the date they achieved their standard or if sooner until they get internationally classified and make National A or B team.

RISING STARS TEAM BENEFITS AND RESOURCES

Rising Stars athletes MAY be eligible for the following benefits – all athlete support recommendations submitted by the NGB are subject to USOPC Sport Performance approval:

- Enhanced Operation Gold
- U.S. Paralympics Swimming Additional Athlete Support Programs (Attachment C)
- [Mental Health & Mental Performance Resources](#)
- Confidential Advising – [Team USA Athlete Ombuds](#) (Attachment H)
- Travel support stipend to events where the athlete has been offered a international classification slot
- Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and/or coaching support at designated U.S. Paralympics Swimming training and competition activities as agreed upon based on athlete's personal performance plan
- U.S. Paralympics Swimming National Team uniform. Guidelines for apparel are outlined in the team rules and athlete handbook for each competition or team activity.
- Access to performance service providers including nutrition, sport psych, strength & conditioning, sports medicine, etc.

EMERGING ATHLETES

The Emerging standards (Attachment A) are the 2026 National A Standards, plus fifteen percent (15%).

Athletes who meet the Emerging Standard **must be internationally classified by World Para Swimming OR nationally classified by U.S. Paralympics Swimming** and hold a Paralympic eligible sport class as per WPS and/or U.S. Paralympics Swimming National Classification Database and hold a current season license for Swimming from WPS and USA Swimming.

Eligible athletes who meet the Emerging standard during 2025 or 2026, at a WPS Approved and above competition, may be invited to participate in select U.S. Paralympics Swimming Program activities as outlined below. An invitation is at the discretion of U.S. Paralympics Swimming.

2026 PROGRAM ACTIVITIES

The 2026 National Team(s) activities are outlined below. Athletes will be expected to attend all 2026 activities included in their Personal Performance Plan which will be developed by the athlete and their home coach and subsequently approved by the U.S. Paralympics Swimming staff.

Each athlete is responsible for individual arrangements (including expenses) to attend these activities (i.e. travel, lodging, accommodation, entries, etc) **unless otherwise indicated** in the activity listing or the athlete's Personal Performance Plan (as applicable) or as communicated in writing directly from the Director, Paralympics Swimming.

WPS Approved, Approved Plus and Sanctioned events are noted in the 2026 Program Activities listed below.

Selection procedures can be found here, but please note that the 2026 events calendar does not have any selection events: <https://www.usparaswimming.org/selection-procedures>

The 2026 program calendar is subject to change, but below are known events, as of date of publish. Additional events added to the 2026 program calendar will be added to the U.S. Paralympics swimming website.

Date	Event	Location
January 11-17, 2026	Winter National Team Camp	Colorado Springs, CO
February 20-22, 2026	Para Swimming World Series Australia ***	Gold Coast, AUS
March 12-15, 2026	Para Swimming World Series Lignano Sabbiadoro ***	Lignano Sabbiadoro, ITA
March 19-22, 2026	Para Swimming World Series Barcelona***	Barcelona, ESP
March 7-8, 2026	Lakeshore Para Open Series*	Birmingham, AL
April 11-17, 2026	Spring National Team Camp	Colorado Springs, CO
April 28-30, 2026	Para Swimming World Series France***	Paris, FRA
May 4-6, 2026	Para Swimming World Series Berlin***	Berlin, GER
May 9-10, 2026	Cincinnati Para Open Series *	Cincinnati, OH
May 28-30, 2026	Para Swimming World Series Fuji Shizuoka*	Fuji, JPN
June 11-14, 2026	National Championships* *	Boise, ID
July 16-25, 2026	Summer National Team Camp	Colorado Springs, CO
July 23-25, 2026	Jimi Flowers Classic *	Colorado Springs, CO
July 22-31, 2026	Emerging/Talent ID Camp	Colorado Springs, CO
TBA	National Team Prep Camp	TBA

August, 10-12, 2026	Para Swimming World Series Mexico***	Guadalajara, MEX
August 15-16, 2026	Northeast Para Swimming Open Series 2026*	Beverly, MA
August 28-30, 2026	Para Pan Pacific Championships**	TBA
TBA	The Fred Para Open Series *	Atlanta, GA
October 31- November 6, 2026	Fall National Team Camp	Colorado Springs, CO
November 9-11, 2026	Para Swimming World Series Lima***	Lima, PER
November 23-25, 2026	Para Swimming World Series Abu Dhabi***	Abu Dhabi
December 17-20, 2026	Emerging/Talent ID Camp	Colorado Springs, CO

* Indicates that U.S. Paralympics Swimming will apply for WPS Approved event status.

**Indicates that U.S. Paralympics Swimming will apply for WPS Approved Plus event status.

***Indicated that the event is WPS Sanctioned

selection procedures will be used for team nomination

2026 OPERATION GOLD

World Para Swimming does not have an Operation Gold eligible event in 2026. U.S. Paralympics Swimming has Enhanced Operation Gold events outlined in Attachment C.

In an Olympic and Paralympic Games year, teams and individuals must place in the top-three at the Olympic and Paralympic Games to qualify for an Operation Gold Event Award; multiple Operation Gold Event Awards can be received if an athlete has multiple top-three finishes at the Olympic or Paralympic Games.

In non-Olympic and non-Paralympic 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 or Paralympic Games to qualify for an Operation Gold Award in a non-Olympic or non-Paralympic Games year.

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

The payment amounts for Operation Gold Event athlete results are as follows:

USOPC Operation Gold Event – Olympic/Paralympic Sport Payment Schedule				
Place	1st Year of Quad	2nd Year of Quad	3rd Year of Quad	Olympic/Paralympic 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	

Attachment A
2026 SPORT Standards

U.S. Paralympics Swimming 2026 Time Standards will be posted on the U.S. Paralympics Swimming website by December 31, 2025 or within 14 business days following the WPS final event ranking upload.

Link to 2026 Time Standards: <https://www.usparaswimming.org/standards>

Attachment B
2026 U.S. Paralympics Swimming Athlete Stipends

1. Athlete stipends are processed monthly after athletes have submitted their monthly report.
2. Athletes are eligible for athlete stipends at the beginning of the month following nomination to the National Team(s).
3. Athlete stipends are provided to athletes in compliance with their 2026 Athlete Agreement and personal performance plan obligations. If an athlete is not current with the agreement/plan obligations and/or USADA on the first day of the month in which the payment is being made, the athlete's payment will be withheld until he/she is compliant.
4. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
5. Athletes sanctioned by the IPC and/or the respective sport IF for classification Intentional Misrepresentation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
6. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a SafeSport Code violation are not eligible for athlete stipends, regardless of any National Team(s) status, during the period of such sanction.
7. Athlete stipends will only be paid once the USOPC's Athlete Stipend Designee Form, Direct Deposit Form and W-9 Form have been completed and submitted (annual basis).
8. Athlete stipends are paid directly to the athlete. National Team athletes are responsible for understanding and maintaining their own eligibility status with other organizations where applicable (i.e. NCAA, NFHS, etc.), and may choose to decline athlete stipend payments in order to retain high school or collegiate eligibility.
9. Athlete stipends will be reported to the IRS and may be subject to federal and state income tax. The USOPC encourages athletes to speak with a tax professional to receive guidance regarding tax implications.
10. Female athletes who become pregnant must inform the USOPC health benefits administrator at eahi@USOPC.org. More information can be found on the [EAHI Website](#).
11. Athlete support is contingent upon maintaining consistent performance standards and competition results as well as complying with national team obligations (Attachment F).
 - a. Athlete support is contingent upon athlete training with an elite athlete mindset with a club, team, or individually with a home coach that is approved by U.S. Paralympics Swimming.
 - b. Athlete support is contingent upon maintaining consistent performance standards and competition results as well as complying with team obligations (e.g., following travel policies, event commitments, monthly report, etc.).

2026 Criteria for U.S. Paralympics Swimming Athlete Stipends:

Team Status Level	2026 Monthly Payment
National A Team	\$1,600
National B Team	\$1,000
U23 Team	<i>Not eligible for Athlete Stipend, only eligible for SAS & Travel Support</i>
Rising Stars Team	<i>Not eligible for Athlete Stipend, only eligible for SAS & Travel Support</i>

Attachment C

2026 U.S. Paralympics Swimming Additional Athlete Support Programs

Athletes must meet national team status to be eligible for additional athlete support programs.

Team Travel Support

Travel for National A and B Team Athletes to specific national camps will be funded and arranged by U.S. Paralympics Swimming. Team support and staffing (i.e., coaches, medical, sport science, PCA, etc.) for athletes at national camps will be provided by U.S. Paralympics Swimming.

U.S. Paralympics Swimming may support National A and B athletes travel to one Para Swimming World Series outside of the United States, via a travel stipend based on the impact to selection events and/or personal goals. Additional stipends for a PCA or coach to attend may or may not be available based on team staffing for each Para Swimming World Series event. Any additional travel stipend support to other Para Swimming World Series events for athletes will be at the discretion of the Director, Paralympic Swimming. Team support staff (i.e., coaches, medical, sport science, PCA, etc.) supporting athletes at World Series Events will be decided by U.S. Paralympics Swimming based on needs and priorities for each event and will be announced as applicable. If staff is not being provided for a said event, an athlete may request a travel stipend for a PCA or a coach to attend with them.

A maximum of \$2,000 will be available per National A and B athlete. This will be paid after the conclusion of the event.

U23 and Rising Stars Team members are eligible for travel support at the discretion of U.S. Paralympics Swimming. Travel support will be based on goals and opportunities at international competitions, such as classification slots.

U.S. Paralympics does **not** fund National Team athletes to attend Trials/selection events; however, attendance at these events may be required as per the athlete's Personal Performance Plan. Athletes are responsible for their own personal support entourage (i.e., coaching, PCA, etc.) at Trials/selection events.

Coaching Support

U.S. Paralympics Swimming coaching support is intended to offer support for National A, B, U23 and Rising Stars team athletes' home coaches to attend domestic, WPS-recognized events to support their athlete and become active and engaged within the para swimming community. Stipends will be dispersed as follows:

- Coaches of National A and B team athletes are eligible for up to \$400 towards a WPS-approved or above event twice annually in the form of reimbursement. Coaches of U23 and Rising Stars team athletes are eligible for up to \$400 toward a WPS-approved or above event once annually in the form of reimbursement.
- Coaches must request (email: USPara.Swiminfo@usopc.org) reimbursement within 30 days of the conclusion of the event they are requesting support.

- Coaches must be in attendance at all sessions their athlete is competing in to be eligible to request reimbursement.
- Coaches must have an athlete for whom they are the primary coach entered into the meet.
- Coaches must be eligible to receive a credential for the event.
- Coaches must have travelled equal to or in excess of 50 miles as determined by point-to-point directions on any common map application.

Note that this coaching support is separate from the non- U.S. Para Swimming World Series travel stipend that may be available as stated above in the Team Travel section.

Supplemental Athlete Support (SAS)

All National Team Athletes are eligible to receive a stipend during each quarter of the calendar year to support expenses such as equipment, travel, club memberships, meet entries, suits, additional coaching costs, etc. If an athlete is unsure if a specific expense could be covered please email U.S. Paralympics swimming staff to inquire.

Athletes MUST apply for the support which will be approved by the U.S. Paralympics Swimming staff. Applications must be submitted quarterly by March 31, June 30, September 30 and December 11, 2026, respectively, and will be paid within the week following the submission deadline. SAS not requested within a quarter will be forfeited. The application can be found online at: <https://www.teamusa.org/usparaswimming/athlete-information>

Team	SAS Amount
Quarter 1	
National A	\$1,250
National B	\$1,000
U23 & Rising Stars	\$750
Quarter 2	
National A	\$1,250
National B	\$1,000
U23 & Rising Stars	\$750
Quarter 3	
National A	\$1,250
National B	\$1,000
U23 & Rising Stars	\$750
Quarter 4	
National A	\$1,250
National B	\$1,000
U23 & Rising Stars	\$750

2026 ENHANCED OPERATION GOLD

The USOPC has designated the following elite-level events as part of its expanded Enhanced Operation Gold program. U.S. Paralympics Swimming will assist in the management of the Enhanced Operation Gold program for the designated events listed below.

Performance based bonuses for these identified Enhanced Operation Gold events will be distributed by USOPC directly to qualified athletes as outlined in Attachment C.

PERFORMANCE BASED BONUSES AT NATIONAL CHAMPIONSHIPS

Performance based bonuses will be provided by gender to athletes who attain results at, U.S. Paralympics Swimming 2026 National Championships and who are current National Team A, B, U23 and Rising Stars team members in good standing. A ranking list will be created and swimmers will be ranked in order of each swimmer's percent comparison ("P") to the U.S. Paralympics Swimming National A Standard. Payments will not be awarded if the percentage is more than 15% of the standard. Athletes are eligible for one performance incentive at the event. The payment of funds will be processed by the first Friday of the subsequent month following the event.

-
$$P = (\text{swim time}/\text{Standard}) \times 100$$

-
All comparisons will be rounded to the nearest one-tenth of a percent. A lower comparison (P=101.4%) is better than a higher comparison (P=102.7%).

-

Rank	National Championships
1st	\$2,000
2nd	\$1,000
3rd	\$500

For additional information updates about Enhanced Operation Gold please see our website: <https://www.usparaswimming.org/operation-gold>

Attachment D
2026 U.S. Paralympics Swimming Elite Athlete Health Insurance (EAHI)

Upon meeting the criteria below eligible athletes will receive an email from the USOPC outlining the EAHI program benefits for further consideration. Athletes will have a 30-day enrollment window to accept or decline EAHI for the next-12 months. EAHI will be offered in January 2026 based off of the 2025 final ranking list. The USOPC will email eligible athletes when enrollment opens for 2026.

1. Athletes must meet the [Team USA Athlete Definition](#) and be named to the National A or National B team to be eligible for EAHI.
2. Available EAHI slots will be allocated to National A and B Team athletes based on their performance rankings using $P = (\text{swim time}/\text{Standard}) \times 100$ fastest to slowest until all available slots have been used.
3. Athletes must be currently training and competing to receive EAHI.
4. Athletes must sign and be in compliance with 2026 Athlete Agreement obligations and Personal/Individual Performance Plan obligations.
5. Enrollment in EAHI will only be completed once the athlete has accepted an EAHI offer via email from eahi@USOPC.org and has completed and submitted the USOPC Elite Athlete Health Insurance Designee Form and W-9 Form (annual basis).
6. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
7. Athletes sanctioned by the IPC and/or the respective sport IF for classification Intentional Misrepresentation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
8. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a SafeSport Code violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
9. Athletes who accept EAHI will receive benefits for the next 12-months. After the 12-month period, they will have to re-qualify for EAHI. Athletes who do not requalify will be removed and lose coverage 12 months from their enrollment date.
10. Athlete stipends will be reported to the IRS and may be subject to federal and state income tax. The USOPC encourages athletes to speak with a tax professional to receive guidance regarding tax implications.
11. Female athletes who become pregnant must inform the USOPC health benefits administrator at eahi@USOPC.org. More information can be found on the [EAHI Website](#).

Attachment E

[U.S. Anti-Doping Agency \(USADA\) Resources](#)

Whereabouts:

An important part of USADA's testing program is the ability to test athletes without any advance notice in an out-of-competition setting. Athletes are subject to testing 365 days a year and do not have "off-seasons" or cutoff periods in which testing does not occur. Whereabouts information, (dates, times, locations, etc.) is information submitted to USADA by an athlete that allows the athlete to be located for out-of-competition testing.

Therapeutic Use Exemptions (TUEs):

In some situations, an athlete may have an illness or condition that requires the use of medication listed on the [World Anti-Doping Agency's Prohibited List](#). USADA can grant a Therapeutic Use Exemption (TUE) in these situations in compliance with the World Anti-Doping Agency International Standard for TUEs. The TUE application process is thorough and designed to balance the need to provide athletes access to critical medication while protecting the rights of clean athletes to compete on a level playing field.

Global Drug Reference Online (Global DRO):

The Global Drug Reference Online (Global DRO) provides athletes and support personnel with information about the prohibited status of specific medications based on the current World Anti-Doping Agency (WADA) Prohibited List.

Clean Sport Handbook:

A comprehensive resource providing an overview of the doping control process, athlete rights and responsibilities, and other crucial information for athletes and athlete support personnel.

Pocket Guide:

A condensed resource providing an overview of the doping control process, athlete rights and responsibilities, and other crucial information for athletes and athlete support personnel.

Supplement Guide:

The TrueSport Supplement Guide details the benefits of a food-first nutrition strategy, providing food and supplement comparisons, as well as ways to help athletes realize and reduce the risks associated with dietary supplements.

Nutrition Guide:

In consultation with registered dietitians, USADA and its TrueSport program created an optimal dietary intake guide for those looking to reach their full potential through nutrition.

Attachment F
2026 U.S. Paralympics Swimming National Team
Procedures & Obligations

U.S. Paralympics Swimming Team Procedures

- Failure to comply with the Athlete Obligations listed below or violating the Athlete Agreement will result in a suspension of athlete stipends, other team benefits, and/or removal from the National Team.
- Failure to submit all 2026 National Team Paperwork by January 16, 2026, will result in a loss of benefits until the paperwork has been completed.
- Failure to submit monthly training reports by 25th of the month will result in a loss of benefits until the paperwork has been completed.
- U.S. Paralympics Swimming issued National Team uniforms must be worn at required competitions and training camps as requested. Requested events will be funded by U.S. Paralympics Swimming. Funded events where issued National Team uniforms are required will be noted in the athlete's information email they will receive in advance of the trip with other logistical details. Failure to wear issued team uniforms will result in athlete fines.
- The Dispute Resolution Hearing Procedures can be found at <https://www.usparaswimming.org/athlete-information>.

U.S. Paralympics Swimming Athlete Obligations

1. Maintain compliance with U.S. Paralympics Swimming Athlete Agreement
2. Create and maintain compliance with 2026 Personal Performance Plan
3. Submit monthly training report to U.S. Paralympics Swimming Staff by 25th of each month
4. Maintain a relationship with a home coach. A home coach is defined as the long-term primary swim coach providing guidance, writing your swim workouts, is responsible for periodizing your training based on your goals, and is invested in helping you reach your goals as a national team member. The coach does not need to be on deck but there can be a remote coaching situation provided the right communication and accountability plan is set up between the athlete and coach.
 - If an athlete needs assistance in finding the right fit as a home coach, please reach out to U.S. Paralympics swimming to help with this process.
5. Maintain compliance with 2026 U.S. Paralympics Swimming Team Rules and Regulations
6. Maintain compliance with the [Athlete Code of Conduct for Internally Managed Sport Programs](#)
7. Maintain compliance with USADA, USOPC, IPC, WPS, and WADA anti-doping policies.
8. Achieve a same or ascending National A, B or U23 Standard at least every 12 months
9. Complete one (1) volunteer activity: activity must be unpaid, promote para swimming, and be submitted to U.S. Paralympics Swimming in writing within 14 days of completion. If looking to assist at any Open Series meets for this volunteer requirement, please email U.S. Paralympics swimming to inquire how you can help.

10. Complete check-in meetings as requested with U.S. Paralympics Swimming staff.

U.S. Paralympics Swimming Team Rules and Regulations (if applicable)

- All U.S. Paralympics Swimming National Team members must follow the rules below during any/all U.S. Paralympics Swimming activities. This includes all official National Team, Resident Team, and Team USA Para Swimming activities and events (additional rules may be implemented on a per-event basis as needed):
- Team members and staff must always adhere to the USCSS SafeSport Code, USOPC MAAPP, and USOPC Athlete Safety Policies.
- The possession or use of weapons, tobacco products (including E-cigarettes or vape pens) or controlled substances by any athlete or staff member is prohibited. If an athlete possesses a Therapeutic Use Exemption (TUE) for medical marijuana, it may not be used within the confines of a shared room. Despite the existence of a TUE, athletes are required to abide by local, state, and federal laws of the country, city, or region in which any team activity takes place.
- Daily Curfews may be established by the Team Staff and published in the daily schedule and then must be observed.
- Team members and staff will attend all team functions including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by U.S. Paralympics Swimming staff.
- Team members and staff will wear USOPC and/or U.S. Paralympics Swimming provided apparel as required and as designated by team leadership (Director, Manager).
- Team members will cooperate with U.S. Paralympics Swimming staff.
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Swimming National Team or that would be detrimental to its performance objectives.
- Team members and staff will display proper respect and sportsmanship toward coaches, officials, administrators, fellow competitors, fellow teammates, and the public.
- Social media can be a powerful tool for connection, but it's important to use it with caution. Team members should be mindful of the information shared, as what is posted online can be permanent, misconstrued and be accessible by a wide audience. When Team Members are using social media, they should always be respectful of themselves, their teammates, and the entire U.S. Paralympics Swimming Program.
- Team members are required to sleep in their assigned rooms and are not permitted to switch rooms – even temporarily – without prior written approval from team staff.
- An open and observable environment should be maintained for all interactions between staff and athletes. Private, or one-on-one situations should be avoided unless open and observable. Common sense should be used to move a meeting to an open and observable location if the meeting inadvertently begins in private.
- Bullying, harassment, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, or WPS/IPC representatives – verbally, through social media, email, or text – is prohibited.
- Public intoxication or consuming alcohol to excess is prohibited.

- Athletes under the age of 21 may not consume alcohol regardless of the laws in the country the team is competing or training in.
- Staff drinking with athletes is not allowed. This includes being in the same establishment or even in the same room together.
- Friends and family are not permitted in athlete rooms or beyond the hotel lobby when sharing a room with a teammate
- Team USA staff and athletes *only* on the field of play.

No friends/family/personal coaches.

- For athletes who need help putting on competition apparel (i.e. swimsuits):
 - Athletes are not required to have assistance and should request it of the staff if/when they require it.
 - There will always be at least three persons present when assisting with suits:
 - Three persons can be defined as two athletes (including the athlete putting on the suit) and one staff member, or one athlete and two staff members. The make-up of staff and athletes when assisting with suits should be the same gender whenever possible. Staff will be considerate of the athlete and will avoid all but inadvertent touching of the groin, buttocks, and breast area.

Attachment G

2026 U.S. Paralympics Swimming Resident Team Program and OPTC Access

2026 Resident Team Program

Information on eligibility and how to apply to the 2026 Resident Program can be found at:

<https://www.usparaswimming.org/resident-program>

2026 OPTC Access

National Team A and B Program athletes who are interested in doing a personal short term camp at the Colorado Springs Olympic and Paralympic Training Center, with their home coach, can request access by emailing USPara.SwimInfo@usopc.org with requested dates at least 60 days in advance. Dates and bed space/pool space availability is subject to OPTC availability. A home coach MUST accompany the athlete for the entire duration of the camp and be present on deck.

Attachment H Ombuds' Policy

Athlete Ombuds

Team USA athletes may contact the Office of the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other NGB athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes) are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with their NGB to understand additional resources and options available to them.

Phone: 719-866-5000

Email: ombudsman@usathlete.org

Website: usathlete.org

Athlete Ombuds Confidentiality and Privacy Policy:

(A) In general.—The Office of the Athlete Ombuds shall maintain as confidential any information communicated or provided to the Office of the Athlete Ombuds in confidence in any matter involving the exercise of the official duties of the Office of the Athlete Ombuds.

(B) Exception.—The Office of the Athlete Ombuds may disclose information described in subparagraph (A) as necessary to resolve or mediate a dispute, with the permission of the parties involved.

(C) Judicial and administrative proceedings.—(i) In general.—The ombudsman and the staff of the Office of the Athlete Ombuds shall not be compelled to testify or produce evidence in any judicial or administrative proceeding with respect to any matter involving the exercise of the duties of the Office of the Athlete Ombuds. (ii) Work product.—Any memorandum, work product, notes, or case file of the Office of the Athlete Ombuds—(I) shall be confidential; and (II) shall not be—(aa) subject to discovery, subpoena, or any other means of legal compulsion; or (bb) admissible as evidence in a judicial or administrative proceeding.

(D) Applicability.—The confidentiality requirements under this paragraph shall not apply to information relating to—(i) applicable federally mandated reporting requirements; (ii) a felony personally witnessed by a member of the Office of the Athlete Ombuds; (iii) a situation, communicated to the Office of the Athlete Ombuds, in which an individual is at imminent risk of serious harm; or (iv) a congressional subpoena.

Anti-retaliation Statement

No employee, contractor, agent, volunteer, or member of the NGB or USOPC shall take or threaten action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds.

Attachment I Athlete Safety

Athlete safety is of the utmost importance to the U.S. Olympic & Paralympic Committee (USOPC). In an effort to create a safe environment that is free from misconduct and abuse, it is critical that you review the policies and reporting requirements listed below. While we have provided some important highlights from the policies below, please take the time to review them thoroughly. For additional information regarding the USOPC's Athlete Safety Program, or to report an allegation of misconduct or abuse please visit www.usopc.org/safe-sport.

Policies

- [USOPC Athlete Safety Policy](#)
- [USOPC Minor Athlete Abuse Prevention Policies \(MAAPP\)](#)
- [USOPC Supporting Athletes with an Intellectual Impairment Policy](#)
- U.S. Center for SafeSport's [SafeSport Code for the U.S. Olympic and Paralympic Movement](#) (SafeSport Code)

Prohibited Conduct

Adult participants are expected to refrain from engaging in Prohibited Conduct as defined in the [USOPC Athlete Safety Policy](#), and the U.S. Center for SafeSport's [SafeSport Code for the U.S. Olympic and Paralympic Movement](#). Prohibited Conduct includes, but is not limited to the following:

- Sexual misconduct
- Child abuse
- Emotional misconduct
- Physical misconduct
- Bullying
- Harassment
- Hazing
- Retaliation
- Violations of the USOPC MAAPP

USOPC MAAPP

Adult participants are required to be familiar with and comply with the USOPC MAAPP. The USOPC MAAPP establishes clear requirements for interactions between Adult Participants and Minor Athletes. Minor Athletes, and their parent/legal guardian, should also be familiar with the USOPC MAAPP.

Reporting Requirements

As detailed in the USOPC Athlete Safety Policy, Adult Participants are required to report allegations of Prohibited Conduct, to include violations of the MAAPP. While the mandatory reporting requirements apply to Adult Participants, the USOPC encourages anyone who becomes aware of, or experiences misconduct or abuse, to report those allegations. For additional

information regarding the USOPC's Athlete Safety Program or to report an allegation of Prohibited Conduct please visit www.usopc.org/safe-sport and review the USOPC Reporting Guidelines below.

Training Requirements

Adult participants must complete, or have completed within the last calendar year, the U.S. Center for SafeSport's SafeSport™ Trained Core training, or applicable Refresher training course if they have previously taken the SafeSport™ Trained Core training. Please note, NGB membership with SafeSport training will be accepted. If you are not in compliance with training, depending on the required course, it will take at least between 30 to 90 minutes to complete the training. Taking the SafeSport™ Trained Core or Refresher training is free.

If you are a Minor Athlete, completing SafeSport training is not required, however, we recommend Minor Athletes work with their parent/guardian to take the free youth training course offered by the U.S. Center for SafeSport. The U.S. Center for SafeSport also has resources available to parents/guardians regarding abuse prevention in sport, to include the Parent Toolkit, and free online training. These resources, and information regarding the training for both minor athletes and parents/guardians is available at: <https://uscenterforsafesport.org/training-and-education/safesport-courses-for-all/>.

USOPC Reporting Guidelines

If you learn of any allegation of emotional, physical or sexual misconduct, retaliation, or a violation of the USOPC Minor Athlete Abuse Prevention Policies (MAAPP), **DO NOT evaluate the credibility of the allegation or investigate the allegation. Your vital job is simply to report the allegation to the appropriate entities.** The following guideline outlines your reporting requirements.

How to Report a Concern

For Sexual Misconduct, Child Abuse, or Retaliation: Report to the U.S. Center for SafeSport (the Center)

- Online: <https://uscenterforsafesport.org/report-a-concern/>
- Phone: 833-587-7233
- If you become aware of an allegation of sexual misconduct, child abuse, or retaliation you **must immediately** report to the Center.

In addition to reporting to the Center, you **must also report child abuse to law enforcement.** If you learn of information or reasonably suspect that a child (defined as under the age of 18) has suffered an incident of child abuse to include neglect, physical, emotional, and sexual abuse, you **must** report this to law enforcement, or, in some states, child protective services **immediately.** Filing a report with the Center **does not** satisfy the reporting requirement to law enforcement. Please include the law enforcement case number or reference number in your report to the Center. The appropriate law enforcement agency or child protective services agency is most often the local agency where the incident occurred.

For Emotional or Physical Misconduct or MAAPP Violations*: Report to the USOPC Office of Athlete Safety

- Online: <https://www.teamusa.org/AthleteSafetyReportingForm>
- Phone: 719-866-3869
- Report directly to the Office of Athlete Safety: Maggie Green at Maggie.Green@usopc.org or 719-208-6031, or report directly to Nicole Deal at Nicole.Deal@usopc.org or 719-373-7041. If you report directly to Maggie or Nicole, they will talk through the various options for reporting and will help to ensure that you satisfy your reporting obligations.
 - Nothing precludes you from reporting emotional or physical misconduct or MAAPP violations to the Center. While the Center has the exclusive jurisdiction for response & resolution of allegations of sexual misconduct, they can also assume discretionary jurisdiction over other forms of misconduct. If they do not assume jurisdiction, they have a process to route the allegation to the appropriate entity (e.g. NGB or USOPC) for response & resolution.

*NOTE: If you learn of information or reasonably suspect that a child (under the age of 18) has suffered an incident of child abuse to include sexual abuse, you must follow the reporting requirements to law enforcement outlined in the Sexual Misconduct, Child Abuse, and Retaliation section above.

USOPC Minor Athlete Abuse Prevention Policies: MAAPP AT-A-GLANCE

All **one-on-one interactions** between an Adult Participant and Minor Athlete must be **observable** and **interruptible**. The one-on-one interactions policy must be followed for **all in-program contact** meaning any contact including communications, interactions, or activities between an Adult Participant and any Minor Athlete(s) **related to participation in sport**.

If one of the following **exceptions exists**, the one-on-one interactions policy *does not* apply:

- An **Emergency** occurs
- A **Dual Relationship** exists (written consent required)
- The **Close-in-Age exception** applies (written consent required for lodging)
- The Minor Athlete needs an **Adult Personal Care Assistant** (written consent required)

**written consent in this document refers to written consent from the parent/guardian of the Minor Athlete.*

Meetings and Training Sessions

- Must follow the one-on-one interactions policy
- **Individual Training Sessions require annual written consent**, and parents/guardians are allowed to observe
- Closed door meetings with **licensed providers** are permissible if the door is unlocked, another adult is present at the facility and notified, the USOPC is notified, and the provider obtains consent
- Virtual meetings with **licensed providers** are permissible if an Adult Participant and USOPC are notified, and the provider obtains consent

Therapeutic and Recovery Modalities and Manual Therapy

- Must be **observable** and **interruptible**
- **A second Adult Participant must be physically present**
- **Annual written consent** is required, and parent/guardian must be allowed to observe except where credentialing is limited
- Can **only be administered** by licensed or otherwise certified providers (excluding coaches)
- Private areas of the minor **must** always be covered
- **No exceptions** to this policy

Locker Rooms and Changing Areas

- Must follow the one-on-one interactions policy
- **No** photography or recording
- When changing, Adult Participants **cannot** intentionally expose their private areas to Minor Athletes
- **Cannot** shower with Minor Athletes unless a Close-in-Age exception exists, or for pre-or post-activity rinse while wearing swimwear
- For events or facilities under USOPC jurisdiction, locker room monitoring **must** occur and changing areas **must** be provided for Minor Athletes

Electronic Communications

- Includes **but is not limited to** phone calls, videoconferencing, video coaching, texts, email, and social media
- Must be **open** and **transparent**
- The Minor Athlete's parent/guardian, another adult family member, or another Adult Participant **must be copied**
- Another Adult Participant or all the Minor Athletes' parents/guardians must be copied on **all team communications**
- All communication must be **professional**

Transportation

- Must follow the one-on-one interactions policy
- Meets the requirements if an Adult Participant is **accompanied by another Adult Participant or at least two minors**
- One-on-one transportation is permitted if **advance, written consent** is obtained
- **Annual written consent** is required for all transportation sanctioned by the USOPC

Lodging

- Must follow the one-on-one interactions policy
- **Cannot** share a hotel room/sleep in the same room with a Minor Athlete(s) unless a close in-age, dual relationship, or PCA exception exists, and written consent is obtained
- **Annual written consent** is required for all in-program lodging
- **Written consent required for all shared housing arrangements** that include Minor Athlete(s) and Adult Participant(s), even if the minor has their own separate bedroom (e.g., Airbnb)

- Adult Participants traveling overnight with Minor Athlete(s) **must agree to** the lodging policy annually and comply with the Education & Training Policy
- Two adults **must be present** for room checks

Attachment J

USOPC Speak Up Policy

The USOPC and IMS 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 IMS 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 review) on that basis.

- 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](#).