

U.S. Paralympics Swimming 2025 Athlete and Sport Program Plan

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DEFINITIONS

1. **“2025”**: The following dates and seasons:
 - a. Summer Sports – the 2025 season, which lasts January 1, 2025 through December 31, 2025
 - b. Winter Sports – the 2025-2026 season, which lasts July 1, 2025 through June 30, 2026
2. **“2026”**: The following dates and seasons:
 - a. Summer Sports – 2026 season / January 1, 2026 through December 31, 2026
 - b. Winter Sports – 2026-2027 season / July 1, 2026 through June 30, 2027
3. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
4. **“EAHI”**: Elite Athlete Health Insurance
5. **“IF”**: an International Federation
 - a. CYC – [Union Cycliste Internationale \(UCI\)](#)
 - b. PEL – [International Federation of Pelota Vasca \(FIPV\)](#)
 - c. SKB – [World Skate](#)
 - d. SKN – [International Ski and Snowboard Federation \(FIS\)](#)
 - e. SMT – [International Ski Mountaineering Federation \(ISMF\)](#)
 - f. SUR – [International Surfing Association \(ISA\)](#)
 - g. 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 holistically. To help achieve this objective, U.S. Paralympics Swimming has developed and supports the National Team Program. The National Team Program, and any financial support associated, is designed specifically to assist athletes in their pathway to achieving podium performances at the Paralympic Games. The three-tiered Program provides performance-based support to athletes in the form of administrative assistance, performance advisement and allocation of training, support and financial resources. The Program is comprised of athletes with proven performance capability and is designed with three ascending tiers to support athletes as they advance towards their goal of achieving podium performances at the Paralympic Games. Athletes are expected to advance levels during their time in the Program with improving performances reflective of their ability to execute Paralympic podium 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 2025 is to identify, develop, and support athletes towards a healthy home training environment and subsequent podium success at the 2025 World Para Swimming Championships and other international World Para Swimming Competitions.

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
- Establishing competitive opportunities at high caliber events.
- Collaborating with USA Swimming to provide additional competitive opportunities for National Team athletes and all Para swimmers.
- Providing financial support to home coaches who actively coach and position athletes on the National, World Championships and Paralympic Games Teams.
- Provide a clear coach education pathway to invest in our top coaches through clinics, domestic meets, and international meets.
- Developing a clear and concise roadmap for what it means when onboarding onto a national team level.
- Establish a professional, healthy and “Team USA first” culture at domestic and international meets and camps. A rising tide lifts all boats.

2025 NATIONAL TEAM

U.S. Paralympics Swimming will nominate athletes for the National Team Program effective January 1, 2025, based on athlete performances beginning January 1, 2024 and continuing

through December 31, 2025 while successful completion of obligations as outlined in Attachment F.

Beginning with the 2025 National Team Programs, an athlete who achieves objective performance qualification standards, as outlined below, will be on the team for the next twelve (12) months from the date of result being met. Results achieved on or after January 1, 2024 are eligible to be used as automatic qualification criteria and once achieved and all applicable paperwork and requirements completed, the tenure on the national team tier will be for a 12-month period from the date of achievement. 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. 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 selected to the 2025 National Team(s) will be added to the USADA Registered Testing Pool and will be responsible for remaining compliant with all policies and procedures required by USADA. More information regarding USADA can be found in Attachment E.
- Athletes selected to the 2025 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 National C 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 upcoming Games program. It is not known at time of publish date the medal event program for the 2028 Los Angeles Paralympic Games. Therefore, U.S. Paralympics Swimming will default to the 2024 Paris Games Program until a 2028 Games program is established.

2025 National Team Qualification Standards

Term 1: January 1 – June 30, 2025

A Team

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

- Gold, Silver, or Bronze at the 2024 Paris Paralympic Games

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

- Finish result at a WPS approved event with a time that is equal to the 3rd place World Ranking

B Team

Option 1: 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 event with a time that is equal to the 3rd place World Ranking plus 5%
- 4th- 8th place finish at the 2024 Paris Paralympic Games

C Team

Option 1: Athletes may achieve C Team status through any **two** separate meets or two separate individual events of the following criteria:

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

U.S. Para Swimming National Team Program qualification criteria:

Term 2; July 1 – December 31, 2025

A Team

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 event with a time that is equal to the 3rd place World Ranking
- Gold, Silver or Bronze medal at the 2024 Paris Paralympic Games

B Team

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

- Gold, Silver, or Bronze at the 2024 Paris Paralympic Games
- 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 event with a time that is equal to the 3rd place World Ranking plus 5%
- 4th –8th place finish at the 2024 Paris Paralympic Games

C Team

Option 1: Athletes may achieve C Team status through any **two** separate meets or two separate individual events of the following criteria:

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

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. Athletes who have been part of the National Team for 2 years or more (consecutively or not) and who only qualify for C Team will not be automatically eligible for the Team. 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.

The C 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. Therefore, returning National Team athletes are not expected to remain on the C Team for more than 2 years and athletes who have been on the A and B Teams will not be permitted to drop to C Team without special consideration.

Special Consideration – Discretionary Review

U.S. Paralympics Swimming may use discretionary criteria 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, injury or illness (via 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 other unanticipated failure of objective criteria to select an athlete likely to achieve competition results consistent with the program tiers.

Discretionary nominations, if any, may be based on a variety of factors, including consideration of competition results outside of the selection term and data analytics of individual and relay events, to ensure that U.S. Paralympics Swimming is investing in the most qualified athletes with the greatest potential of winning Paralympic Games medals. The following factors will be considered when considering an athlete for discretionary selection:

- athlete achieved a medal in the 2024 Paralympic Games or in the 2025 WPS Championships; and/or
- athlete demonstrates a trend of improving performance in international competition that is indicative of a podium performance by the current international standards within the next year.

Discretionary nominations for the National Team, along with Team level and term length, will be determined by a panel 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.

2026 NATIONAL TEAM

The 2026 National Team Qualification Standards will be published by December 31, 2025 or within 14 days following the WPS final event ranking upload.

NATIONAL 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. 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.

EMERGING ATHLETES

The Emerging standards (Attachment A) are the 2025 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 2024 or 2025, at a WPS Approved 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.

2025 PROGRAM ACTIVITIES

The 2025 National Team(s) activities are outlined below. Athletes will be required to attend all 2025 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 events are noted in the 2025 Program Activities listed below.

Selection procedures for events noted below can be found at:

<https://www.usparaswimming.org/selection-procedures>

The 2025 program calendar is subject to change, but below are known events, as of date of publish. Additional events added to the 2025 program calendar will be added to the U.S. Paralympics swimming website.

Date	Event	Location
February 14-16	Para Swimming World Series Australia *	Melbourne, AUS
March 13-16	Para Swimming World Series Lignano Sabbiadoro *	Lignano Sabbiadoro, ITA
March 20-23	Para Swimming World Series Barcelona*	Barcelona, ESP
April 10-12	Para Swimming World Series Fuji Shizuoka*	Fuji, JPN
April 24-27	Para Swimming World Series USA*	Indianapolis,
May 2-4	Para Swimming World Series France*	Paris, FRA
May 10-11	Cincinnati Para Open Series *	Cincinnati, OH
June 12-15	Para Swimming World Series Mexico*	Guadalajara, MEX
June 19-22	National Championships*	Boise, ID
June 27-30	Emerging/Talent ID Camp	Colorado Springs, CO
July 13-19	Worlds Prep Camp	Colorado Springs, CO
August 28-31	Jimi Flowers Classic *	Colorado Springs, CO
September 21-27	World Para Swimming Championships * #	Singapore, SGP
TBA	The Fred Para Open Series *	Atlanta, GA
October 22-26	Emerging/Talent ID Camp	Colorado Springs, CO
October 31-November 2	Para Swimming World Series Lima*	Lima, PER

*WPS approved event

selection procedures will be used for team nomination

2025 OPERATION GOLD

The Operation Gold qualifying event for U.S. Paralympics Swimming is the World Para Swimming Championships in Singapore, September 21-27, 2025.

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

In non-Paralympic years, Operation Gold Awards are limited to one award per athlete in a program year in the respective sport; 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 order to qualify for Operation Gold Awards in non-Paralympic years, provided individuals/teams finish among the top 50% of the individuals/teams who started the event.

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

NOTE: For Paralympic sports with a discipline or event that is not included on the program of the upcoming Paralympic Games, that discipline or event will not be eligible for Operation Gold. However, if a Paralympic sport has a revolving program for the Paralympic Games (i.e., an event is taken from the program one quad, but is added back to the program the next quad), that event or discipline will remain eligible for Operation Gold at the approved qualifying event.

Paralympic Sport Payment Schedule

Place	1st Year of Quad	2 nd Year of Quad	3 rd Year of Quad	Paralympic Games Year (Paralympic Games Only)
1st	\$6,250	\$6,250	\$7,500	\$37,500
2nd	\$5,000	\$5,000	\$6,250	\$22,500
3rd	\$4,375	\$4,375	\$5,000	\$15,000
4th	\$3,750	\$3,750	\$4,375	
5th	\$3,125	\$3,125	\$3,750	
6th	\$3,125	\$3,125	\$3,750	
7th	\$2,500	\$2,500	\$2,500	
8th	\$2,500	\$2,500	\$2,500	

Enhanced Operation Gold Event

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.

U.S. Paralympics Swimming performance-based bonuses:

- 2025 U.S. Paralympics Swimming National Championships

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

Attachment A
2025 U.S. Paralympics Swimming Standards

2025 U.S. Paralympics Swimming Standards

Event	Class	2025 National A Standard	2025 National B Standard	2025 National C Standard	2025 Emerging Standard
Men's 50 m Freestyle	S3	0:44.83	00:47.07	00:49.31	00:51.55
Men's 50 m Freestyle	S4	0:37.11	00:38.97	00:40.82	00:42.68
Men's 50 m Freestyle	S5	0:31.23	00:32.79	00:34.35	00:35.91
Men's 50 m Freestyle	S7	0:27.55	00:28.93	00:30.30	00:31.68
Men's 50 m Freestyle	S9	0:25.15	00:26.41	00:27.67	00:28.92
Men's 50 m Freestyle	S10	0:23.77	00:24.96	00:26.15	00:27.34
Men's 50 m Freestyle	S11	0:26.04	00:27.34	00:28.64	00:29.95
Men's 50 m Freestyle	S13	0:24.01	00:25.21	00:26.41	00:27.61
Men's 100 m Freestyle	S4	1:22.32	01:26.44	01:30.55	01:34.67
Men's 100 m Freestyle	S5	1:09.41	01:12.88	01:16.35	01:19.82
Men's 100 m Freestyle	S6	1:05.27	01:08.53	01:11.80	01:15.06
Men's 100 m Freestyle	S8	0:58.30	01:01.22	01:04.13	01:07.04
Men's 100 m Freestyle	S10	0:51.86	00:54.45	00:57.05	00:59.64
Men's 100 m Freestyle	S12	0:53.62	00:56.30	00:58.98	01:01.66
Men's 200 m Freestyle	S2	4:14.71	04:27.45	04:40.18	04:52.92
Men's 200 m Freestyle	S3	3:19.76	03:29.75	03:39.74	03:49.72
Men's 200 m Freestyle	S4	2:55.17	03:03.93	03:12.69	03:21.45
Men's 200 m Freestyle	S5	2:30.13	02:37.64	02:45.14	02:52.65
Men's 200 m Freestyle	S14	1:53.77	01:59.46	02:05.15	02:10.84
Men's 400 m Freestyle	S6	5:07.00	05:22.35	05:37.70	05:53.05
Men's 400 m Freestyle	S7	4:38.82	04:52.76	05:06.70	05:20.64
Men's 400 m Freestyle	S8	4:24.00	04:37.20	04:50.40	05:03.60
Men's 400 m Freestyle	S9	4:15.61	04:28.39	04:41.17	04:53.95
Men's 400 m Freestyle	S11	4:32.33	04:45.95	04:59.56	05:13.18
Men's 400 m Freestyle	S13	4:06.38	04:18.70	04:31.02	04:43.34
Men's 50 m Backstroke	S1	1:13.90	01:17.60	01:21.29	01:24.99
Men's 50 m Backstroke	S2	0:56.99	00:59.84	01:02.69	01:05.54
Men's 50 m Backstroke	S3	0:48.42	00:50.84	00:53.26	00:55.68

Men's 50 m Backstroke	S4	0:43.05	00:45.20	00:47.36	00:49.51
Men's 50 m Backstroke	S5	0:33.06	00:34.71	00:36.37	00:38.02
Men's 100 m Backstroke	S1	2:30.56	02:38.09	02:45.62	02:53.14
Men's 100 m Backstroke	S2	2:01.74	02:07.83	02:13.91	02:20.00
Men's 100 m Backstroke	S6	1:15.16	01:18.92	01:22.68	01:26.43
Men's 100 m Backstroke	S7	1:09.32	01:12.79	01:16.25	01:19.72
Men's 100 m Backstroke	S8	1:07.26	01:10.62	01:13.99	01:17.35
Men's 100 m Backstroke	S9	1:01.51	01:04.59	01:07.66	01:10.74
Men's 100 m Backstroke	S10	1:01.34	01:04.41	01:07.47	01:10.54
Men's 100 m Backstroke	S11	1:07.03	01:10.38	01:13.73	01:17.08
Men's 100 m Backstroke	S12	1:01.41	01:04.48	01:07.55	01:10.62
Men's 100 m Backstroke	S13	0:58.83	01:01.77	01:04.71	01:07.65
Men's 100 m Backstroke	S14	0:59.19	01:02.15	01:05.11	01:08.07
Men's 50 m Breaststroke	S14	3:12.20	03:21.81	03:31.42	03:41.03
Men's 50 m Breaststroke	SB2	1:03.86	01:07.05	01:10.25	01:13.44
Men's 50 m Breaststroke	SB3	0:49.41	00:51.88	00:54.35	00:56.82
Men's 100 m Breaststroke	SB4	1:37.87	01:42.76	01:47.66	01:52.55
Men's 100 m Breaststroke	SB5	1:27.45	01:31.82	01:36.20	01:40.57
Men's 100 m Breaststroke	SB6	1:20.50	01:24.53	01:28.55	01:32.57
Men's 100 m Breaststroke	SB8	1:11.07	01:14.62	01:18.18	01:21.73
Men's 100 m Breaststroke	SB9	1:07.04	01:10.39	01:13.74	01:17.10
Men's 100 m Breaststroke	SB11	1:12.72	01:16.36	01:19.99	01:23.63
Men's 100 m Breaststroke	SB12	1:07.04	01:10.39	01:13.74	01:17.10
Men's 100 m Breaststroke	SB13	1:06.63	01:09.96	01:13.29	01:16.62
Men's 100 m Breaststroke	SB14	1:04.27	01:07.48	01:10.70	01:13.91
Men's 50 m Butterfly	S5	0:30.89	00:32.43	00:33.98	00:35.52
Men's 50 m Butterfly	S6	0:31.34	00:32.91	00:34.47	00:36.04
Men's 50 m Butterfly	S7	0:29.08	00:30.53	00:31.99	00:33.44
Men's 100 m Butterfly	S8	1:02.73	01:05.87	01:09.00	01:12.14
Men's 100 m Butterfly	S9	1:01.08	01:04.13	01:07.19	01:10.24
Men's 100 m Butterfly	S10	0:56.61	00:59.44	01:02.27	01:05.10
Men's 100 m Butterfly	S11	1:02.94	01:06.09	01:09.23	01:12.38
Men's 100 m Butterfly	S12	0:58.13	01:01.04	01:03.94	01:06.85
Men's 100 m Butterfly	S13	0:56.17	00:58.98	01:01.79	01:04.60
Men's 100 m Butterfly	S14	0:54.86	00:57.60	01:00.35	01:03.09
Men's 150 m Individual Medley	SM3	2:58.30	03:07.22	03:16.13	03:25.05
Men's 150 m Individual Medley	SM4	2:37.16	02:45.02	02:52.88	03:00.73
Men's 200 m Individual Medley	SM6	2:39.30	02:47.27	02:55.23	03:03.19
Men's 200 m Individual Medley	SM7	2:30.48	02:38.00	02:45.53	02:53.05
Men's 200 m Individual Medley	SM8	2:23.64	02:30.82	02:38.00	02:45.19
Men's 200 m Individual Medley	SM9	2:17.34	02:24.21	02:31.07	02:37.94

Men's 200 m Individual Medley	SM10	2:13.73	02:20.42	02:27.10	02:33.79
Men's 200 m Individual Medley	SM11	2:23.84	02:31.03	02:38.22	02:45.42
Men's 200 m Individual Medley	SM13	2:08.77	02:15.21	02:21.65	02:28.09
Men's 200 m Individual Medley	SM14	2:08.61	02:15.04	02:21.47	02:27.90
Women's 50 m Freestyle	S4	0:40.54	00:42.57	00:44.59	00:46.62
Women's 50 m Freestyle	S6	0:33.01	00:34.66	00:36.31	00:37.96
Women's 50 m Freestyle	S8	0:30.59	00:32.12	00:33.65	00:35.18
Women's 50 m Freestyle	S10	0:27.70	00:29.08	00:30.47	00:31.85
Women's 50 m Freestyle	S11	0:29.72	00:31.21	00:32.69	00:34.18
Women's 50 m Freestyle	S13	0:27.64	00:29.02	00:30.40	00:31.79
Women's 100 m Freestyle	S3	1:31.62	01:36.20	01:40.78	01:45.36
Women's 100 m Freestyle	S5	1:20.82	01:24.86	01:28.90	01:32.94
Women's 100 m Freestyle	S7	1:11.38	01:14.95	01:18.52	01:22.09
Women's 100 m Freestyle	S9	1:02.22	01:05.33	01:08.44	01:11.55
Women's 100 m Freestyle	S10	1:01.02	01:04.07	01:07.12	01:10.17
Women's 100 m Freestyle	S11	1:06.24	01:09.55	01:12.86	01:16.18
Women's 100 m Freestyle	S12	1:01.05	01:04.10	01:07.16	01:10.21
Women's 200 m Freestyle	S5	2:47.96	02:56.36	03:04.76	03:13.15
Women's 200 m Freestyle	S14	2:07.91	02:14.31	02:20.70	02:27.10
Women's 400 m Freestyle	S6	5:19.62	05:35.60	05:51.58	06:07.56
Women's 400 m Freestyle	S7	5:12.61	05:28.24	05:43.87	05:59.50
Women's 400 m Freestyle	S8	4:56.62	05:11.45	05:26.28	05:41.11
Women's 400 m Freestyle	S9	4:44.91	04:59.16	05:13.40	05:27.65
Women's 400 m Freestyle	S10	4:34.18	04:47.89	05:01.60	05:15.31
Women's 400 m Freestyle	S11	5:04.08	05:19.28	05:34.49	05:49.69
Women's 400 m Freestyle	S13	4:44.62	04:58.85	05:13.08	05:27.31
Women's 50 m Backstroke	S2	1:08.79	01:12.23	01:15.67	01:19.11
Women's 50 m Backstroke	S3	0:58.63	01:01.56	01:04.49	01:07.42
Women's 50 m Backstroke	S4	0:50.81	00:53.35	00:55.89	00:58.43
Women's 50 m Backstroke	S5	0:40.99	00:43.04	00:45.09	00:47.14
Women's 100 m Backstroke	S2	2:24.48	02:31.70	02:38.93	02:46.15
Women's 100 m Backstroke	S6	1:21.97	01:26.07	01:30.17	01:34.27
Women's 100 m Backstroke	S8	1:18.36	01:22.28	01:26.20	01:30.11
Women's 100 m Backstroke	S9	1:09.24	01:12.70	01:16.16	01:19.63
Women's 100 m Backstroke	S10	1:08.59	01:12.02	01:15.45	01:18.88
Women's 100 m Backstroke	S11	1:16.64	01:20.47	01:24.30	01:28.14
Women's 100 m Backstroke	S12	1:11.33	01:14.90	01:18.46	01:22.03
Women's 100 m Backstroke	S13	1:08.08	01:11.48	01:14.89	01:18.29
Women's 100 m Backstroke	S14	1:07.75	01:11.14	01:14.52	01:17.91
Women's 50 m Breaststroke	SB3	0:57.07	00:59.92	01:02.78	01:05.63
Women's 100 m Breaststroke	SB4	1:50.21	01:55.72	02:01.23	02:06.74

Women's 100 m Breaststroke	SB5	1:44.25	01:49.46	01:54.68	01:59.89
Women's 100 m Breaststroke	SB6	1:33.95	01:38.65	01:43.35	01:48.04
Women's 100 m Breaststroke	SB7	1:30.47	01:34.99	01:39.52	01:44.04
Women's 100 m Breaststroke	SB8	1:23.17	01:27.33	01:31.49	01:35.65
Women's 100 m Breaststroke	SB9	1:16.94	01:20.79	01:24.63	01:28.48
Women's 100 m Breaststroke	SB11	1:21.50	01:25.58	01:29.65	01:33.72
Women's 100 m Breaststroke	SB12	1:20.03	01:24.03	01:28.03	01:32.03
Women's 100 m Breaststroke	SB13	1:17.70	01:21.59	01:25.47	01:29.35
Women's 100 m Breaststroke	SB14	1:16.25	01:20.06	01:23.88	01:27.69
Women's 50 m Butterfly	S5	0:43.53	00:45.71	00:47.88	00:50.06
Women's 50 m Butterfly	S6	0:37.06	00:38.91	00:40.77	00:42.62
Women's 50 m Butterfly	S7	0:35.40	00:37.17	00:38.94	00:40.71
Women's 100 m Butterfly	S6	1:44.84	01:50.08	01:55.32	02:00.57
Women's 100 m Butterfly	S8	1:11.44	01:15.01	01:18.58	01:22.16
Women's 100 m Butterfly	S9	1:07.96	01:11.36	01:14.76	01:18.15
Women's 100 m Butterfly	S10	1:06.75	01:10.09	01:13.43	01:16.76
Women's 100 m Butterfly	S13	1:04.83	01:08.07	01:11.31	01:14.55
Women's 100 m Butterfly	S14	1:03.33	01:06.50	01:09.66	01:12.83
Women's 150 m Individual Medley	SM4	2:57.44	03:06.31	03:15.18	03:24.06
Women's 200 m Individual Medley	SM5	3:24.81	03:35.05	03:45.29	03:55.53
Women's 200 m Individual Medley	SM6	3:03.60	03:12.78	03:21.96	03:31.14
Women's 200 m Individual Medley	SM7	2:58.48	03:07.40	03:16.33	03:25.25
Women's 200 m Individual Medley	SM8	2:41.29	02:49.35	02:57.42	03:05.48
Women's 200 m Individual Medley	SM9	2:37.17	02:45.03	02:52.89	03:00.75
Women's 200 m Individual Medley	SM10	2:29.51	02:36.99	02:44.46	02:51.94
Women's 200 m Individual Medley	SM11	2:41.83	02:49.92	02:58.01	03:06.10
Women's 200 m Individual Medley	SM13	2:27.47	02:34.84	02:42.22	02:49.59
Women's 200 m Individual Medley	SM14	2:25.63	02:32.91	02:40.19	02:47.47

Attachment B
2025 U.S. Paralympics Swimming Athlete Stipends

1. Athlete stipends are processed monthly on/before the first day of each month.
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 2025 Athlete Agreement, personal performance plan obligations, and monthly report submission. If an athlete is not current with the agreement/plan/monthly report obligations/Athlete Safety requirements 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. 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.).

2025 Criteria for U.S. Paralympics Swimming Athlete Stipends (include dollar amounts):

Team Status Level	2025 Monthly Payment
National A Team	\$1,300
National B Team	\$700
National C Team	<i>Not eligible for Athlete Stipend, only eligible for SAS & Travel Support</i>

Attachment C

2025 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, B, and C 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, B, and C team 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 \$1,500 will be available per athlete for one additional event. This will be paid in advance of the event. If an athlete does not go to the event funds have already been dispersed for, an athlete must reimburse U.S. Paralympics swimming for the full amount.

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, and C 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 event twice annually in the form of reimbursement. Coaches of National C team athletes are eligible for up to \$400 toward a WPS-approved 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.

Performance Based Bonuses

Performance based bonuses will be provided by gender to athletes who attain results at, U.S. Paralympics Swimming National Championships and who are current National Team Members in good standing. A ranking list will be created and swims will be ranked in order of each swim’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 Champs
1 st	\$2,000
2 nd	\$1,000
3 rd	\$500

Supplemental Athlete Support (SAS)

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 12, 2025, 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
National C	\$750
Quarter 2	
National A	\$1,250
National B	\$1,000
National C	\$750
Quarter 3	
National A	\$1,250
National B	\$1,000
National C	\$750
Quarter 4	
National A	\$1,250
National B	\$1,000
National C	\$750

Attachment D
2025 U.S. Paralympics Swimming Elite Athlete Health Insurance (EAHI)

All 2025 National Team athletes are eligible for EAHI. Upon meeting the criteria below eligible athletes will receive an email from the USOPC outlining the EAHI program benefits for further consideration.

1. Athletes must be currently training and competing to receive EAHI.
2. Athletes must sign and be in compliance with 2025 Athlete Agreement obligations and Personal Performance Plan obligations, including monthly reports.
3. Athletes are eligible for EAHI at the beginning of the month following nomination to the National Team(s).
4. 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).
5. 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.
6. 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.
7. 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.
8. When National Team status is no longer conferred upon the athlete, EAHI benefits will cease. Termination is effective the first of the month following 30 days written notification.
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](#).

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
2025 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 2025 National Team Paperwork by February 15, 2025, will result in a loss of benefits until the paperwork has been completed.
- Failure to submit monthly training reports by 30th 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 2025 Personal Performance Plan
3. Submit monthly training report to U.S. Paralympics Swimming Staff by 30th of each month
4. Maintain a working coach/athlete relationship with a U.S. Paralympics Swimming Certified Coach (level 1, 2, 3 or 4) and have them be confirmed as your home coach.
 - Since this is a new requirement will give a grace period to identify this person until June 1, 2025 if needed.
 - A home coach is defined as the 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 2025 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 C 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 quarterly zoom, or as requested, check-in meeting 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 and 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
- 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
2025 OPTC Access

National Team 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 availability is subject to OPTC availability. A home coach **MUST** accompany the athlete for the entire duration of the camp.

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 the 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 \(MAAPP\)](#)
- 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