

U.S. Paralympics Swimming 2024 Athlete and Sport Program Plan



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DEFINITIONS

1. **“2024”**: The following dates and seasons:
 - a. Summer Sports – the 2024 season, which lasts January 1, 2024 through December 31, 2024
 - b. Winter Sports – the 2024-2025 season, which lasts July 1, 2024 through June 30, 2025
2. **“2025”**: The following dates and seasons:
 - a. Summer Sports – 2025 season / January 1, 2025 through December 31, 2025
 - b. Winter Sports – 2025-2026 season / July 1, 2025 through June 30, 2026
3. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
4. **“EAHI”**: Elite Athlete Health Insurance
5. **“IF”**: an International Federation
 - a. ATH – [World Para Athletics \(WPA\)](#)
 - b. BKG – [World Dance Sport Federation \(WDSF\)](#)
 - c. CYC – [Union Cycliste Internationale \(UCI\)](#)
 - d. PEL – [International Federation of Pelota Vasca \(FIPV\)](#)

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

PROGRAM GOALS

The primary focus in 2024 is to field the most competitive team of swimmers to represent Team USA at the 2024 Paris Paralympic Games. To be the most competitive team in Paris, we must provide our athletes opportunities to compete against their toughest competitors to gain race experience, establish opportunities for focused training to hone in on performance, and continue to promote overall athlete well-being. In addition to the emphasis on Paris, we will maintain focus on athlete identification, coaching education, official’s education, and athlete high performance toward LA28.

Specific activities in pursuit of these program goals will include:

- Continuing to provide resources and support through athlete stipends, performance incentives, and supplemental support as well as connecting National Team athletes to service providers in all areas of performance and well-being.
- Establishing competitive opportunities at high caliber selection events.
- Collaborating with USA Swimming to provide additional competitive opportunities for National Team athletes and all Para swimmers.
- Providing travel support and incentives to coaches who actively coach and position athletes on the National, World Championships and Paralympic Games Teams.
- Providing education, clinics, and opportunities for coaches to further develop their knowledge in Para swimming.
- Creating a dynamic process for coaches to progress through the pipeline and onto the Team USA Staff.
- Continuing to partner with external providers to develop an elite Team USA culture.
- Developing pathways for athletes and staff leadership to identify and create solutions for team onboarding and growth.
- Developing a member system to have direct contact with our athletes, coaches, and staff and track athlete performances.

2024 NATIONAL TEAM

U.S. Paralympics Swimming will nominate National A/B/C Team(s) for 2024, effective, January 1, 2024, based on athlete performances in 2023 and their completion of the obligations in Attachment F of the [2023 Athlete and Sport Program Plan](#).

- 2024 National Team status applies for January 1, 2024 – December 31, 2024. National 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.

- National Team Athletes unable to attend the 2024 Citi Para Swimming World Series – USA or 2024 U.S. Paralympic Trials due to injury or illness must submit medical documentation to U.S. Para Swimming within 7 days of the conclusion of the event. Medical documentation will be reviewed by the Head Team Physician and USOPC Sports Medicine. Documentation must include a return to competition plan.
- National Team Athletes who do not attend the 2024 Citi Para Swimming World Series – USA or 2024 U.S. Paralympic Trials and did not have an injury or illness that prevented them from attending, will be removed from the National Team on April 30, 2024 or June 30, 2024.
- Athletes who meet a National A/B/C Team standard during 2024 at a WPS Approved Competition become eligible for National Team benefits and will retain their National Team status through December 31, 2024. Athletes will be nominated to the team on the first day of the month following the achievement of the National Team standard.
- Athletes who win an individual medal at the Paris Paralympic Games will be nominated to the National A Team for the remainder of 2024.
- Prior to being nominated to the National A or B Team, athletes ***must have undergone international classification evaluation and hold an international Paralympic-eligible sport class*** as per the World Para Swimming (WPS) master list and hold a current season license for swimming from World Para Swimming.
 - More information on licensing and classification can be found at:
 - SWI: [Licensing for World Para Swimming](#)
 - SWI: [U.S. Paralympics Swimming Classification Information](#)
- Athletes nominated to the 2024 National Team(s) may 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 nominated to the 2024 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 C Team, athletes must have undergone EITHER international or national classification evaluation and hold a Paralympic-eligible sport class as per the WPS master list or the U.S. Paralympics Swimming classification database and hold a current season license for swimming from World Para Swimming.

- Athletes who do not have an event in their sport class at the 2024 Paris Paralympic Games, but who meet a National Team Standard in a higher sport class in a Paris Event (using the 2024 National Team Standards) will be named to the respective National Team.
- Athletes who achieve a standard during 2024 at an LCM (Long Course Meter) sanctioned USA Swimming or US Masters Swimming meet will be nominated to the National C Team regardless of which standard (A, B, or C) was achieved the month following the event and results received by U.S. Paralympics Swimming.
 - Athletes who achieve a National C standard or higher at a USA Swimming or US Masters meet must submit results to U.S. Paralympics Swimming Staff at USPara.Swiminfo@usopc.org within 30 days of the competition to be eligible for nomination.

2024 National Team Standards

2024 National Team standards (Attachment A) are based on the 3rd place result from the WPS World Rankings from January 1, 2023 – December 31, 2023 for events on the Paris Paralympic Games program.

- National A Team Standards are equal to the 3rd place World Ranking.
- National B Team Standards are the 3rd place World Ranking plus 5%.
- National C Team Standards are the 3rd place World Ranking plus 10%.

**** National Team status may not be earned based on performances in relays.****

DISCRETIONARY CRITERIA

U.S. Paralympics Swimming may use discretionary criteria to select additional athletes onto the National Team 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) and the occurrence of exceptional circumstances (e.g., earthquakes, cancellation of IF events, epidemics, riots).

Discretionary nominations, if any, may be based on a variety of factors, including consideration of competition results outside of the 12-month selection period 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 2023 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 three U.S. Paralympics Swimming high performance program staff and two elite athlete representatives meeting the eligibility requirements under, and appointed pursuant to, the USOPC Bylaws.

2025 NATIONAL TEAM

U.S. Paralympics Swimming will nominate a National Team(s), effective January 1, 2025, based on athletes achieving national team standards from January 1, 2024 – December 31, 2024, at a WPS-approved competition. Only athletes who have achieved a performance standard and have met all obligations in Attachment F during 2024 will be nominated to the respective team.

National C Team athletes who do not achieve a National A or B team standard after having been on the National C Team for two consecutive terms will **not** be eligible for nomination to the National Team for a period of one year or until a National A or B standard has been achieved.

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. Para 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.
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 service providers including nutrition, sport psych, strength & condition, etc.

EMERGING ATHLETES

Eligible athletes who meet the Emerging standard during 2024, at a WPS-approved competition, **may** be invited to participate in selected U.S. Paralympics Swimming Program activities as outlined below. An invitation is at the discretion of U.S. Paralympics Swimming.

The Emerging standards (Attachment A) are the 2024 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 the IF and/or U.S. Paralympics Swimming National Classification Database and hold a current season license for Swimming from WPS.

2024 PROGRAM ACTIVITIES

The 2024 National Team(s) activities are outlined below. Athletes will be required to attend all 2024 activities included in their Personal Performance Plan which will be developed in conjunction with 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) **unless otherwise indicated** in the activity listing or the athlete's Personal Performance Plan.

- National Team athletes are required to obtain a 2024 WPS License [Licensing for World Para Swimming](#).
- National Team athletes are required to be registered members of USA Swimming.
- WPS Approved events are noted in the 2024 Program Activities listed below.

Selection procedures for 2024 events can be found at:
<https://www.usparaswimming.org/selection-procedures>

The 2024 program calendar is subject to change.

Event	Host	City	Competition dates
National Team Camp	USA	Colorado Springs	Jan 8-15
Jimi Flowers Classic*	USA	Colorado Springs	Jan 13-14
Citi Para Swimming World Series Great Britain*	GBR	Aberdeen	Feb. 1 - 4
Citi Para Swimming World Series Australia*	AUS	Melbourne	Feb 23 - 25
Citi Para Swimming World Series Lignano Sabbiadoro*	ITA	Lignano Sabbiadoro	Mar 14 - 17
National Team Altitude Training	USA	Colorado Springs	Mar 17 - 24
Citi Para Swimming World Series USA*	USA	Indianapolis	April 11 - 13
Para Swimming European Open Championships*	POR	Madeira	April 21 - 28
Bill Keating Memorial / Cincinnati Para Swimming Open*	USA	Cincinnati	May 11 - 12
National Team Altitude Training	USA	Colorado Springs	May 13 - 19
Citi Para Swimming World Series Singapore*	SGP	Singapore	May 17 - 19
Citi Para Swimming World Series Berlin*	GER	Berlin	May 30 - June 2
Citi Para Swimming World Series France*	FRA	Limoges	June 7 - 9
U.S. Paralympic Team Trials* (Selection Event)	USA	Minneapolis	June 27 - 29
Paris Prep Camp #1	USA	Colorado Springs	July 21 - 28
Paris Prep Final Prep Camp	TBA	TBA	August 15 - 25

Paris 2024 Paralympic Games*	FRA	Paris	Aug 29 - Sept 7
California Classic Para Open Series*	USA	Yucaipa	Oct 11 - 12
The Fred Para Open Series*	USA	TBA	Nov. TBA
U.S. Para Swimming Emerging Camp	USA	Colorado Springs	Nov. 14 - 17
Citi Para Swimming World Series Mexico*	MEX	Guadalajara	Nov 21 - 24
Citi Para Swimming World Series Egypt*	EGY	Cairo	Dec 6 - 8
U.S. Paralympics Swimming National Championships*	USA	TBA	TBA

*WPS Approved Competitions

2024 OPERATION GOLD

The Operation Gold qualifying event for U.S. Paralympics Swimming is the 2024 Paris Paralympic Games in Paris, France.

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.

Paralympic Sport Payment Schedule

Place	Paralympic Games Year (Paralympic Games Only)
1 st	\$37,500
2 nd	\$22,500
3 rd	\$15,000

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:

- 2024 Para Open Swimming Series
- 2024 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
2024 U.S. Paralympics Swimming National Team Standards

Event	Sport Class	National A Standard	National B Standard	National C Standard	Emerging Standard
Men's 50 m Freestyle	S3	0:45.64	00:47.92	00:50.20	00:52.49
Men's 50 m Freestyle	S4	0:37.22	00:39.08	00:40.94	00:42.80
Men's 50 m Freestyle	S5	0:31.40	00:32.97	00:34.54	00:36.11
Men's 50 m Freestyle	S7	0:28.09	00:29.49	00:30.90	00:32.30
Men's 50 m Freestyle	S9	0:25.40	00:26.67	00:27.94	00:29.21
Men's 50 m Freestyle	S10	0:23.72	00:24.91	00:26.09	00:27.28
Men's 50 m Freestyle	S11	0:26.05	00:27.35	00:28.66	00:29.96
Men's 50 m Freestyle	S13	0:23.84	00:25.03	00:26.22	00:27.42
Men's 100 m Freestyle	S4	1:22.91	01:27.06	01:31.20	01:35.35
Men's 100 m Freestyle	S5	1:10.48	01:14.00	01:17.53	01:21.05
Men's 100 m Freestyle	S6	1:04.73	01:07.97	01:11.20	01:14.44
Men's 100 m Freestyle	S8	0:59.47	01:02.44	01:05.42	01:08.39
Men's 100 m Freestyle	S10	0:52.75	00:55.39	00:58.03	01:00.66
Men's 100 m Freestyle	S12	0:54.13	00:56.84	00:59.54	01:02.25
Men's 200 m Freestyle	S2	4:22.96	04:36.11	04:49.26	05:02.40
Men's 200 m Freestyle	S3	3:37.18	03:48.04	03:58.90	04:09.76
Men's 200 m Freestyle	S4	2:58.98	03:07.93	03:16.88	03:25.83
Men's 200 m Freestyle	S5	2:31.06	02:38.61	02:46.17	02:53.72
Men's 200 m Freestyle	S14	1:55.19	02:00.95	02:06.71	02:12.47
Men's 400 m Freestyle	S6	5:08.21	05:23.62	05:39.03	05:54.44
Men's 400 m Freestyle	S7	4:41.57	04:55.65	05:09.73	05:23.81
Men's 400 m Freestyle	S8	4:30.33	04:43.85	04:57.36	05:10.88
Men's 400 m Freestyle	S9	4:15.47	04:28.24	04:41.02	04:53.79
Men's 400 m Freestyle	S11	4:35.35	04:49.12	05:02.88	05:16.65
Men's 400 m Freestyle	S13	4:08.50	04:20.93	04:33.35	04:45.77
Men's 50 m Backstroke	S1	1:12.87	01:16.51	01:20.16	01:23.80
Men's 50 m Backstroke	S2	0:57.50	01:00.38	01:03.25	01:06.13
Men's 50 m Backstroke	S3	0:48.70	00:51.14	00:53.57	00:56.01
Men's 50 m Backstroke	S4	0:42.80	00:44.94	00:47.08	00:49.22
Men's 50 m Backstroke	S5	0:33.71	00:35.40	00:37.08	00:38.77
Men's 100 m Backstroke	S1	2:30.89	02:38.43	02:45.98	02:53.52
Men's 100 m Backstroke	S2	2:04.74	02:10.98	02:17.21	02:23.45
Men's 100 m Backstroke	S6	1:16.72	01:20.56	01:24.39	01:28.23
Men's 100 m Backstroke	S7	1:12.08	01:15.68	01:19.29	01:22.89
Men's 100 m Backstroke	S8	1:07.60	01:10.98	01:14.36	01:17.74
Men's 100 m Backstroke	S9	1:01.03	01:04.08	01:07.13	01:10.18

Men's 100 m Backstroke	S10	1:00.73	01:03.77	01:06.80	01:09.84
Men's 100 m Backstroke	S11	1:08.25	01:11.66	01:15.08	01:18.49
Men's 100 m Backstroke	S12	1:03.25	01:06.41	01:09.58	01:12.74
Men's 100 m Backstroke	S13	0:59.49	01:02.46	01:05.44	01:08.41
Men's 100 m Backstroke	S14	0:59.86	01:02.85	01:05.85	01:08.84
Men's 50 m Breaststroke	SB2	1:04.93	01:08.18	01:11.42	01:14.67
Men's 50 m Breaststroke	SB3	0:49.21	00:51.67	00:54.13	00:56.59
Men's 100 m Breaststroke	SB4	1:39.50	01:44.48	01:49.45	01:54.43
Men's 100 m Breaststroke	SB5	1:30.36	01:34.88	01:39.40	01:43.91
Men's 100 m Breaststroke	SB6	1:20.91	01:24.96	01:29.00	01:33.05
Men's 100 m Breaststroke	SB8	1:11.08	01:14.63	01:18.19	01:21.74
Men's 100 m Breaststroke	SB9	1:08.80	01:12.24	01:15.68	01:19.12
Men's 100 m Breaststroke	SB11	1:13.51	01:17.19	01:20.86	01:24.54
Men's 100 m Breaststroke	SB12	1:08.35	01:11.77	01:15.19	01:18.60
Men's 100 m Breaststroke	SB13	1:05.55	01:08.83	01:12.11	01:15.38
Men's 100 m Breaststroke	SB14	1:04.62	01:07.85	01:11.08	01:14.31
Men's 50 m Butterfly	S5	0:31.53	00:33.11	00:34.68	00:36.26
Men's 50 m Butterfly	S6	0:31.27	00:32.83	00:34.40	00:35.96
Men's 50 m Butterfly	S7	0:29.31	00:30.78	00:32.24	00:33.71
Men's 100 m Butterfly	S8	1:04.01	01:07.21	01:10.41	01:13.61
Men's 100 m Butterfly	S9	1:00.66	01:03.69	01:06.73	01:09.76
Men's 100 m Butterfly	S10	0:56.76	00:59.60	01:02.44	01:05.27
Men's 100 m Butterfly	S11	1:03.32	01:06.49	01:09.65	01:12.82
Men's 100 m Butterfly	S12	0:58.35	01:01.27	01:04.19	01:07.10
Men's 100 m Butterfly	S13	0:55.52	00:58.30	01:01.07	01:03.85
Men's 100 m Butterfly	S14	0:55.90	00:58.70	01:01.49	01:04.28
Men's 150 m Individual Medley	SM3	3:05.43	03:14.70	03:23.97	03:33.24
Men's 150 m Individual Medley	SM4	2:34.15	02:41.86	02:49.57	02:57.27
Men's 200 m Individual Medley	SM6	2:40.61	02:48.64	02:56.67	03:04.70
Men's 200 m Individual Medley	SM7	2:31.89	02:39.48	02:47.08	02:54.67
Men's 200 m Individual Medley	SM8	2:25.18	02:32.44	02:39.70	02:46.96
Men's 200 m Individual Medley	SM9	2:17.83	02:24.72	02:31.61	02:38.50
Men's 200 m Individual Medley	SM10	2:14.96	02:21.71	02:28.46	02:35.20
Men's 200 m Individual Medley	SM11	2:27.55	02:34.93	02:42.30	02:49.68
Men's 200 m Individual Medley	SM13	2:09.47	02:15.94	02:22.42	02:28.89
Men's 200 m Individual Medley	SM14	2:10.59	02:17.12	02:23.65	02:30.18

Event	Sport Class	National A Standard	National B Standard	National C Standard	Emerging Standard
Women's 50 m Freestyle	S4	0:39.72	00:41.71	00:43.69	00:45.68
Women's 50 m Freestyle	S6	0:33.22	00:34.88	00:36.54	00:38.20
Women's 50 m Freestyle	S8	0:30.97	00:32.52	00:34.07	00:35.62
Women's 50 m Freestyle	S10	0:27.93	00:29.33	00:30.72	00:32.12
Women's 50 m Freestyle	S11	0:30.01	00:31.51	00:33.01	00:34.51
Women's 50 m Freestyle	S13	0:27.69	00:29.07	00:30.46	00:31.84
Women's 100 m Freestyle	S3	1:51.31	01:56.88	02:02.44	02:08.01
Women's 100 m Freestyle	S5	1:22.03	01:26.13	01:30.23	01:34.33
Women's 100 m Freestyle	S7	1:11.46	01:15.03	01:18.61	01:22.18
Women's 100 m Freestyle	S9	1:03.32	01:06.49	01:09.65	01:12.82
Women's 100 m Freestyle	S10	1:00.98	01:04.03	01:07.08	01:10.13
Women's 100 m Freestyle	S11	1:07.28	01:10.64	01:14.01	01:17.37
Women's 100 m Freestyle	S12	1:01.54	01:04.62	01:07.69	01:10.77
Women's 200 m Freestyle	S5	3:01.06	03:10.11	03:19.17	03:28.22
Women's 200 m Freestyle	S14	2:09.45	02:15.92	02:22.40	02:28.87
Women's 400 m Freestyle	S6	5:19.69	05:35.67	05:51.66	06:07.64
Women's 400 m Freestyle	S7	5:22.27	05:38.38	05:54.50	06:10.61
Women's 400 m Freestyle	S8	5:08.94	05:24.39	05:39.83	05:55.28
Women's 400 m Freestyle	S9	4:48.48	05:02.90	05:17.33	05:31.75
Women's 400 m Freestyle	S10	4:38.08	04:51.98	05:05.89	05:19.79
Women's 400 m Freestyle	S11	5:12.51	05:28.14	05:43.76	05:59.39
Women's 400 m Freestyle	S13	4:34.83	04:48.57	05:02.31	05:16.05
Women's 50 m Backstroke	S2	1:11.11	01:14.67	01:18.22	01:21.78
Women's 50 m Backstroke	S3	0:59.33	01:02.30	01:05.26	01:08.23
Women's 50 m Backstroke	S4	0:50.79	00:53.33	00:55.87	00:58.41
Women's 50 m Backstroke	S5	0:42.00	00:44.10	00:46.20	00:48.30
Women's 100 m Backstroke	S2	2:31.66	02:39.24	02:46.83	02:54.41
Women's 100 m Backstroke	S6	1:22.02	01:26.12	01:30.22	01:34.32
Women's 100 m Backstroke	S8	1:20.35	01:24.37	01:28.39	01:32.40
Women's 100 m Backstroke	S9	1:10.54	01:14.07	01:17.59	01:21.12
Women's 100 m Backstroke	S10	1:10.08	01:13.58	01:17.09	01:20.59
Women's 100 m Backstroke	S11	1:17.63	01:21.51	01:25.39	01:29.27
Women's 100 m Backstroke	S12	1:12.51	01:16.14	01:19.76	01:23.39
Women's 100 m Backstroke	S13	1:06.71	01:10.05	01:13.38	01:16.72
Women's 100 m Backstroke	S14	1:07.78	01:11.17	01:14.56	01:17.95
Women's 50 m Breaststroke	SB3	0:58.10	01:01.01	01:03.91	01:06.81
Women's 100 m Breaststroke	SB4	1:54.38	02:00.10	02:05.82	02:11.54
Women's 100 m Breaststroke	SB5	1:46.21	01:51.52	01:56.83	02:02.14
Women's 100 m Breaststroke	SB6	1:35.23	01:39.99	01:44.75	01:49.51

Women's 100 m Breaststroke	SB7	1:34.39	01:39.11	01:43.83	01:48.55
Women's 100 m Breaststroke	SB8	1:24.94	01:29.19	01:33.43	01:37.68
Women's 100 m Breaststroke	SB9	1:15.82	01:19.61	01:23.40	01:27.19
Women's 100 m Breaststroke	SB11	1:24.23	01:28.44	01:32.65	01:36.86
Women's 100 m Breaststroke	SB12	1:17.47	01:21.34	01:25.22	01:29.09
Women's 100 m Breaststroke	SB13	1:18.24	01:22.15	01:26.06	01:29.98
Women's 100 m Breaststroke	SB14	1:16.50	01:20.32	01:24.15	01:27.97
Women's 50 m Butterfly	S5	0:43.45	00:45.62	00:47.80	00:49.97
Women's 50 m Butterfly	S6	0:36.80	00:38.64	00:40.48	00:42.32
Women's 50 m Butterfly	S7	0:35.14	00:36.90	00:38.65	00:40.41
Women's 100 m Butterfly	S8	1:14.52	01:18.25	01:21.97	01:25.70
Women's 100 m Butterfly	S9	1:08.34	01:11.76	01:15.17	01:18.59
Women's 100 m Butterfly	S10	1:07.74	01:11.13	01:14.51	01:17.90
Women's 100 m Butterfly	S13	1:06.00	01:09.30	01:12.60	01:15.90
Women's 100 m Butterfly	S14	1:05.32	01:08.59	01:11.85	01:15.12
Women's 150 m Individual Medley	SM4	02:57.21	03:06.07	03:14.93	03:23.79
Women's 200 m Individual Medley	SM5	3:30.65	03:41.18	03:51.71	04:02.25
Women's 200 m Individual Medley	SM6	3:01.37	03:10.44	03:19.51	03:28.58
Women's 200 m Individual Medley	SM7	3:04.04	03:13.24	03:22.44	03:31.65
Women's 200 m Individual Medley	SM8	2:46.43	02:54.75	03:03.07	03:11.39
Women's 200 m Individual Medley	SM9	2:37.13	02:44.99	02:52.84	03:00.70
Women's 200 m Individual Medley	SM10	2:31.50	02:39.08	02:46.65	02:54.22
Women's 200 m Individual Medley	SM11	2:43.77	02:51.96	03:00.15	03:08.34
Women's 200 m Individual Medley	SM13	2:28.78	02:36.22	02:43.66	02:51.10
Women's 200 m Individual Medley	SM14	2:24.32	02:31.54	02:38.75	02:45.97

Attachment B
2024 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 2024 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 in a year-round program 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, etc.).

2024 Criteria for U.S. Paralympics Swimming Athlete Stipends:

Team Status Level	2024 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

2024 U.S. Paralympics Swimming Additional Athlete Support Programs

Athletes must meet criteria in Attachment B to be eligible for additional athlete support programs.

Team Travel Support

Travel for National A, B, and C Team Athletes to National Team specific 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 Team camps will be provided by U.S. Paralympics Swimming.

U.S. Paralympics Swimming will support National A, B, and C team athletes to one Citi Para Swimming World Series outside of the United States based on the time of year and impact to selection events. Team support and staffing (i.e., coaches, medical, sport science, PCA, etc.) for athletes at World Series Events will be provided by U.S. Paralympics Swimming.

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 WPS 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.

Performance Based Bonuses

Performance based bonuses will be provided by gender to athletes who attain results at 2024 Para Open Swimming Series, U.S. Paralympics Swimming National

Championships and who are current National Team Members who have fulfilled all Personal Performance Plan requirements. A ranking list will be created for each event and swimmers will be ranked in order of each swimmer's percent comparison ("P") to the U.S. Paralympics Swimming National A Standard. Points and payments will not be awarded if the percentage is more than 15% of the standard. Athletes are eligible for one performance incentive at each 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	Para Open Series
<u>1st</u>	\$600 / 6 points
<u>2nd</u>	\$400 / 5 points
<u>3rd</u>	\$200 / 4 Points

Rank	National Champs
<u>1st</u>	\$600 / 8 points
<u>2nd</u>	\$400 / 7 points
<u>3rd</u>	\$200 / 6 Points

An overall ranking list will be created by combining points awarded (see point amounts in the chart below) from all Para Swimming Open Series and National Championships. The top three (3) female and male athletes who have been awarded the most points will receive the Overall awards. Only athletes who have remained compliant with all Personal Performance Plan obligations (attended all required meets, completed monthly training logs, remained compliant with USADA, etc.) and are on the National Team as of December 1, 2024, will be eligible for the Overall award.

Rank	Overall Winners
<u>1st</u>	\$2000
<u>2nd</u>	\$1000
<u>3rd</u>	\$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, etc.

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 13, 2024, respectively, and will be paid within the week following the submission deadline. SAS not requested within a quarter will be forfeited. The application will be included in the National Team paperwork and can be found online at:

<https://www.teamusa.org/usparaswimming/athlete-information>

Team	SAS Amount
Quarter 1	
National A	\$1,000
National B	\$750
National C	\$500
Quarter 2	
National A	\$1,000
National B	\$750
National C	\$500
Quarter 3	
National A	\$1,000
National B	\$750
National C	\$500
Quarter 4	
National A	\$1,000
National B	\$750
National C	\$500

Attachment D
2024 U.S. Paralympics Swimming Elite Athlete Health Insurance (EAHI)

All 2024 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 2024 Athlete Agreement obligations and Personal Performance Plan obligations.
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
2024 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 2024 National Team Paperwork by February 16, 2024, 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. Maintain compliance with 2024 Personal Performance Plan
3. Maintain compliance with 2024 U.S. Paralympics Swimming Team Rules and Regulations
4. Maintain compliance with the USOPC Code of Conduct
5. Maintain compliance with USADA, USOPC, IPC, WPS, and WADA anti-doping policies.
6. Achieve a National A, B or C Standard annually.
7. Compete at the following competitions:
 - a. 2024 Para Swimming World Series – USA
 - b. 2024 U.S. Paralympic Team Trials – Minneapolis, MN
8. 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.
9. Complete quarterly zoom or in person (if applicable) check-in meeting with U.S. Paralympics Swimming Director.
10. Athletes must achieve a minimum number of points using the table below. It is the athlete's responsibility to submit results to USPara.Swiminfo@usopc.org from USA Swimming, US Masters, YMCA, NCAA, High School, etc. to U.S. Paralympics Swimming staff to receive points.
 - Athletes named to the National Team between 1/1/24 and 3/31/24 must earn 8 points during 2024.
 - Athletes named to the National Team between 4/1/24 and 6/30/24 must earn 7 points during 2024.
 - Athletes named to the National Team between 7/1/24 and 9/30/24

- must earn 4 points during 2024.
- Athletes named to the National Team between 10/1/24 and 12/31/24 must earn 2 points during 2024.

Qualifying Swimming Events	Points	Opportunities	Max points allowed per category
Paris Paralympic Games*	4	1	4
National Championships**	3	1	3
U.S. Para Open Series**	2	3+	4
National Team Camps	1	1+	1
USA Swimming, USMS, NCAA, HS, YMCA meets (any level)	0.5	numerous	3

* Athletes must compete in the Paris Paralympic Games and have an official result to receive points.

** In order to receive points for these events, athlete must compete in a minimum of two (2) prelim or timed final sessions and have an official result.

U.S. Paralympics Swimming Team Rules and Regulations

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 (“lights out” times) established by the Team Staff and published in the daily schedule must be observed by all athletes.
- 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 keep accommodations clean and in good condition.
- 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 and the public.
- Team members are required to sleep in their assigned rooms and are not permitted to switch rooms – even temporarily – without prior 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

2024 U.S. Paralympics Swimming Resident Program

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

Eligibility:

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

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

Acceptance & Application:

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

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

- Athlete's desire and willingness to commit fully to the training Resident Program.
- Training compatibility with other resident athletes.
- Relevant performance data from current quadrennium.

Athletes with an Intellectual Impairment

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

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

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

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

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

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

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

Athlete Removal

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

Program Description

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

Coaching Staff

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

Types of Resident Programs

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

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

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

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

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

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

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

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

Participant Responsibilities

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

Expectations of Participants

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

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

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

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

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

Athlete Removal from Program

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

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

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

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

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

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

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

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

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

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 \(MAAPP\)](#)
- 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