



U.S. Paralympics Swimming 2022 Athlete and Sport Program Plan

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DEFINITIONS

1. **“2022”**: The following dates and seasons:
 - a. Summer Sports – the 2022 season, which lasts January 1, 2022 through December 31, 2022
 - b. Winter Sports – the 2022-2023 season, which lasts July 1, 2022 through June 30, 2023
2. **“2023”**: The following dates and seasons:
 - a. Summer Sports – 2023 season / January 1, 2023 through December 31, 2023
 - b. Winter Sports – 2023-2023 season / July 1, 2023 through June 30, 2023
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
 - b. CYC – Union Cycliste Internationale
 - c. SKA – World Para Alpine Skiing
 - d. SBD – World Para Snowboard
 - e. SKN – World Para Nordic Skiing
 - f. SWI – World Para Swimming
6. **“NGB”**: National Governing Body. For Para ATH, CYC, SKA, SBD, SKN, SWI, U.S. Paralympics serves as the NGB.
7. **“USADA”**: The U.S. Anti-Doping Agency

PROGRAM GOALS

The primary focus of U.S. Paralympics Swimming in 2022 is to identify and develop the best Para Swimming team in the world. To be the best in the world and move up in the medal tables, we must focus on athlete identification, coaching education, official’s education, and athlete retention. We will continue to maximize opportunities for international classification and race

experience. COVID may continue to impact international competitive opportunities, however as we have experienced over the last year, domestic opportunities promote awareness and valuable race experience. The 2024 Paris Paralympic Games are two short years away and in order to climb the medal table, we must prioritize all aspects our sport provides.

1. Continuing to provide athlete stipends and support services.
2. Creating competitive opportunities through World Para Swimming and domestic partners.
3. Supporting home clubs, coaches, support staff and other personnel who provide services to our athletes.
4. Investing in team culture development.

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 high performance.
- Providing virtual camps and clinics for development to elite swimmers until in person events are safe.
- 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 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.

2022 NATIONAL TEAM

U.S. Paralympics Swimming will nominate National A/B/C Team(s) for 2022, based on athlete performances in 2021 and their completion of the obligations in Attachment F of the 2021 Athlete and Sport Program Plan.

- U.S. Paralympics Swimming 2022 National Team status applies for January 1 – December 31, 2022. National Team status and benefits are only awarded to athletes who accept, sign and remain current with their obligations under the U.S. Paralympics Swimming National Team Athlete Agreement and Personal Performance Plan.
- Athletes who achieve a National Team standard during 2022, at a WPS approved event become eligible for National Team benefits and will retain their National Team status through December 31, 2022. Athletes who achieve a standard during 2022 at a LCM (Long

Course Meter) sanctioned USA Swimming or US Masters meet may be nominated to the National C Team regardless of which standard was achieved. Athletes will be nominated to the team on the first day of the month following achievement of the National Team standard.

- Athletes nominated to the 2022 National Team(s) will be added to the USADA Registered Testing Pool at the discretion of USADA 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.
- Prior to being nominated to the National A and 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.
- 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.

National Team Qualification

Athletes who meet a National A/B/C standard between January 1 – December 31, 2022 at a WPS approved event will be nominated to the respective national Team.

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 2022 National Team Standards) will be named to the respective National Team.

2022 National Team standards (Attachment A) are based on the 3rd place result at the Tokyo Paralympic Games.

- National A Team Standards are equal to the 3rd place result from the Tokyo Paralympic Games.
- National B Team Standards are the 3rd place result from the Tokyo Paralympic Games plus 5%.
- National C Team Standards are the 3rd place result from the Tokyo Paralympic Games plus 10%.

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

DISCRETIONARY CRITERIA

U.S. Paralympics Swimming staff and U.S. Paralympics Swimming and AAC representatives 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).

2023 NATIONAL TEAM

U.S. Paralympics Swimming will nominate a National Team(s) for 2023, based on athletes achieving national team standards from January 1, 2022 – December 31, 2021, at a WPS approved competition. Only athletes who have achieved a performance standard and met their obligations in Attachment F during 2022 will be nominated to the respective team.

NATIONAL TEAM BENEFITS

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

1. USOPC Athlete Stipend (Attachment B)
2. Operation Gold
3. Swimming Additional Athlete Support Programs (Attachment C)
2. USOPC Elite Athlete Health Insurance Program (Attachment D)
3. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics Swimming training and competition activities.
4. USOPC Athlete Career & Education Program (<https://www.teamusa.org/athlete-career-and-education-program>).
5. U.S. Paralympics National Team uniform.
 - U.S. Paralympics national team uniform is provided every two years. Athletes who received their uniform in 2021 will not receive additional uniforms in 2022.
 - Athletes who make the national team in 2022 will receive the national team uniform.

EMERGING ATHLETES

Athletes who meet the Emerging standard during 2022, at a WPS approved competition, may be invited to participate in selected U.S. Paralympics Swimming Program activities as outlined below. Invitation is at the discretion of U.S. Paralympics Swimming.

The Emerging standards (Attachment A) are the 2022 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 master list and hold a current season license for Swimming from WPS.

2022 PROGRAM ACTIVITIES

The 2022 National Team(s) activities are outlined below. Athletes will be required to attend all 2022 activities included in their personal performance plan which will be developed in conjunction with the staff at U.S. Paralympics Swimming.

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 (as applicable).

National Team athletes are required to obtain a 2022 IPC/WPS License.

National Team athletes are required to be registered members of USA Swimming

IF Approved/Sanctioned events are noted in the 2022 Program Activities listed below.

Competition

2022 Para Swimming World Series Indianapolis

April 7-9, 2022

Indianapolis, Indiana

Camp

2022 U.S. Paralympics Swimming National Camp

January 12-17, 2021

FGCU, Fort Myers, Florida

2022 OPERATION GOLD

The Operation Gold qualifying event for Swimming is the World Championships in Madeira, Portugal, June 12 – 18, 2022.

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; 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 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 be eligible for Operation Gold at the approved qualifying event.

Paralympic Sport Payment Schedule

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

Attachment A

2022 U.S. Paralympics Swimming Standards

Event	Class	M/W	2022 National A Standard	2022 National B Standard	2022 National C Standard	2022 National E Standard
50 Free	S3	Men	00:45.95	00:48.25	00:50.55	00:52.84
50 Free	S4	Men	00:38.12	00:40.03	00:41.93	00:43.84
50 Free	S5	Men	00:31.25	00:32.81	00:34.38	00:35.94
50 Free	S7	Men	00:27.99	00:29.39	00:30.79	00:32.19
50 Free	S9	Men	00:25.19	00:26.45	00:27.71	00:28.97
50 Free	S10	Men	00:23.50	00:24.68	00:25.85	00:27.02
50 Free	S11	Men	00:26.38	00:27.70	00:29.02	00:30.34
50 Free	S13	Men	00:23.83	00:25.02	00:26.21	00:27.40
100 Free	S4	Men	01:26.95	01:31.30	01:35.65	01:39.99
100 Free	S5	Men	01:10.80	01:14.34	01:17.88	01:21.42
100 Free	S6	Men	01:05.45	01:08.72	01:11.99	01:15.27
100 Free	S8	Men	00:58.73	01:01.67	01:04.60	01:07.54
100 Free	S10	Men	00:51.45	00:54.02	00:56.60	00:59.17
100 Free	S12	Men	00:53.43	00:56.10	00:58.77	01:01.44
200 Free	S2	Men	04:15.95	04:28.75	04:41.54	04:54.34
200 Free	S3	Men	03:23.93	03:34.13	03:44.32	03:54.52
200 Free	S4	Men	02:58.48	03:07.40	03:16.33	03:25.25
200 Free	S5	Men	02:38.61	02:46.54	02:54.47	03:02.40
200 Free	S14	Men	01:55.58	02:01.36	02:07.14	02:12.92
400 Free	S6	Men	05:04.84	05:20.08	05:35.32	05:50.57
400 Free	S7	Men	04:38.95	04:52.90	05:06.85	05:20.79
400 Free	S8	Men	04:28.47	04:41.89	04:55.32	05:08.74
400 Free	S9	Men	04:13.54	04:26.22	04:38.89	04:51.57
400 Free	S11	Men	04:34.89	04:48.63	05:02.38	05:16.12
400 Free	S13	Men	04:06.49	04:18.81	04:31.14	04:43.46
50 Back	S1	Men	01:14.87	01:18.61	01:22.36	01:26.10
50 Back	S2	Men	00:59.47	01:02.44	01:05.42	01:08.38
50 Back	S3	Men	00:45.66	00:47.94	00:50.23	00:52.51
50 Back	S4	Men	00:43.25	00:45.41	00:47.58	00:49.74
50 Back	S5	Men	00:33.38	00:35.05	00:36.72	00:38.39
100 Back	S1	Men	02:32.08	02:39.68	02:47.29	02:54.89
100 Back	S2	Men	02:02.74	02:08.88	02:15.01	02:21.15
100 Back	S6	Men	01:15.74	01:19.53	01:23.31	01:27.10
100 Back	S7	Men	01:10.08	01:13.58	01:17.09	01:20.59
100 Back	S8	Men	01:07.09	01:10.44	01:13.80	01:17.15
100 Back	S9	Men	01:02.16	01:05.27	01:08.38	01:11.48

100 Back	S10	Men	01:01.30	01:04.36	01:07.43	01:10.49
100 Back	S11	Men	01:09.62	01:13.10	01:16.58	01:20.06
100 Back	S12	Men	01:01.27	01:04.33	01:07.40	01:10.46
100 Back	S13	Men	00:59.86	01:02.85	01:05.85	01:08.84
100 Back	S14	Men	00:59.97	01:00.62	01:03.50	01:06.39
50 Breast	SB2	Men	01:02.27	01:05.38	01:08.50	01:11.61
50 Breast	SB3	Men	00:49.32	00:51.79	00:54.25	00:56.72
100 Breast	SB4	Men	01:40.20	01:45.21	01:50.22	01:55.23
100 Breast	SB5	Men	01:29.01	01:33.46	01:37.91	01:42.36
100 Breast	SB6	Men	01:21.10	01:25.16	01:29.21	01:33.26
100 Breast	SB8	Men	01:10.48	01:14.00	01:17.53	01:21.05
100 Breast	SB9	Men	01:08.06	01:11.46	01:14.87	01:18.27
100 Breast	SB11	Men	01:12.62	01:16.25	01:19.88	01:23.51
100 Breast	SB12	Men	01:05.76	01:09.05	01:12.34	01:15.62
100 Breast	SB13	Men	01:05.20	01:08.46	01:11.72	01:14.98
100 Breast	SB14	Men	01:05.91	01:09.21	01:12.50	01:15.80
50 Fly	S5	Men	00:32.00	00:33.60	00:35.20	00:36.80
50 Fly	S6	Men	00:31.77	00:33.36	00:34.95	00:36.54
50 Fly	S7	Men	00:29.34	00:30.81	00:32.27	00:33.74
100 Fly	S8	Men	01:03.23	01:06.39	01:09.55	01:12.71
100 Fly	S9	Men	01:00.54	01:03.57	01:06.59	01:09.62
100 Fly	S10	Men	00:57.66	01:00.54	01:03.43	01:06.31
100 Fly	S11	Men	01:05.20	01:08.46	01:11.72	01:14.98
100 Fly	S12	Men	00:57.87	01:00.76	01:03.66	01:06.55
100 Fly	S13	Men	00:57.12	00:59.98	01:02.83	01:05.69
100 Fly	S14	Men	00:56.90	00:59.75	01:02.59	01:05.44
150 IM	SM3	Men	03:05.57	03:14.85	03:24.13	03:33.41
150 IM	SM4	Men	02:40.53	02:48.56	02:56.58	03:04.61
200 IM	SM6	Men	02:41.29	02:49.35	02:57.42	03:05.48
200 IM	SM7	Men	02:31.58	02:39.16	02:46.74	02:54.32
200 IM	SM8	Men	02:21.53	02:28.61	02:35.68	02:42.76
200 IM	SM9	Men	02:17.15	02:24.01	02:30.86	02:37.72
200 IM	SM10	Men	02:11.39	02:17.96	02:24.53	02:31.10
200 IM	SM11	Men	02:28.44	02:35.86	02:43.28	02:50.71
200 IM	SM13	Men	02:10.79	02:17.33	02:23.87	02:30.41
200 IM	SM14	Men	02:09.92	02:16.42	02:22.91	02:29.41
50 Free	S4	Women	00:40.85	00:42.89	00:44.94	00:46.98
50 Free	S6	Women	00:33.40	00:35.07	00:36.74	00:38.41
50 Free	S8	Women	00:31.17	00:32.73	00:34.29	00:35.85
50 Free	S10	Women	00:28.11	00:29.52	00:30.92	00:32.33
50 Free	S11	Women	00:29.79	00:31.28	00:32.77	00:34.26
50 Free	S13	Women	00:27.07	00:28.42	00:29.78	00:31.13
100 Free	S3	Women	01:49.63	01:55.11	02:00.59	02:06.07

100 Free	S5	Women	01:22.43	01:26.55	01:30.67	01:34.79
100 Free	S7	Women	01:11.07	01:14.62	01:18.18	01:21.73
100 Free	S9	Women	01:03.39	01:06.56	01:09.73	01:12.90
100 Free	S10	Women	01:00.68	01:03.71	01:06.75	01:09.78
100 Free	S11	Women	01:06.56	01:09.89	01:13.22	01:16.54
100 Free	S12	Women	01:00.25	01:03.26	01:06.28	01:09.29
200 Free	S5	Women	02:55.70	03:04.48	03:13.27	03:22.05
200 Free	S14	Women	02:09.53	02:16.01	02:22.48	02:28.96
400 Free	S6	Women	05:19.67	05:35.65	05:51.64	06:07.62
400 Free	S7	Women	05:11.89	05:27.48	05:43.08	05:58.67
400 Free	S8	Women	04:56.79	05:11.63	05:26.47	05:41.31
400 Free	S9	Women	04:39.32	04:53.29	05:07.25	05:21.22
400 Free	S10	Women	04:33.20	04:46.86	05:00.52	05:14.18
400 Free	S11	Women	05:07.56	05:22.94	05:38.32	05:53.69
400 Free	S13	Women	04:35.87	04:49.66	05:03.46	05:17.25
50 Back	S2	Women	01:11.55	01:15.13	01:18.71	01:22.28
50 Back	S3	Women	00:57.03	00:59.88	01:02.73	01:05.58
50 Back	S4	Women	00:49.63	00:52.11	00:54.59	00:57.07
50 Back	S5	Women	00:43.48	00:45.65	00:47.83	00:50.00
100 Back	S2	Women	02:36.54	02:44.37	02:52.19	03:00.02
100 Back	S6	Women	01:21.16	01:25.22	01:29.28	01:33.33
100 Back	S8	Women	01:18.55	01:22.48	01:26.40	01:30.33
100 Back	S9	Women	01:11.15	01:14.71	01:18.27	01:21.82
100 Back	S10	Women	01:09.44	01:12.91	01:16.38	01:19.86
100 Back	S11	Women	01:16.98	01:20.83	01:24.68	01:28.53
100 Back	S12	Women	01:09.18	01:12.64	01:16.10	01:19.56
100 Back	S13	Women	01:06.49	01:09.81	01:13.14	01:16.46
100 Back	S14	Women	01:07.93	01:11.33	01:14.72	01:18.12
50 Breast	SB3	Women	01:01.60	01:04.68	01:07.76	01:10.84
100 Breast	SB4	Women	01:50.77	01:56.31	02:01.85	02:07.39
100 Breast	SB5	Women	01:43.61	01:48.79	01:53.97	01:59.15
100 Breast	SB6	Women	01:36.06	01:40.86	01:45.67	01:50.47
100 Breast	SB7	Women	01:35.02	01:39.77	01:44.52	01:49.27
100 Breast	SB8	Women	01:24.77	01:29.01	01:33.25	01:37.49
100 Breast	SB9	Women	01:17.59	01:21.47	01:25.35	01:29.23
100 Breast	SB11	Women	01:27.02	01:31.37	01:35.72	01:40.07
100 Breast	SB12	Women	01:20.31	01:24.33	01:28.34	01:32.36
100 Breast	SB13	Women	01:15.69	01:19.47	01:23.26	01:27.04
100 Breast	SB14	Women	01:17.61	01:21.49	01:25.37	01:29.25
50 Fly	S5	Women	00:43.04	00:45.19	00:47.34	00:49.50
50 Fly	S6	Women	00:36.83	00:38.67	00:40.51	00:42.35
50 Fly	S7	Women	00:34.32	00:36.04	00:37.75	00:39.47
100 Fly	S8	Women	01:20.93	01:24.98	01:29.02	01:33.07

100 Fly	S9	Women	01:08.43	01:11.85	01:15.27	01:18.69
100 Fly	S10	Women	01:07.91	01:11.31	01:14.70	01:18.10
100 Fly	S13	Women	01:05.86	01:09.15	01:12.45	01:15.74
100 Fly	S14	Women	01:06.50	01:09.83	01:13.15	01:16.47
150 IM	SM4	Women	02:53.25	03:01.91	03:10.57	03:19.24
200 IM	SM5	Women	03:39.50	03:50.47	04:01.45	04:12.43
200 IM	SM6	Women	02:59.09	03:08.04	03:17.00	03:25.95
200 IM	SM7	Women	03:03.11	03:12.27	03:21.42	03:30.58
200 IM	SM8	Women	02:48.63	02:57.06	03:05.49	03:13.92
200 IM	SM9	Women	02:35.64	02:43.42	02:51.20	02:58.99
200 IM	SM10	Women	02:27.86	02:35.25	02:42.65	02:50.04
200 IM	SM11	Women	02:45.61	02:53.89	03:02.17	03:10.45
200 IM	SM13	Women	02:27.92	02:35.32	02:42.71	02:50.11
200 IM	SM14	Women	02:29.21	02:36.67	02:44.13	02:51.59

Attachment B

2022 U.S. Paralympics Swimming Athlete Stipends

1. Athlete stipends are processed monthly on or before the first Friday 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 that are in compliance with their 2022 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).

2022 Criteria for Swimming Athlete Stipends:

January 1 – December 31, 2022	Monthly Athlete Stipend
National A Team	\$1,300
National B Team	\$700
National C Team	Not eligible for Athlete Stipend, only eligible for SAS

Attachment C

2022 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 by U.S. Paralympics Swimming. Travel support to World Para Swimming World Series (international) or World Para Swimming Championships will be covered for athletes named to the Team USA roster for that event.

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.

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 members are eligible for up to \$400 towards a WPS recognized 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 reimbursement within 30 days of the conclusion of the event they are requesting support.
- Coaches must be counted in attendance at the designated coaches meeting 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 Incentive Support

Performance Incentive funds will be provided by gender to athletes who attain results at 2022 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 swim'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
1 st	\$600 / 6 points
2 nd	\$400 / 5 points
3 rd	\$200 / 4 Points

Rank	National Champs
1 st	\$600 / 8 points
2 nd	\$400 / 7 points
3 rd	\$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 competitions. 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, 2022, will be eligible for the Overall award.

Rank	Overall Winners
1 st	\$2000
2 nd	\$1000
3 rd	\$500

TRAVEL AND TRAINING SUPPORT

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, 2022, 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

Athletes who have met an emerging standard are eligible for \$500 per year towards travel, training, and/or meet costs to a US Para Swimming event. Exception, the \$500 stipend is not available for use towards a selection event.

Attachment D

2022 U.S. Paralympics Swimming Elite Athlete Health Insurance (EAHI)

All 2022 National A and B 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 2022 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)

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.

For more information on whereabouts, please go to <https://www.usada.org/testing/whereabouts/>.

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.

For more information on TUEs, please go to <https://www.usada.org/substances/tue/>.

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.

Global DRO does not contain information on, or that applies to, any dietary supplements.

The Global DRO can be found at <https://www.globaldro.com/Home>.

Additional Resources from USADA:

USADA Website: <https://www.usada.org/>

Supplement 411: <https://www.usada.org/substances/supplement-411/>

WADA Prohibited List: <https://www.usada.org/substances/prohibited-list/>

Anti-Doping 101: <https://www.usada.org/athletes/antidoping101/>

Attachment F

2022 U.S. Paralympics Swimming National Team

Procedures & Obligations

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 2022 National Team Paperwork by January 31, 2022 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.
 - 1st occurrence- \$100
 - 2nd occurrence- \$250
 - 3rd occurrence- \$500.

Swimming Athlete Obligations

1. Maintain compliance with U.S. Paralympics Athlete Agreement.
2. Maintain compliance with 2021 National Team Rules and Regulations.
3. Maintain compliance with 2021 Personal Performance Plan.
4. Maintain compliance with the National Team 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 a U.S. Paralympics Swimming Selection Event – Para Swimming World Series Indianapolis.
8. Complete one (1) volunteer activity
 - Activity must be unpaid, promote para swimming, and be submitted to U.S. Paralympics Swimming
9. Athletes must achieve 8 points (using the table below) in addition to Swimming Athlete Obligations 6,7, and 8 throughout the year.

Qualifying Event	Points	Opportunities	Max points allowed in Category
World Championships	4	1	4
Para National Championships	3	1	3
Para Open	2	2+	4
Club/Collegiate Champ	1.5	LSC/conference & up	3
Nat Team Camps	1	1+	1
USA local	.5	Below LSC	3
Points req	Named to team in Mar – June = 7 points	Named in 3 rd quarter = 4 points	Named in 4 th quarter = 2 points

Swimming Team Rules and Regulations

The rules and regulations listed below will be followed at all times as a member of the U.S. Paralympics Swimming National Team. The following rules apply to all official National 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 USCSS, 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, Associate Director of High Performance).
- 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 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

2022 U.S. Paralympics Swimming Resident Program

U.S. Paralympics Swimming implements a resident training program (training program) at the Colorado Springs Olympic and Paralympic Training Center (CSOPTC).

Program Description

On campus participants will reside in dormitories at the CSOPTC. Off campus participants will be responsible for their own accommodations. Specific training and competition will be geared to the individual athlete's needs, but generally will include 8 – 10 pool workouts per week, 2 – 3 weight room sessions per week, and about 6 – 10 competitions annually (competitions will include U.S. Paralympics Swimming Athlete and Sport Program Plan designated events as well as USA Swimming and/or USMS meets, etc.). Other required components of the training program will include but are not limited to sport science testing, sport psychology sessions, nutrition counseling, community outreach and involvement, and media training.

PARTICIPANTS & PROGRAM SIZE

2022 *Program will be capped at a maximum of ten (10) on campus athletes with up to twenty (20) off-site program slots. Program size is not guaranteed and must be approved by USOPC Paralympic Sport Performance.*

2023 *Program maximum size may vary from year to year.*

Accepted athletes (see application & acceptance for further details) who desire to enter the resident portion of the training program must commit to train at the CSOPTC up until the World Championships. *All athletes will be required to re-apply annually.* Natural break periods for visits to family/friends will be built into the training and competition plan but reasonable accommodations will also be made for individual needs. While athletes are encouraged to have additional pursuits outside sport such as academics or part time employment, sport activities will take priority when scheduling.

Eligibility:

- Be at least 15 years of age (OPTC policy).
- Be a current US Citizen eligible to represent the USA in the Paralympic Games.
- Must have achieved a high school diploma or equivalent
- Submit to an Athlete Performance Screen or similar physical evaluation as well as provide requested documentation of current impairment status
- Be willing to submit to a complete health profile coordinated by USOPC Support Providers including thorough medical history, comprehensive physical examination, nutritional and psychological profile.
- Have met a minimum of National C standard in a 2024 Paris Paralympic event for their eligible sport class

Sport Commitments:

- Maintain a 2.0 GPA for college classes taken while a resident athlete.

- Intend to commit to training with the program through the 2024 Paris Paralympic Games.

Acceptance & Application

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

- Space availability.
- Meeting and maintaining a minimum National C 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 World Championships/Paralympic Games.
- Projected impact of the training program on the athlete's medal potential.
- Athlete's desire and willingness to commit fully to the training program including support services
- Training compatibility with other resident athletes.
- Relevant performance data from current quadrennium.
- Continued performance improvement

The Application and all necessary forms for the Resident Program are available at <https://www.teamusa.org/USParaSwimming>. Any athlete who wishes to participate must apply and be accepted into the Resident Program.

Participant Responsibilities

All participants in the training program are responsible to fulfill program commitments as detailed below and in *Attachment A: U.S. Paralympics Swimming Resident Program Rules & Responsibilities*. Failure to meet Resident Program requirements may result in removal from the Resident Program.

- Swimmers are expected to commit to the full training program, from arrival/start date until the 2024 Paralympic Games.
- Swimmers are expected to attend all scheduled practices and participate in all scheduled competitions unless excused by the U.S. Paralympics Swimming Resident Team Coach prior to the scheduled activity.
- Sports Medicine and recovery resources will be utilized to keep swimmers healthy and injury-free. However, if a swimmer sustains a long-term illness or serious injury that compromises his/her ability to train over an extended period of time, continued participation in the training program may not provide the swimmer with a significant performance benefit and the swimmer may be removed from the training program.
- Swimmers are expected to be mature, responsible, and behave accordingly at the CSOPTC and at all training program activities.
- Swimmers in the training program will sign and abide by the USOPC Code of Conduct for U.S. Paralympics National Teams and U.S. Paralympics Programs.
- Swimmers are strongly encouraged to attend school, be employed part time and/or volunteer regularly however, school and work schedules must be arranged around training times. The Swimming Resident Team Coach and/or the Director, High

Performance Paralympic Swimming will collaborate with the athlete prior to beginning the school and/or work activity to assure the schedule is conducive to high performance training. The Team Coach and Director, U.S. Paralympics Swimming have the ability to suggest maximum time spent working and going to school such that such time away has a minimal impact on training.

- National/Resident Team competition opportunities will be outlined in the 2019-2020 Quad Calendar and further defined in the annual U.S. Paralympics Swimming Athlete and Sport Program Plan.
- In addition, Resident Team Members will also attend additional competitions and/or USMS competitions as scheduled by the U.S. Paralympics Swimming Resident Team Coach.

Coaching Staff

The Swimming Resident Program will be directed by the U.S. Paralympics Swimming Resident Team Coach and Associate Director High Performance. 1-2 Assistant Coaches and / or Coaching Fellows will assist with sport science, weight room conditioning support, as well as on-deck coaching responsibilities.

Important Dates/Schedule

*** In order to support a Games ready team, the Swimming Resident Coach may add athletes at any time until maximum program slots are filled as approved by USOPC Paralympic Sport Performance.*

CSOPTC WAIVER AND PARTICIPATION FORMS

Upon acceptance into the Resident Program, all participants are required to sign the following CSOPTC forms:

- ✓ USOPC Waiver and Release of Liability
- ✓ Participation Consent
- ✓ Participant Conduct
- ✓ Resident Athlete Application
- ✓ United States Olympic Training Center Participant Biography
- ✓ Olympic and Paralympic Training Center Participant Medical History Questionnaire
- ✓ HIPAA Form