



U.S. Paralympics Swimming 2023 Athlete and Sport Program Plan

U.S. Paralympics Swimming
Email: USPara.SwimInfo@usopc.org

George Leatherman, Resident Coach, U.S. Paralympics Swimming
Cell Phone: (719) 217-6438 / Email: George.Leaherman@usopc.org

Joe Wise, Athlete Advisory Council (AAC) Representative,
U.S. Paralympics Swimming | Email: usparaswimAAG@gmail.com

Amanda Everlove, Athlete Advisory Council (AAC) Representative Alternate,
U.S. Paralympics Swimming | Email: usparaswimAAG@gmail.com

McKenzie Coan, Athlete Advisory Group (AAG)
U.S. Paralympics Swimming | Email: usparaswimAAG@gmail.com

DEFINITIONS

1. **“2023”**: The following dates and seasons:
 - a. Summer Sports – the 2023 season, which lasts January 1, 2023 through December 31, 2023
 - b. Winter Sports – the 2023-2024 season, which lasts July 1, 2023 through June 30, 2024
2. **“2024”**: The following dates and seasons:
 - a. Summer Sports – 2024 season / January 1, 2024 through December 31, 2024
 - b. Winter Sports – 2024-2025 season / July 1, 2024 through June 30, 2025
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. CYC – Union Cycliste Internationale (UCI)
 - c. PWR – World Para Powerlifting (WPPO)
 - d. SKA – International Ski and Snowboard Federation (FIS)
 - e. SBD – International Ski and Snowboard Federation (FIS)
 - f. SKN – International Ski and Snowboard Federation (FIS)
 - g. **SWI – World Para Swimming (WPS)**
6. **“NGB”**: National Governing Body. For Para ATH, CYC, PWR, 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 2023 is to identify and develop the best Para Swimming team in the world. To be the best in the world and improve upon prior international standings, 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. The 2024 Paris Paralympic Games are less than two (2) years away and in order to have the best prepared team, 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 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.

2023 NATIONAL TEAM

U.S. Paralympics Swimming will nominate National A/B/C Team(s) for 2023, effective, January 1, 2023 based on athlete performances in 2022 and their completion of the obligations in Attachment F of the 2022 Athlete and Sport Program Plan.

- U.S. Paralympics Swimming 2023 National Team status applies for January 1 – December 31, 2023. 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 each athlete's respective Personal Performance Plan.

- Athletes nominated to the 2023 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 during 2023

Athletes who meet a National A/B/C standard between January 1 – December 31, 2023 at a WPS approved event will be nominated and added to the respective national Team roster.

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 2023 National Team Standards) will be named to the respective National Team.

Athletes who achieve a standard during 2023 at an 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 who meet the National Team criteria during 2023 will be nominated to the team on the first day of the month following achievement of the National Team standard.

2023 National Team standards

2023 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 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).

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 2022 WPS Championships or in the 2020 Paralympic Games*
- *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 two (2) years*
- *athlete is eligible for and needed to complete the make-up of a Team Relay due to specific sport class requirements for the Relay*

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.

2024 NATIONAL TEAM

U.S. Paralympics Swimming will nominate a National Team(s), effective January 1, 2024, based on athletes achieving national team standards from January 1, 2023 – December 31, 2023, at a WPS approved competition. Only athletes who have achieved a performance standard and have met all obligations in Attachment F during 2023 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/or 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. Guidelines for apparel are outlined in the team rules and athlete handbook for each competition or team activity.
6. Access to service providers including nutrition, sport psych, strength & condition, etc.

EMERGING ATHLETES

Eligible athletes who meet the Emerging standard during 2023, 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 2023 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.

2023 PROGRAM ACTIVITIES

The 2023 National Team(s) activities are outlined below. Athletes will be required to attend all 2023 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, coaching and/or other support) **unless otherwise indicated** in the activity listing or the athlete's personal performance plan (as applicable).

National Team athletes are required to obtain a 2023 IPC/WPS License.
National Team athletes are required to be registered members of USA Swimming.

IF Approved/Sanctioned events are noted in the 2023 Program Activities listed below.

The 2023 program calendar is subject to change.

Date	Event	Location	Responsible
February 17 - 19	World Series Australia*	Melbourne, Australia	Athlete
March 6 - 8	World Series Italy*	Lignano Sabbiadoro, Italy	Athlete

April 20 - 22	Indy World Series*	Indianapolis, IN	Athlete
May 6-7	Cincinnati Para Open Series*	Cincinnati, OH	Athlete
May 26 - 28	World Series France*	Limoges, France	Athlete
June 13 - 18	Worlds/National Team Camp	Colorado Springs, CO	USP Swimming
June 17-18	Jimi Flowers Classic*	Colorado Springs, CO	Athlete
July 31 - Aug 7	World Championships**	Manchester, UK	USP Swimming
September 16 - 17	California Classic*	Yucaipa, CA	Athlete
October 5 - 8	World Series Mexico*	Tijuana, MX	TBD
Oct TBD	The Fred*	Atlanta, GA	Athlete
November 13 - 26	Parapan American Games**	Santiago, Chile	USP Swimming
December 15 - 17	National Championships*	TBD	Athlete
*indicates World Para Swimming Recognized			
**indicates Selection Procedures will be used for team nomination			

2023 OPERATION GOLD

The Operation Gold qualifying event for Para Swimming is the World Para Swimming Championships in Manchester, United Kingdom, July 31 – August 6, 2023.

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

In non-Paralympic years, Operation Gold Awards are limited to one award per athlete in a program year in the respective sport; athletes who qualify for more than one award automatically receive the higher award. Individuals must finish in one of the top eight places, while teams must finish in one of the top six places at the qualifying event in order to qualify for Operation Gold Awards in non-Paralympic years, provided individuals/teams finish among the top 50% of the individuals/teams who started the event.

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

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

Paralympic Sport Payment Schedule

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

Attachment A

2023 U.S. Paralympics Swimming Standards

Event	Class	M/W	2023 National A Standard	2023 National B Standard	2023 National C Standard	2023 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	01:02.97	01:05.97	01:08.97
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

2023 Criteria for 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 2023 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).

2023 U.S. Paralympics Swimming Athlete Stipends:

Team Status Level	2023 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

2023 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.

Travel to World Para Swimming Championships/Parapan American Games will be funded and arranged for athletes named to the Team USA roster for that event. Team support and staffing (i.e. coaches, medical, sport science, PCA, etc.) for athletes at World Para Swimming Championships/Parapan American Games 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.

Travel Support

Athletes who are nominated to the National A, B, and C Teams in 2023 are eligible to receive a one-time support stipend to attend a World Para Swimming World Series event during 2023 **EXCLUDING** the Indianapolis World Series which is a Trials/selection event.

All athletes must submit actual expenses and receipts for travel (flight, hotel, ground transport, etc.) to U.S. Paralympics Swimming within two (2) weeks following the respective WPS World Series event. Each National Team athlete will be reimbursed up to a maximum of \$2500 for **one** WPS World Series event during 2023.

U.S. Paralympics Swimming will pay the meet entry fee cost for all National Team Athletes for any/all WPS World Series events during 2023 **EXCLUDING** the Indianapolis World Series which is a Trials/selection event.

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, 2023, 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

2023 U.S. Paralympics Swimming Elite Athlete Health Insurance (EAHI)

All 2023 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 2023 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

2023 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 2023 National Team Paperwork by February 15, 2023 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.
- The U.S. Paralympics Complaint Procedures can be found at the following link:
https://www.teamusa.org/-/media/USA_Paralympics/12_17_19_Template_Complaint_Procedures_for_USP_FINA_L-ua_75445.pdf?la=en&hash=C4B391C19495360F306B4DBEC5790C88BA83F0DF

U.S. Paralympics Swimming Athlete Obligations

1. Maintain compliance with U.S. Paralympics Athlete Agreement.
2. Maintain compliance with 2023 National Team Rules and Regulations.
3. Maintain compliance with 2023 Personal Performance Plan.
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 2023 U.S. Paralympics Swimming Selection Event – World Para Swimming Series Indianapolis.
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. Athletes must achieve a minimum number of points using the table below.

- Athletes named to the National Team between 1/1/23 and 3/31/23 must earn 8 points during 2023.
 - ✓ Athletes nominated to the 2023 National Team as of 1/1/23 who were members of a 2022 National Team and fulfilled **all** 2022 National Team requirements MAY request a “roll-over” of up to 3 points toward their 2023 obligations. Requests must be submitted in writing as part of the athlete’s Personal Performance Plan for 2023.
- Athletes named to the National Team between 4/1/23 and 6/30/23 must earn 7 points during 2023.
- Athletes named to the National Team between 7/1/23 and 9/30/23 must earn 4 points during 2023.
- Athletes named to the National Team between 10/1/23 and 12/31/23 must earn 2 points during 2023.

Qualifying Swimming Event	Points	Opportunities	Max points allowed in Category
World Championships	4	1	4
Parapan American Games	4	1	4
National Championships	3	1	3
Domestic Series Events (Cincy, JF, CC, Fred)	2	3+	4
National Team Camps	1	1+	1
USA Swimming, USMS, NCAA, HS, YMCA meets (any level)	.5	numerous	3

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 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):
 - o Athletes are not required to have assistance and should request it of the staff if/when they require it.
 - o 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.
 - o Staff will be considerate of the athlete and will avoid all but inadvertent touching of the groin, buttocks, and breast area.

Attachment G

2023 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.
- Have completed High School or equivalent degree.
- Be a current US Citizen eligible to represent the USA in the Paralympic Games.
- Applicants who take college courses must maintain a 3.0 GPA.
- Be willing to submit to a complete health profile coordinated by USOPC Sports Medicine including thorough medical history and comprehensive physical examination.

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.

APPLICATION & ACCEPTANCE

Acceptance to the resident program will be at the sole discretion of U.S. Paralympics Swimming staff and all positions in the program will not necessarily be filled.

For consideration applicants must:

- Be at least 17 years of age.
- Be a current U.S. Citizen eligible to represent the U.S. at World Para Swimming International events and at the Paralympic Games.
- Have completed High School or earned an equivalent degree.
- Demonstrate an appropriate time commitment to full-time training for Swimming, balanced with work and/or school responsibilities.
- Be willing to submit to a complete health profile coordinated by USOPC Sports Medicine including thorough medical history and comprehensive physical examination.
- Be able to live independently and take care of all personal needs which shall include, but are not limited to:
 - attending scheduled training on time
 - cleaning up after themselves
 - respecting Team and USOPC property

Evaluation of athletes for acceptance to the resident program will consider a wide range of factors including:

- Space availability
- Relevant performance data from current quadrennium
- Athlete's current "home" training environment

- Potential for the athlete to medal at future Paralympic Games, World Para Swimming World Championships, World Series, or other major international competitions
- Impact of the Swimming resident program on the athlete's medal potential
- Athlete's desire and willingness to commit fully to training in the resident program

U.S. Paralympics Swimming may add additional athletes after the application deadline(s) and start date(s) until maximum program slots are filled as approved by the U.S. Paralympics Swimming and/or USOPC Para 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 and Paralympic Training Center Participant Biography
- Olympic and Paralympic Training Center Participant Medical History Questionnaire
- HIPAA Form

EXPECTATIONS OF PARTICIPANTS

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.

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.