

**U.S. Paralympics Swimming
ATHLETE SELECTION PROCEDURES
2023 Parapan American Games
February 10, 2023**

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the 2023 Parapan American Games (the Games) team (the Team):

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of nomination.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Paralympic Committee (IPC) and Americas Paralympic Committee (APC) standards for participation:

Any competitor in the Parapan American Games must be a national of the country of the National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Americas Paralympic Committee bylaws (Chapter 2.4.12 of the IPC Handbook).

1.1.3. Minimum International Federation (IF) standards for participation (if any):

To be eligible for selection by an NPC for the Santiago 2023 Parapan American Games swimmers must:

1. Hold an active World Para Swimming Athlete License for the 2023 Season;
2. Be internationally classified in an eligible Sport Class with a Sport Class Status of (i) Confirmed; or (ii) Review with a Fixed Review Date of 2024 or later*;
3. Have achieved a Minimum Qualification Standard (“MQS”) at a 50m World Para Swimming Recognized Competition (as defined in the World Para Swimming Rules and Regulations) for the respective event (including relay events) between 1 January 2022 and 20 October 2023 (inclusive);** and

4. Have achieved a MQS in accordance with the World Para Swimming Athlete Registration and Licensing Regulations valid for the 2022 – 2023 seasons**.

*In relation to the criterion 2 above, NPCs are permitted to provisionally select athletes with a Sport Class Status of (i) Review; and (ii) Review with a Fixed Review Date of 2023 or earlier, subject to such athletes attending an evaluation session prior to or during the Games (including any required in-competition Observation Assessment).

** Exceptions may be granted to criteria 3 and 4 (as above) through the Bipartite Commission Invitation Allocation method.

1.1.4. Other requirements (if any):

- Due to high performance priority of the 2023 World Para Swimming Championships over the 2023 Parapan American Games, athletes must NOT be a member of the 2023 World Para Swimming Championships Team.
- Athlete must successfully complete all Games Registration requirements by stated deadline.
- Any athlete aged 18 or older will be required to undergo a background screen in accordance with the current [USOPC Background Check Policy](#).
- Any athlete aged 18 or older as of the Closing Ceremony will be required to remain current with the U.S. Center for SafeSport’s education and training requirements in accordance with the [USOPC Athlete Safety Policy](#).

1.2. Tryout Events:

- 1.2.1. Event names, dates and locations of all trials, competitions, and camps to be used as part of the selection process:

2023 Para Swimming World Series USA
April 20 – 22, 2023
Minneapolis, MN

World Para Swimming Recognized Competitions
April 23, 2023 – September 18, 2023
<https://www.paralympic.org/swimming/events>

All information, including entry requirements and deadlines for the 2023 Para Swimming World Series USA will be posted on the U.S. Para Swimming website once finalized:

<https://www.teamusa.org/usparaswimming/competitions>

1.2.2. Describe how athletes qualify for the events listed in 1.2.1.:

Athletes must achieve a qualifying standard from a WPS recognized competition (per WPS rule 3.2.1) between January 1, 2022 and the entry deadline for the 2023 Para Swimming World Series USA as listed in the meet information packet, to compete at the event.

The Para Swimming World Series USA meet information packet will be available at

<https://www.teamusa.org/usparaswimming/competitions>

All WPS recognized competitions will be posted at

<https://www.paralympic.org/swimming/events>

1.3. Step-by-step description of the selection process for these Games (include maximum Team size):

NPCs can enter a maximum of three (3) eligible swimmers per event if all have met the MQS or Minimum Entry Time (MET). If there is more than one eligible sport class in the event, a maximum of eight (8) swimmers per event can be entered per each NPC. However, only a maximum of three (3) swimmers per each eligible sport class can be entered.

NPCs can enter athletes that have met at least one (1) MQS in an unlimited number of events providing they meet the MET for the additional events.

NPCs may enter a maximum of one (1) team in each relay event, subject to the MQS for that relay event having been met. All team members must have entered at least one (1) individual medal event to be selected as part of the relay team.

Twenty (20) eligible athletes across all NPCs will be selected by IPC and WPS for Bipartite Commission Invitation qualification slots.

To be considered for a Bipartite Commission Invitation slot, NPCs must submit an official application in writing to WPS by September 22, 2023.

Team Size: Team size will be determined based upon the IPC/WPS slot allocation. An NPC can be allocated a maximum of forty (40) qualification slots.

Elimination of Swimmers Qualifying for the 2023 World Para Swimming Championships: Swimmers who qualify for the 2023 World Para Swimming Championships team will be eliminated from consideration for the Team. The ranking order for all available swimmers will be correspondingly adjusted to reflect the elimination of swimmers qualifying for the 2023 World Para Swimming Championships team prior to the application of selection criteria below.

1. Team Selection:

a. Bipartite Commission Invitation Allocation Method

The IPC may award Bipartite slots for the Games using the Bipartite Commission Invitation method. The IPC awards these Bipartite slots by name. Bipartite slots are allocated by the IPC based on the principles below (in no particular priority order):

1. to ensure participation of top athletes who may have not had the opportunity to formally qualify through other methods due to extraordinary circumstances;
2. to ensure the representation of athletes with high support needs;
3. to ensure medal events will have sufficient representation for viability; and/or
4. to enable greater representation by gender.

Prior to awarding Bipartite slots, the IPC may invite each NPC to submit an application requesting that an athlete or athletes be considered for a Bipartite slot. U.S. Paralympics may, but is not required to, submit an application for a Bipartite slot depending on whether or not, as determined by the Discretionary Selection Committee, there are athlete candidates who meet the above principles and who are capable of a top three (podium) result, can positively impact team performance, or are considered to be on track to produce a top three (podium) result in the near future. The selection of a particular athlete for submission to the IPC for a Bipartite slot will be based on the above and on the discretionary selection criteria set forth in Section 2.1. The Discretionary Selection Committee shall be responsible for making any such selection. U.S. Paralympics will disclose on its website at www.paralympic.org the submission of a particular athlete to the IPC for a Bipartite slot.

If the IPC awards a Bipartite slot to an athlete by name, U.S. Paralympics will accept such athlete to the Team. U.S. Paralympics will disclose on its website at <https://www.teamusa.org/usparaswimming> the name of any

athlete named to the Team through the Bipartite Commission Invitation Allocation Method.

- b. Discretionary Selection: Prior to the objective selection process (outlined below), Discretionary Selection (Section 2.2) may, but is not required to be used to fill a maximum of four (4) team slots.
- c. Team Selection Ranking List (TSRL): The remaining slots after Discretionary Selections will be allocated through this process. Athletes will be nominated to the Team in rank order based on the rank order from the lowest percentage to the highest percentage using results of the 2023 Para Swimming World Series USA and the World Para Swimming recognized competitions from April 23 – September 18, 2023. Team slots and start rights will be filled concurrently in order of the TSRL (lowest to highest percentage) for the events on the Santiago 2023 Parapan American Games program until all slots are filled.
 - i. Only events on the Santiago 2023 Parapan American Games program will be considered for selection. The TSRL will be created from the results at the 2023 Para Swimming World Series USA and the World Para Swimming recognized competitions from April 23 – August 31, 2023. Swimmers who have a result in a higher sport class that meets MQS for the respective sport class, for an event not offered within their own sport class may also be selected.
 - ii. NOTE: Any athlete that has had a change in sport class(es) during the 2023 season will have their final sport class(es) as published in the WPS Master List as of 18-September-2023 used in the TSRL.
 - iii. Times will be converted to a “Result” by expressing them as a percentage of the 2023 U.S. Paralympics Swimming National A Team Standard, which can be found at <https://www.teamusa.org/usparaswimming/standards>. An event refers to the competition within a Paralympic sport class that is on the program for the Santiago 2023 Parapan American Games – e.g. the Women’s S10 50m Freestyle. Each Result will be rounded to the nearest one hundredth of a percent. Lower percentages are better than higher percentages (97.01% beats 99.08% beats 104.60%).

Result = (finish time/2023 U.S. Paralympics Swimming National A Team Standard) x 100

All Results will then be ranked in order from lowest percentage (best) to highest percentage. An athlete with a top three finish in more than one event will have a corresponding number of Results on the ranking list.

iv. Tie Breaking Procedures:

1. If two or more swimmers have the same percentage for their selection event(s), and these athletes are tied for the final team slot(s), the relevant swims will be ranked in order of each swim's percent comparison ("P") to the World Para Swimming World Record in that event as of September 1, 2023.

$$P = (\text{swim time}/\text{World Record}) \times 100$$

All comparisons will be rounded to the nearest one-thousandth of a percent. A lower comparison (P=101.401%) is better than a higher comparison (P=102.789%). The swimmer with the lowest comparison will be named to the Team.

2. Each swimmer selected to the Team based on the ranking list as described above (Section 1.3.1.b.) will be entered into his/her selection event.
3. The Director, U.S. Paralympics Swimming, in consultation with each swimmer, may assign additional entry event slots for that swimmer, taking into consideration the following:
 - a. The swimmer's ranking in each event in the World Para Swimming World Rankings;
 - b. The swimmer's number and schedule of events;
 - c. The likelihood of the swimmer winning a medal in the event;
 - d. The desire of the swimmer to enter the event;
 - e. Other historical performances in the event.

The USA may enter up to three (3) athletes in each individual event. In the instance that more than three athletes meet the event MQS and desire to enter the event, the athletes with the highest rankings in the event in the TSRL as of the Games entry deadline will be offered the event entry.

Relay Selection

U.S. Para Swimming will select athletes eligible for relays based on results from April 20, 2023 to the deadline to submit the relay forms at the Games. Athletes must have a result from a WPS approved competition in the distance and stroke they intend to compete in to be eligible for

selection to the relay. U.S. Para Swimming Staff in consultation with the Games coaching staff will create a mix of the fastest combinations per WPS Rules for relay configuration.

Considerations that may be taken into account for relay selection:

- Individual athletes' performances in the respective event(s) at the Games that comprise the relay.
- Building a team that is likely to medal in the event, while complying with the WPS relay composition rules.
- The number and schedule of individual events for athletes at the Games.

2. DISCRETIONARY SELECTION (if applicable)

2.1. Rationale for utilizing discretionary selection (if any):

The rationale for discretionary selection is to allow U.S. Paralympics Swimming the ability to nominate the best physically, psychologically, and technically prepared athletes to the Games.

2.2. Define the discretionary criteria to be used (if any):

The U.S. Paralympics Discretionary Selection Committee will consider the following performance-related factors (in no particular order) in selecting athletes to the Team:

- a. The athlete experienced an injury or illness that impeded maximal performance or attendance during the 2023 Para Swimming World Series USA.
- b. The ability to produce medal capable performances within the past 12 months; A minimum of one top three result/ranking on the Santiago 2023 World Para Swimming MQS ranking list.
- c. A minimum of one top three World Ranking in an event on the program of the 2023 Games during the period from 01 January 2022 through 31 August 2022;

2.3. Name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles:

U.S. Paralympics Discretionary Selection Committee

Director, U.S. Paralympics
Director, U.S. Paralympics
Manager, Sport Operations (1)

Athlete Representative (2)

- 2.3.1. Process that will be used to identify and handle any potential conflicts of interest involving a member of the committee:

All members of the selection committee must comply with the USOPC Conflict of Interest Policy, to include completing and submitting a disclosure form consistent with the USOPC's Conflict of Interest Policy before convening the committee.

Any member of the selection committee who has an actual, potential, or perceived conflict of interest must disclose it consistent with the USOPC's Conflict of Interest Policy prior to the start of the selection process. A conflict of interest exists when a personal, family, financial, professional, club, team or business interest of the committee member poses a direct or indirect relationship, connection, or affiliation, past or present, with an athlete in contention for the applicable team selection that could compromise or could be perceived to compromise the committee member's ability to participate in the selection process in a fair and impartial manner. If an actual, potential, or perceived conflict exists, the internally managed sport team should send the disclosure to the Chief Ethics & Compliance Officer and the Sr. Director, Compliance Investigations and Ethics (collectively, the Ethics team) to share with the Ethics & Compliance Committee for review and disposition. For example, if a Selection Committee member may be required to recuse him/herself from voting, but that individual may still be able to provide relevant or necessary information concerning athlete performance in a fair and impartial manner. The Selection Committee member must not otherwise influence other members of the committee during the selection process.

Additionally, any person (including any potentially impacted athlete or coach of a potentially impacted athlete) with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to the USOPC's Ethics team. Reports may also be made anonymously through the [USOPC's Integrity Portal](#). No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

Any recused individual shall be replaced in accordance with the USOPC's internally managed sport selection committee appointment process.

3. REMOVAL OF ATHLETES

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, the U.S. Paralympics Swimming has jurisdiction over potential nominees.

An athlete who is nominated to the Team by U.S. Paralympics may be removed for any of the following reasons, as determined by U.S. Paralympics:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the Director, U.S. Paralympics Swimming.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by U.S. Paralympics Swimming. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Paralympics Swimming, his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.
- 3.1.4. Violation of the U.S. Paralympics Swimming Code of Conduct (<https://www.teamusa.org/usparaswimming/athlete-information>)
- 3.1.5. Non-compliance with the eligibility requirements listed in Section 1.1. of these selection procedures.
- 3.1.6. Removal by the IPC/IF of the event in which the athlete qualified for the team from the medal event program of the 2023 Parapan American Games.
- 3.1.7. Change in the athlete's sport class(es) following team selection, such that:
 - 3.1.7.1. The athlete's qualifying performance would not have qualified him/her for the team: and/or
 - 3.1.7.2. The athlete is deemed Not Eligible (NE) by the IPC/WPS.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USOPC Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable U.S. Paralympics Code of Conduct, the USOPC's Delegation Conduct Requirements apply, contained in the USOPC Games Delegation Terms. The USOPC Games Delegation Terms are specific to each Games and made available during the Games registration process; the USOPC's Grievance Procedures and Hearing Process are found within the Delegation Terms. See "Delegation Events" at <https://www.teamusa.org/Footer/Legal/Dispute-Resolution> for more information.
- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IPC, APC, WADA, WPS, USADA and/or USOPC anti-doping protocol, policies and procedures, as well as the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy, as applicable.

4. REPLACEMENT OF ATHLETES

4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

The replacement pool of athletes will be comprised of all swimmers who meet a Santiago 2023 Parapan American Games MQS in a selection event.

The procedures described in Section 1.3 will be applied and the next highest ranked athlete as per the TSRL will be nominated to the team.

4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

No replacements will occur

5. SUPPORTING DOCUMENTS

U.S. Paralympics Swimming will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the Games.

6. REQUIRED DOCUMENTS

In addition to the USOPC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the:

- U.S. Paralympics Code of Conduct for U.S. Paralympics National Teams and Paralympic Programs (Please click this link to access <https://www.teamusa.org/usparaswimming/athlete-information>)
- USOPC Complaint Procedures for U.S. Paralympics National Teams and Paralympic Programs (Please click this link to access <https://www.teamusa.org/usparaswimming/athlete-information>)
- U.S. Paralympics National Team Agreement or Non-National Team Agreement

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by U.S. Paralympics Swimming in the following public location(s):

7.1. U.S. Paralympics Swimming Web site: www.usparaswimming.org

These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOPC.

7.2. Other: N/A

8. DATE OF NOMINATION

Nomination of athletes, including replacements, will be announced to all athletes and submitted to the USOPC on or before:

September 22, 2023

9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition:

The location, schedule and duration of any mandatory training will be announced and posted on the website at least 30 days prior to the start of the mandatory training and/or competitions. Mandatory training will be published [HERE](#).

While waivers for any mandatory training will not be unreasonably withheld, waivers will primarily be granted only for illness, injury or other incapacity, or for personal/family emergency. All selections to the team should arrange for appropriate time off from school, work or other obligations well in advance of team activities. Requests for a waiver may be submitted in writing to the Director, U.S. Paralympics Swimming for review. A written response to all requests will be issued to the athlete within 72 hours of the request.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IPC, WADA, WPS, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IPC, WADA, WPS, USADA and USOPC rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

Erin Popovich – Director, U.S. Paralympics Swimming

Jamie Martin – Director, U.S. Paralympics Operations
Kyle McKinnis – Director, U.S. Paralympics Performance
Joe Wise – AAC Representative
Amanda Everlove – Alternate AAC Representative

12. NGB/PSO BYLAWS AND GRIEVANCE PROCEDURES

The USOPC Bylaws and Grievance Procedures for U.S. Paralympics Swimming can be found at: <https://www.teamusa.org/usparaswimming/athlete-information>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IPC, as applicable, and/or WPS rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IPC, as applicable, and/or WPS rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to U.S. Paralympics Swimming. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures may require revisions, pursuant to their resubmission to the USOPC.

14. ATHLETE OMBUDS OFFICE



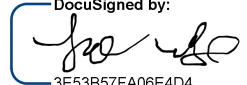
The Athlete Ombuds Office provides cost-free, independent and confidential advice regarding athlete rights, grievance procedures and any other related guidance pertaining to selection procedures and can assist in mediating disputes between athletes and U.S. Paralympics Swimming

To contact the Athlete Ombuds Office:
PHONE: (719) 866-5000
EMAIL: ombudsman@usathlete.org
WEBSITE: www.usathlete.org

15. NGB/PSO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by U.S. Paralympics Swimming.

Position	Print Name	Signature	Date
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Chief of Paralympic Sport	Julie Dusliere		February 10, 2023
Director, U.S. Paralympics Swimming	Erin Popovich	DocuSigned by:  9272CF3B892B4F5...	February 14, 2023 3:58:17
USOPC Athletes' Advisory Council Representative*	Joe Wise	DocuSigned by:  3E53B57FA06E4D4...	February 14, 2023 4:38:39

* If the USOPC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by U.S. Paralympics Swimming, he/she may submit those reasons in writing to his/her USOPC Sport Performance Team.

* If, for some reason, a sport does not have an elected USOPC AAC Representative, U.S. Paralympics Swimming must designate an athlete from that sport to review and sign the Selection Procedures.