

U.S. Paralympics Swimming
ATHLETE SELECTION PROCEDURES
2019 Parapan American Games
March 22, 2019

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the Team:

1.1.1. Nationality/Passport requirements:

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

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the 2019 Parapan American Games (“Games”).

1.1.2. Minimum Paralympic Committee (IPC) and/or Pan American Sport Organization (PASO) standards for participation:

Any competitor in the Paralympic or 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 IPC Handbook (Section 2, Chapter 3.1).

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

To be eligible for selection by an NPC for the 2019 Parapan American Games swimmers must:

- Hold an active World Para Swimming Athlete License for the 2019 Season*.
- Have achieved a Minimum Qualification Standard (“MQS”) at a World Para Swimming Recognized 50m Competition (IPC Competition, IPC Sanctioned Competition or IPC Approved Competition) for the respective event between 1 January 2018 and 21 July 2019 in accordance with the Athlete Licensing Program Policies valid for the 2018 – 2019 seasons. The 2019 Parapan American Games MQS can be found at https://www.paralympic.org/sites/default/files/document/180917164649467_2018_09_17%2BLima2019%2BQG%2BAll_v7.pdf
- Have an international classification status of ‘New’, ‘Review’, ‘Review + Fixed Date’ or ‘Confirmed’.

*More information on obtaining a World Para Swimming Athlete License can be found at <https://www.teamusa.org/US-Paralympics/Sports/Swimming/IPC-Licensing>.

1.1.4. Other requirements (if any):

- Athletes must have successfully completed all Games Registration requirements by stated April 26, 2019 deadline.

1.2. Tryout Events:

- 1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

Indianapolis 2019 World Para Swimming World Series
April 4 – 6, 2019
Indianapolis, IN

- 1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1. (if any).

Athletes must achieve Indianapolis 2019 World Para Swimming World Series Qualifying Times Standards, as listed in the meet information packet, to compete in the Indianapolis 2019 World Para Swimming World Series. The meet information packet is available at www.usparalympics.org.

U.S. competitions that are World Para Swimming Recognized can be found at www.usparalympics.org.

- 1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process (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.

Team Size: U.S. Paralympics Swimming will field a maximum team size of thirty-five (35) athletes. The final team size will be determined by implementing the selection criteria detailed herein.

1. Team Selection

- a. Discretionary Selection: Prior to the objective selection process (outlined below), Discretionary Selection (Section 2.2) may, but is not required, to be used to nominate a maximum of four (4) athletes to the team.
- b. Team Selection Ranking List: The remaining slots, after any Discretionary Selections, will be filled based upon the Team Selection Ranking List (TSRL). The TSRL will be created using the results from the Indianapolis 2019 World Para Swimming World Series as follows:
 - i. All times that meet the MQS from U.S. athletes in all events contested at the Indianapolis 2019 World Para Swimming World Series will be converted to a “Result” by expressing them as a percentage of the 2019 National A Team Standard (Attachment A) for the respective event. An event refers to the competition within a Paralympic sport class that is on the program for the 2019 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 104.6%).

$$\text{Result} = (\text{finish time}/\text{National A Team Standard}) \times 100$$

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.

- c. Tie-Breaking Procedures
 - i. 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 April 3, 2019.

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

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 nominated to the Team.

- d. Each swimmer nominated to the Team based on the TSRL list as described above (Section 1.3.1.b.) will be entered into his/her selection event.
- e. The Director, U.S. Paralympics Swimming, in consultation with each swimmer, may assign additional event entry slots for that swimmer, taking into consideration the following:
 - i. The swimmer's ranking in each event in the World Para Swimming World Rankings;
 - ii. The swimmer's number and schedule of events at the 2019 Lima Parapan American Games;
 - iii. The likelihood of the swimmer winning a medal in the event;
 - iv. The desire of the swimmer to enter the event;
 - v. Other historical performances in the event.
- f. 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 World Para Swimming World Rankings as of the 2019 Lima Parapan American Games entry deadline will be offered the event entry.

2. DISCRETIONARY SELECTION (if applicable)

2.1. Provide rationale for utilizing discretionary selection (if any):

The rationale for utilizing discretionary selection is to allow U.S. Paralympics Swimming the ability to select athletes based on their overall capabilities, performance and projected development, rather than on a single competition result. Except for the case of replacement athletes (Section 4), only athletes who complete and submit the

discretionary selection petition (Attachment B) will be considered by the Discretionary Selection Committee. Submissions must be received no later than one hour following the conclusion of the Indianapolis 2019 World Para Swimming World Series in order to be considered. Petitions must be submitted via email to the Director, U.S. Paralympics Swimming. The petition submission does not guarantee that the athlete will be nominated to the team. Incomplete and/or late petitions will not be considered.

2.2. List the discretionary criteria and explain how they will be used (if any):

The U.S. Paralympics Swimming Discretionary Selection Committee will consider the following performance-related factors (which are not in priority order) in selecting athletes to the Team:

- A minimum of one top three World Ranking in an event on the program of the 2019 Lima Parapan American Games during the period from 01 January 2018 through 3 April 2019;
- The ability to produce medal capable performances within the past 12 months;
- If the athlete experienced an injury or illness that impeded maximal performance during the Indianapolis 2019 World Para Swimming World Series;
- An athlete, who despite competing a relatively short time in the sport, is within a reasonable percentage [i.e. 1% to 3% of the international performance standards for a top three (podium) finish].

2.3. Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles currently serving on the committee:

Director, U.S. Paralympics Swimming
Chief of Paralympic Sport
Associate Director, Para Sport Operations
Athlete Representative

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

Any member of the selection committee that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the selection process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by

the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and the committee member who declared the conflict of interest does not vote toward the final decision.

3. REMOVAL OF ATHLETES

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

An athlete who is to be 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 Director, U.S. Paralympics Swimming.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by U.S. Paralympics. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Paralympics, 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 Code of Conduct (Attachment C).
- 3.1.5. Re-classification by World Para Swimming such that the athlete's qualifying performance would not have qualified him or her for the Team.
- 3.1.6. Removal by World Para Swimming of the event in which the athlete qualified for the Team from the program of the 2019 Lima Parapan American Games.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the U.S. Paralympics Complaint Procedures and the USOC's Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable U.S. Paralympics Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at:
<http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct>
<http://www.teamusa.org/Footer/Legal/Governance-Documents>

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IPC, WADA, USADA and/or USOC anti-doping protocol, policies and procedures, 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 met a 2019 Games MQS in a selection event during the Indianapolis 2019 World Para Swimming World Series.

The procedures described in Section 1.3 will be applied and the next highest ranked athlete as per the Modified World Rankings 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 replacement of athletes will occur.

5. SUPPORTING DOCUMENTS

U.S. Paralympics 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 USOC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Games and are included as attachments:

- USOC Code of Conduct for U.S. Paralympics National Teams and Paralympic Programs (Attachment C)
- U.S. Paralympics Complaint Procedures (Attachment D)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by U.S. Paralympics in the following locations:

7.1. U.S. Paralympics Web site:

<http://www.teamusa.org/US-Paralympics/Sports/Swimming>

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

7.2. Other: N/A

8. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on or before:

April 29, 2019

9. MANDATORY TRAINING AND/OR COMPETITION

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

U.S. Paralympics Swimming Parapan American Games Team Preparation Camp, May 31 – June 4, 2019, Colorado Springs, CO

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, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the, IPC, WADA, USADA and USOC Rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

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

Queenie Nichols – Director, U.S. Paralympics Swimming
 Erin Popovich – Associate Director, Para Swimming Sport Operations
 Tom Miazga – Athlete Representative

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The U.S. Paralympics Complaint Procedures are included with this document as Attachment D and can be found at:

<https://www.teamusa.org/US-Paralympics/Sports/Swimming/Selection-Procedures>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IPC and World Para Swimming rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IPC or World Para Swimming 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. 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 will be revised, pursuant to their resubmission to the USOC.


14. ATHLETE OMBUDSMAN


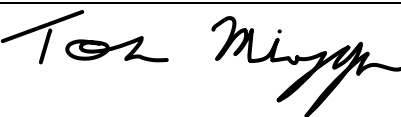
Athletes who have questions regarding their opportunity to compete that are not answered by U.S. Paralympics may contact the USOC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Email at Kacie.wallace@usoc.org
- <http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>

15. U.S. Paralympics 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.



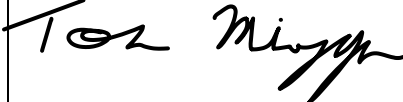
Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Julie Dusliere		08/24/18

Nat. Team Coach, Head Coach, or Nat. Program Director	Queenie Nichols		08/24/18
USOC Athletes' Advisory Council Representative*	Tom Miazga		08/24/18

* If the USOC 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 the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team. If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.



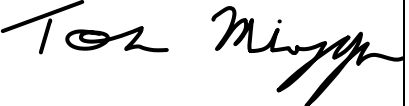
I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved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

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Julie Dusliere		1/09/19
Nat. Team Coach, Head Coach, or Nat. Program Director	Queenie Nichols		1/09/19
USOC Athletes' Advisory Council Representative*	Tom Miazga		01/09/19

* If the USOC 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 the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team. If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

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.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Julie Dusliere		3/13/2019
Nat. Team Coach, Head Coach, or Nat. Program Director	Queenie Nichols		3/13/19
USOC Athletes' Advisory Council Representative*	Tom Miazga		03/13/2019

* If the USOC 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 the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team. If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

National Team Standards

Event	Class	M/W	2019 National A Team Standard	2019 National B Team Standard	2019 National C Team Standard
50 Free	S4	Women	0:39.82	0:41.81	0:43.80
50 Free	S6	Women	0:34.09	0:35.79	0:37.50
50 Free	S8	Women	0:30.77	0:32.31	0:33.85
50 Free	S10	Women	0:28.03	0:29.43	0:30.83
50 Free	S11	Women	0:31.17	0:32.73	0:34.29
50 Free	S13	Women	0:26.90	0:28.25	0:29.59
100 Free	S3	Women	1:40.21	1:45.22	1:50.23
100 Free	S5	Women	1:23.29	1:27.45	1:31.62
100 Free	S7	Women	1:12.94	1:16.59	1:20.23
100 Free	S9	Women	1:03.46	1:06.63	1:09.81
100 Free	S10	Women	1:01.21	1:04.27	1:07.33
100 Free	S11	Women	1:09.49	1:12.96	1:16.44
100 Free	S12	Women	1:00.91	1:03.96	1:07.00
200 Free	S5	Women	2:54.65	3:03.38	3:12.11
200 Free	S14	Women	2:09.26	2:15.72	2:22.19
400 Free	S6	Women	5:26.20	5:42.51	5:58.82
400 Free	S7	Women	5:21.20	5:37.26	5:53.32
400 Free	S8	Women	4:59.51	5:14.49	5:29.46
400 Free	S9	Women	4:46.83	5:01.17	5:15.51
400 Free	S10	Women	4:34.37	4:48.09	5:01.81
400 Free	S11	Women	5:22.35	5:38.47	5:54.58
400 Free	S13	Women	4:40.32	4:54.34	5:08.35
50 Back	S2	Women	1:19.26	1:23.22	1:27.19
50 Back	S3	Women	0:56.26	0:59.07	1:01.89
50 Back	S4	Women	0:52.10	0:54.71	0:57.31
50 Back	S5	Women	0:45.68	0:47.96	0:50.25
100 Back	S2	Women	2:47.22	2:55.58	3:03.94
100 Back	S6	Women	1:25.30	1:29.57	1:33.83
100 Back	S7	Women	1:24.47	1:28.69	1:32.92
100 Back	S8	Women	1:17.90	1:21.80	1:25.69
100 Back	S9	Women	1:12.02	1:15.62	1:19.22
100 Back	S10	Women	1:09.88	1:13.37	1:16.87
100 Back	S11	Women	1:21.07	1:25.12	1:29.18
100 Back	S12	Women	1:12.67	1:16.30	1:19.94
100 Back	S13	Women	1:08.39	1:11.81	1:15.23
100 Back	S14	Women	1:09.61	1:13.09	1:16.57

50 Breast	SB3	Women	0:57.62	1:00.50	1:03.38
100 Breast	SB4	Women	1:56.13	2:01.94	2:07.74
100 Breast	SB5	Women	1:41.24	1:46.30	1:51.36
100 Breast	SB6	Women	1:40.69	1:45.72	1:50.76
100 Breast	SB7	Women	1:32.71	1:37.35	1:41.98
100 Breast	SB8	Women	1:25.75	1:30.04	1:34.32
100 Breast	SB9	Women	1:17.92	1:21.82	1:25.71
100 Breast	SB11	Women	1:27.25	1:31.61	1:35.98
100 Breast	SB12	Women	1:20.80	1:24.84	1:28.88
100 Breast	SB13	Women	1:16.73	1:20.57	1:24.40
100 Breast	SB14	Women	1:16.84	1:20.68	1:24.52
50 Fly	S5	Women	0:46.68	0:49.01	0:51.35
50 Fly	S6	Women	0:36.78	0:38.62	0:40.46
50 Fly	S7	Women	0:36.80	0:38.64	0:40.48
100 Fly	S8	Women	1:16.76	1:20.60	1:24.44
100 Fly	S9	Women	1:09.37	1:12.84	1:16.31
100 Fly	S10	Women	1:07.82	1:11.21	1:14.60
100 Fly	S13	Women	1:04.29	1:07.50	1:10.72
100 Fly	S14	Women	1:05.47	1:08.74	1:12.02
150 IM	SM4	Women	3:00.98	3:10.03	3:19.08
200 IM	SM5	Women	3:42.25	3:53.36	4:04.48
200 IM	SM6	Women	3:03.40	3:12.57	3:21.74
200 IM	SM7	Women	3:02.53	3:11.66	3:20.78
200 IM	SM8	Women	2:48.98	2:57.43	3:05.88
200 IM	SM9	Women	2:36.80	2:44.64	2:52.48
200 IM	SM10	Women	2:30.02	2:37.52	2:45.02
200 IM	SM11	Women	2:53.76	3:02.45	3:11.14
200 IM	SM13	Women	2:27.56	2:34.94	2:42.32
200 IM	SM14	Women	2:26.49	2:33.81	2:41.14
50 Free	S3	Men	0:43.49	0:45.66	0:47.84
50 Free	S4	Men	0:40.40	0:42.42	0:44.44
50 Free	S5	Men	0:32.84	0:34.48	0:36.12
50 Free	S7	Men	0:28.60	0:30.03	0:31.46
50 Free	S9	Men	0:26.16	0:27.47	0:28.78
50 Free	S10	Men	0:23.78	0:24.97	0:26.16
50 Free	S11	Men	0:26.94	0:28.29	0:29.63
50 Free	S13	Men	0:23.79	0:24.98	0:26.17
100 Free	S4	Men	1:25.80	1:30.09	1:34.38
100 Free	S5	Men	1:09.32	1:12.79	1:16.25
100 Free	S6	Men	1:06.45	1:09.77	1:13.09
100 Free	S8	Men	0:59.82	1:02.81	1:05.80
100 Free	S10	Men	0:51.16	0:53.72	0:56.28

100 Free	S12	Men	0:53.97	0:56.67	0:59.37
200 Free	S2	Men	4:08.86	4:21.30	4:33.75
200 Free	S3	Men	3:31.38	3:41.95	3:52.52
200 Free	S4	Men	3:05.58	3:14.86	3:24.14
200 Free	S5	Men	2:34.18	2:41.89	2:49.60
200 Free	S14	Men	1:57.02	2:02.87	2:08.72
400 Free	S6	Men	5:12.54	5:28.17	5:43.79
400 Free	S7	Men	4:48.69	5:03.12	5:17.56
400 Free	S8	Men	4:37.61	4:51.49	5:05.37
400 Free	S9	Men	4:18.30	4:31.21	4:44.13
400 Free	S10	Men	4:06.61	4:18.94	4:31.27
400 Free	S11	Men	4:55.39	5:10.16	5:24.93
400 Free	S13	Men	4:10.79	4:23.33	4:35.87
50 Back	S1	Men	1:13.06	1:16.71	1:20.37
50 Back	S2	Men	0:54.19	0:56.90	0:59.61
50 Back	S3	Men	0:48.32	0:50.74	0:53.15
50 Back	S4	Men	0:45.46	0:47.73	0:50.01
50 Back	S5	Men	0:36.17	0:37.98	0:39.79
100 Back	S1	Men	2:30.69	2:38.22	2:45.76
100 Back	S2	Men	1:56.93	2:02.78	2:08.62
100 Back	S6	Men	1:18.97	1:22.92	1:26.87
100 Back	S7	Men	1:12.81	1:16.45	1:20.09
100 Back	S8	Men	1:08.67	1:12.10	1:15.54
100 Back	S9	Men	1:04.73	1:07.97	1:11.20
100 Back	S10	Men	0:59.30	1:02.27	1:05.23
100 Back	S11	Men	1:12.92	1:16.57	1:20.21
100 Back	S12	Men	1:01.46	1:04.53	1:07.61
100 Back	S13	Men	1:00.83	1:03.87	1:06.91
100 Back	S14	Men	1:01.74	1:04.83	1:07.91
50 Breast	SB2	Men	0:58.24	1:01.15	1:04.06
50 Breast	SB3	Men	0:51.06	0:53.61	0:56.17
100 Breast	SB4	Men	1:45.12	1:50.38	1:55.63
100 Breast	SB5	Men	1:36.60	1:41.43	1:46.26
100 Breast	SB6	Men	1:21.23	1:25.29	1:29.35
100 Breast	SB7	Men	1:20.67	1:24.70	1:28.74
100 Breast	SB8	Men	1:11.74	1:15.33	1:18.91
100 Breast	SB9	Men	1:09.62	1:13.10	1:16.58
100 Breast	SB11	Men	1:17.15	1:21.01	1:24.86
100 Breast	SB12	Men	1:08.62	1:12.05	1:15.48
100 Breast	SB13	Men	1:07.69	1:11.07	1:14.46
100 Breast	SB14	Men	1:07.47	1:10.84	1:14.22
50 Fly	S5	Men	0:37.28	0:39.14	0:41.01

50 Fly	S6	Men	0:33.54	0:35.22	0:36.89
50 Fly	S7	Men	0:30.49	0:32.01	0:33.54
100 Fly	S8	Men	1:02.65	1:05.78	1:08.92
100 Fly	S9	Men	1:00.76	1:03.80	1:06.84
100 Fly	S10	Men	0:55.86	0:58.65	1:01.45
100 Fly	S11	Men	1:05.44	1:08.71	1:11.98
100 Fly	S12	Men	0:57.97	1:00.87	1:03.77
100 Fly	S13	Men	0:57.79	1:00.68	1:03.57
100 Fly	S14	Men	0:57.86	1:00.75	1:03.65
150 IM	SM3	Men	3:07.36	3:16.73	3:26.10
150 IM	SM4	Men	2:39.95	2:47.95	2:55.95
200 IM	SM6	Men	2:52.05	3:00.65	3:09.25
200 IM	SM7	Men	2:36.50	2:44.33	2:52.15
200 IM	SM8	Men	2:25.42	2:32.69	2:39.96
200 IM	SM9	Men	2:18.90	2:25.84	2:32.79
200 IM	SM10	Men	2:13.99	2:20.69	2:27.39
200 IM	SM11	Men	2:30.94	2:38.49	2:46.03
200 IM	SM13	Men	2:15.03	2:21.78	2:28.53
200 IM	SM14	Men	2:13.21	2:19.87	2:26.53

Attachment B
Discretionary Selection Athlete Petition

Athletes who wish to be considered for discretionary selection must complete this document and submit to the Director, High Performance, Paralympic Swimming, no later than one hour following the conclusion of the Indianapolis 2019 World Para Swimming World Series in order to be considered.

Submissions will be accepted **via email only**. Email petitions to: queenie.nichols@usoc.org.

Athlete Name _____

Athlete Sport Class(es) _____

1. Please attach all results from the Indianapolis 2019 World Para Swimming World Series or additional results to support petition.
2. Please attach a statement – 2 pages maximum – outlining the reasons the Discretionary Selection Committee should consider selection to the Team. The statement may include information about any of the following:
 - The athlete had a minimum of one top three World Ranking during the period from 01 January 2018 through 03 April 2018.
 - The athlete produced medal capable performances under certified conditions within the past 12 months.
 - The athlete experienced an injury or illness that impeded maximal performance during the Indianapolis 2019 World Para Swimming World Series. Please include all relevant medical documentation to support the injury.
 - The athlete, who despite competing a relatively short time in the sport, is within a reasonable percentage [i.e. 3% to 5%] of the international performance standards for a top three (podium) finish.

EXHIBIT C

UNITED STATES OLYMPIC
COMMITTEE
CODE OF CONDUCT
FOR
U.S. PARALYMPICS NATIONAL
TEAMS
AND
U.S. PARALYMPICS PROGRAMS

ATHLETE PLEDGE AND AGREEMENT

I pledge to uphold the spirit of this Code of Conduct (the “Code”), which offers a guide to my conduct as a member of a U.S. Paralympics National Team or a U.S. Paralympics Team to international competition (the “Team”). This Code applies to those Paralympic sports in which the United States Olympic Committee (USOC) has not recognized a National Governing Body or a Paralympic Sport Organization to govern the sport. I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my membership on the Team.

As a Member of the Team, I hereby promise and agree that I:

- will abide by all published rules related to the Team selection procedures as approved by U.S. Paralympics or the USOC;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will notify U.S. Paralympics if (i) I have a physical injury or illness that might compromise my ability to compete; (ii) will submit, if requested, to a physical/medical examination by medical personnel approved by the USOC and authorize the submission of the physical examination/medical information to US Paralympics and the USOC; and (iii) understand that such injury or illness may be the cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the team.

- will comply with all aspects of the SafeSport Code for the U.S. Olympic and Paralympic Movements, the SafeSport Practices and Procedures for the U.S. Olympic and Paralympic Movement, the Supplementary Rules for U.S. Olympic and Paralympic SafeSport Arbitrations, and all other athlete safety policies, procedures and protocols of the USOC;
- will not commit a doping violation as defined by the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the International Paralympic Committee (IPC) or USOC rules;
- am not currently provisionally suspended or serving a period of ineligibility for a doping violation and/or do not have a pending or unresolved doping charge;
- am not currently serving a suspension or been deemed permanently ineligible due to a SafeSport violation, and I have disclosed to U.S. Paralympics any current interim measure(s) and/or unresolved SafeSport allegation made against me;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to compete under the rules of the IPC and its pertinent committees, and its pertinent member organizations and under the rules of the USOC;
- am in possession of a valid U.S. passport, that will not expire prior to six months following the conclusion of any international competition, should I be chosen for an international team that requires a passport;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will maintain a level of personal hygiene and cleanliness appropriate to respect my teammates;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior nor in any form of verbal, physical or sexual harassment or abuse;
- will follow the Team rules, whether set by Team leadership or adopted by consensus, including by way of example, rules regarding curfew and required attendance at Team meetings;
- agree to wear the uniforms approved by U.S. Paralympics at official activities sponsored by the USOC or U.S. Paralympics as directed by U.S. Paralympics staff, and I agree to compete in the

U.S. Paralympics-approved Team uniform, where such a uniform is provided, in competitions at which I am supported by U.S. Paralympics. I agree to wear the names and logos of U.S. Paralympics sponsors, suppliers and licensees on Team competition wear, other uniforms and casual wear as provided by U.S. Paralympics. I agree to not alter any Team uniform, either by removing or obstructing the names or logos of U.S. Paralympics sponsors, suppliers and licensees or by adding patches, stickers, or other means of displaying unauthorized names, logos or messages;

- agree to not demean or defame the USOC, U.S. Paralympics or its sponsors, their names, logos, marks, products or services. I acknowledge that endorsing and supporting U.S. Paralympics sponsors through my actions and words reflects well on the team and on those supporting the team.
- agree to be filmed, videotaped and photographed, and to have my image and voice otherwise recorded, in any media, during any event I am attending under the auspices of the USOC or U.S. Paralympics, by U.S. Paralympics official photographer(s), film crew(s) and video crew(s), and by any other entity authorized by U.S. Paralympics, under the conditions specified by U.S. Paralympics. I hereby grant U.S. Paralympics the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, my name, picture, likeness, voice and biographical information for: (1) news and information purposes, (2) promotion of the Paralympic movement and the specific competition(s) in which I compete, (3) promotion of the Team, and (4) promotion of U.S. Paralympics and the USOC ; in no event may U.S. Paralympics or the USOC use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USOC or Paralympic Team apparel or equipment or the use of any USOC or U.S. Paralympics logo for the purpose of trade, promotion, fundraising or on merchandise, without the prior written consent of U.S. Paralympics;
- will abide by the rules of the IPC or other Paralympic international federation concerning allowable trademark identification on clothing and equipment worn or used in competition or on my body (such as visible tattoos).
- will be responsible for payment of all legal fees and expenses if I require legal representation because I am accused of a doping violation or criminal misconduct, or if for any other reason I require the services of an attorney;
- will act in a way that will bring respect and honor to myself, my teammates, the Team, U.S. Paralympics, the USOC, and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Paralympic Movement.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, at 719.866.5000 or ombudsman@usathlete.org for further information regarding my rights under this Code that are not answered by U.S. Paralympics.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being a member of the Team.

Signature

Date

PARENT/GUARDIAN CERTIFICATION
(For Participants Under the Age of 18 as of Date of Signature)

Signature

Date

Relationship (Parent or Guardian)

ATTACHMENT D
U.S. Paralympics
COMPLAINT PROCEDURES
May 15, 2018

Section 1. Jurisdiction.

These Complaint Procedures are applicable to those Paralympic sports in which U.S. Paralympics has not recognized a National Governing Body or a Paralympic Sport Organization to govern the sport. Only matters concerning those Paralympic sports fall within the jurisdiction of these Complaint Procedures. Any member or participant of any of those Paralympic sports, by reason of membership or participation in an event (including but not limited to, competitions, camps and trainings) sanctioned, organized or held by U.S. Paralympics, agrees to be subject to these complaint procedures and agrees to be bound by any decision rendered pursuant to these complaint procedures.

Section 2. Designation of Complaints.

The following kinds of complaints may be filed with U.S. Paralympics:

- a. **Administrative Grievance.** U.S. Paralympics or any aggrieved individual may file a complaint pertaining to any matter relating to the cognizance of U.S. Paralympics, including but not limited to any alleged violation of or grievance concerning any U.S. Paralympics rule, regulation or code of conduct.
- b. **Disciplinary Proceeding.** U.S. Paralympics, or any member of the respective Paralympic sport may file a complaint against another member of the Paralympic sport, or former member of the Paralympic sport if the action occurred while the individual was a member, regarding any alleged violation of the Paralympic sport Code of Conduct, Paralympic sport SafeSport Policy, or any other rule or regulation relating to conduct.
- c. **Right to Compete.** Any athlete, coach, trainer, manager, administrator or official may file a complaint pertaining to any alleged denial, or alleged threat to deny, of that individuals opportunity to compete in a U.S. Paralympics sanctioned/sponsored competition or protected competition.

Section 3. Manner of Filing.

The complainant shall file the complaint with the USOC Chief Executive Officer. The complaint shall set forth in clear and concise language, preferably in numbered paragraphs: (i) the alleged violation, grievance, denial or threat to deny and (ii) the remedy requested. The complainant shall sign the complainant, except that for matters involving any Paralympic sport SafeSport Policy, complaints may be filed anonymously.

Section 4. Statute of Limitations.

A complaint filed under these Complaint Procedures shall be filed within one hundred and eighty (180) days of the occurrence of the alleged violation, grievance, denial or threat to deny.

Section 5. Field of Play Decisions.

The final decision of a referee during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the referee) shall not be reviewable through the procedures for, or the subject of, Administrative Grievances or Right to Compete Complaints unless the decision is: (i) outside the authority of the referee to make or (ii) the product of fraud, corruption, partiality or other misconduct of the referee. For purposes of this Section, the term “referee” shall include any individual with discretion to make field of play decisions.

Section 6. Doping Decisions.

A decision concerning a doping violation adjudicated by the independent anti-doping organization designated by U.S. Paralympics to serve as the U.S. National Anti-Doping Organization (currently the United States Anti-Doping Agency) shall not be reviewable through, or the subject of, these complaint procedures.

Section 7. Safe Sport Decisions.

A decision concerning a safe sport violation adjudicated by the independent safe-sport organization designated by U.S. Paralympics (currently the United States Center for Safe Sport) shall not be reviewable through, or the subject of, these complaint procedures.

Section 8. Hearing Panel.

Upon the filing of a complaint, the USOC Chief Executive Officer shall appoint a hearing panel consisting of three (3) disinterested individuals to hear the complaint. The USOC Chief Executive Officer shall also appoint a chair of the hearing panel from among the three individuals appointed. At least one member of the hearing panel shall be an athlete.

The Hearing Panel shall be responsible to ensure that all complaints are heard in a timely, fair and impartial manner.

Section 9. Administration.

The United States Olympic Committee General Counsel’s Office shall generally administer and oversee all administrative grievances, disciplinary proceedings, and right to compete matters filed with U.S. Paralympics.

Section 10. Conduct of the Proceeding.

The hearing panel shall rule on all motions and other matters raised in the proceeding. If the complaint is not dismissed, the hearing panel shall hold a hearing on the complaint. The hearing panel shall set such timelines and other rules regarding the proceeding and the conduct of the hearing as it deems necessary. The hearing shall be informal, except that testimony shall be taken under oath.

The hearing may be conducted by teleconference, if necessary or convenient to the parties. Each party shall have the right to appear personally or through a legal representative. All parties shall be given a reasonable opportunity to present and examine evidence, cross-examine witnesses and to present argument. Members of the hearing panel shall have the right to question witnesses or the parties to the proceeding at any time.

Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter shall be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript shall be paid for by the party requesting the transcript.

Section 11. Expedited Procedures.

Upon the request of a party, and provided that it is necessary to expedite the proceeding in order to resolve a matter relating to a competition that is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, the USOC Chief Executive Officer is authorized to order that the complaint be heard and decided within forty-eight (48) hours of the filing of the complaint. In such a case, the hearing panel is authorized to hear and decide the complaint pursuant to such procedures as are necessary, but fair to the parties involved.

Section 12. Complaints Involving Selection to Participate in a Competition.

Where a complaint is filed involving selection of an individual to participate in a competition, the complainant shall include with the complaint a list of all other individuals, together with their contact information, that may be adversely affected by a decision rendered on the complaint. The hearing panel shall determine which additional individuals must receive notice of the complaint. The complainant shall then be responsible for providing appropriate notice to these individuals. Any individual so notified then shall have the option to participate in the proceeding as a party. If an individual is notified of the complaint, then that individual shall be bound by the decision of the hearing panel even though the individual chose not to participate as a party.

Section 13. Decision.

A decision shall be determined by a majority of the hearing panel. The hearing panel's decision shall be in writing, shall state the reasons for the decision and shall be distributed to the parties.

Section 14. Arbitration.

Any party may appeal a decision of the hearing panel to the American Arbitration Association. The arbitrator appointed by the American Arbitration Association shall have the authority to hear the matter anew or if requested by a party to render a decision on a more limited review. Either party may submit the decision of the hearing panel to the arbitrator for the arbitrator's consideration. The arbitrator may give whatever weight or authority to the hearing panel's decision as the arbitrator deems appropriate.