

APPENDIX H

FAIR NOMINATION AND SELECTION POLICY (Housekeeping – January 30, 2022)

Amendments to this Appendix H are the responsibility of the Board of Directors.

ARTICLE 1

1.01 Purpose:

- A. To establish guidelines for fair nomination and selection procedures for all appointed positions at all levels of the USA Artistic Swimming (“USAAS”) organization.
- B. To adhere to the United States Olympic and Paralympic Committee (“USOPC”) and Equal Employment Opportunity Commission (“EEOC”) recommendations for maintaining fair procedures for all members within USAAS without regard to race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, family status, socio-economic status, geographical location, nationality, body shape, beliefs, and mental or physical ability or other defining characteristics.

1.02 Definitions:

- A. **Position Announcement:** The manner in which the opportunity is shared with members of the organization.
- B. **Selection:** The process of identifying, attracting, interviewing, selecting, nominating, or appointing members for the position.

1.03 Policy:

- A. USAAS members are prohibited from publishing a position announcement that shows preference for or discourages someone from applying for a position because of their race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, family status, socio-economic status, geographical location, nationality, body shape, beliefs and mental or physical ability or other defining characteristics.
- B. USAAS committees or members shall not recruit members in a way that discriminates against them because of their race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, family status, socio-economic status, geographical location, nationality, body shape, beliefs and mental or physical ability or other defining characteristics.
- C. The educational background of the candidate shall not be required for a completed application. This will ensure that the skill levels and experience of the applicants are the determining factors for the nominating and selection of that person.