



U.S. Paralympics Swimming 2021 Athlete and Sport Program Plan

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DEFINITIONS

1. **“2021”**: The following dates and seasons:
 - a. Summer Sports – the 2021 season, which lasts January 1, 2021 through December 31, 2021
 - b. Winter Sports – the 2021-2022 season, which lasts July 1, 2021 through June 30, 2022
2. **“2022”**: The following dates and seasons:
 - a. Summer Sports – 2022 season / January 1, 2022 through December 31, 2022
 - b. Winter Sports – 2022-2022 season / July 1, 2022 through June 30, 2022
3. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
4. **“EAHI”**: Elite Athlete Health Insurance
5. **“IF”**: an International Federation
 - a. ATH – World Para Athletics
 - b. CYC – Union Cycliste Internationale
 - c. SKA – World Para Alpine Skiing
 - d. SBD – World Para Snowboard
 - e. SKN – World Para Nordic Skiing
 - f. SWI – World Para Swimming
6. **“NGB”**: National Governing Body. For para ATH, CYC, SKA, SBD, SKN, SWI, U.S. Paralympics serves as the NGB.
7. **“USADA”**: The U.S. Anti-Doping Agency

PROGRAM GOALS

The primary focus in 2021 is to support the preparation of athletes who have potential to be named to the Tokyo Paralympic Games team by:

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

Specific activities in pursuit of these program goals will include:

- Continuing to provide resources and support through athlete stipends, performance incentives, and supplemental support as well as connecting National Team athletes to service providers in all areas of high performance.
- Providing virtual camps and clinics for development to elite swimmers until in person events are safe.
- Establishing competitive opportunities at high caliber selection events.
- Collaborating with USA Swimming to provide additional competitive opportunities for National Team athletes and all Para swimmers.
- Providing travel support and incentives to coaches who actively coach and position athletes on the National and Paralympic Games Teams.
- Providing education, clinics, and opportunities for coaches to further develop their knowledge in Para swimming.
- Creating a dynamic process for coaches to progress through the pipeline and onto the Team USA Staff.
- Continuing to partner with external providers to develop an elite Team USA culture.
- Developing pathways for athletes and staff leadership to identify and create solutions for team onboarding and growth.
- Developing a member system to have direct contact with our athletes, coaches, and staff and track athlete performances.

2021 NATIONAL TEAM

National Team status and benefits are only awarded to athletes who accept, sign and remain current with their obligations under the U.S. Paralympics National Team Athlete Agreement and Personal Performance Plan.

Athletes who meet a National Team standard during 2021, at a WPS approved event, USA Swimming, US Masters Swimming or YMCA sanctioned event, become eligible for National Team benefits and will retain their National Team status through December 31, 2021. Athletes will be nominated to the team on the first day of the month following achievement of the National Team standard.

Athletes nominated to the 2021 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 classification database and hold a current season license for swimming from World Para Swimming.

National Team Qualification

Due to COVID and the lack of qualifying events in 2020, all athletes on the National Team(s) in December 2020, will remain at their current National Team status until June 30, 2021. National Team athletes named on January 1, 2021, must make a National A/B/C standard before June 30, 2021, to remain on the national team.

Athletes who meet a National A/B/C standard between January 1 – December 31, 2021, at a WPS approved event, USA Swimming, US Masters Swimming or YMCA sanctioned event, will be nominated to the respective National Team.

Athletes who do not have an event in their sport class at the Tokyo Paralympic Games, but who meet a National Team Standard in a higher sport class in a Tokyo Event (using the 2021 National Team Standards) will be named to the respective National Team.

2021 National Team standards (Attachment A) are based on ranking in the Tokyo 2020 Paralympic Games Minimum Qualifying Standard Ranking List as of December 8, 2020, on the World Para Swimming Website: <https://www.paralympic.org/swimming/rankings>

- National A Team Standards are equal to the 3rd place time in the rankings.
- National B Team Standards are the 3rd place time in the rankings plus 5%.
- National C Team Standards are the 3rd place time in the rankings plus 10%.

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

DISCRETIONARY CRITERIA

U.S. Paralympics Swimming 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 criteria may include, but is not limited to, competition results from non-WPS approved competitions which would qualify the athlete to the national team, and may include results outside the selection period, to ensure that U.S. Paralympics Swimming is investing in the most qualified athletes with the greatest potential of winning Paralympic Games medals.

The athlete has undergone a national provisional, national, or international classification. An athlete with national provisional or national classification will have their classification evaluated by an independent national classification panel at the discretion of U.S. Para Swimming Staff.

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 staff and two elite athlete representatives meeting the eligibility requirements under, and appointed pursuant to, the USOPC Bylaws.

2022 NATIONAL TEAM

U.S. Paralympics Swimming will nominate a National Team(s) for January 1, 2022 – December 31, 2022, based on athlete performances from January 1, 2021 – December 31, 2021, at a WPS approved event, USA Swimming, US Masters Swimming or YMCA sanctioned event. Only athletes who have met their obligations in Attachment F will be nominated to the respective National Team for 2022.

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 for the Tokyo Paralympic Games.
3. Swimming Additional Athlete Support Programs (Attachment C).
2. USOPC Elite Athlete Health Insurance Program (Attachment D).
3. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics Swimming training and competition activities.
4. USOPC Athlete Career & Education Program (<https://www.teamusa.org/athlete-resources/athlete-career-and-education-program>).
5. U.S. Paralympics National Team uniform.
6. Access to training at the CSOPTC.
7. Access to Service providers including nutrition, sports psych, etc.

EMERGING ATHLETES

Athletes who meet the Emerging standard during 2021, at a World Para Swimming recognized event, **may** be invited to participate in selected U.S. Paralympics Swimming Program activities as outlined below. Invitation is at the discretion of U.S. Paralympics Swimming.

The Emerging standards (Attachment A) are the 2021 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.

2021 PROGRAM ACTIVITIES

The 2021 National Team(s) activities are outlined below. Athletes will be required to attend all 2021 activities included in their personal performance plan which will be developed in conjunction with the staff at U.S. Paralympics Swimming.

Each athlete is responsible for individual arrangements (including expenses) to attend these activities (i.e., travel, lodging, accommodation, entries) **unless otherwise indicated** in the activity listing or the athlete's personal performance plan (as applicable).

National Team athletes are required to obtain a 2021 World Para Swimming License. National Team athletes are required to be registered members USA Swimming and/or United States Masters Swimming.

IF Approved/Sanctioned events are noted in the 2021 Program Activities listed below.

Camps		
January 22- 24	National Team Camp	Virtual
June 21-24	Tokyo Paralympic Games Team Camp	Minneapolis, MN
August TBD	Tokyo Paralympic Games Training Camp	TBD
Competitions: Para Swimming Open Series		
Spring TBD	Bill Keating Jr. Para Meet	Cincinnati, OH
TBD	The Fred	Georgia
Fall TBD	NE Para Swimming Open	TBD
Fall TBD	California Classic	TBD
Competitions: National and International		
TBD	WPS World Series (international)	TBD
April 15 - 17	WPS World Series Indianapolis	Indianapolis, IN
May 16 - 22	WPS European Open	Madeira, Portugal
June 17 - 19	U.S. Paralympics Swimming Trials	Minneapolis, MN
August 24 - September 5	Tokyo Paralympic Games	Tokyo, Japan
December TBD	U.S. Para Swimming National Championships	TBD

2021 OPERATION GOLD

The Operation Gold qualifying event for Swimming is the Paralympic Games in Tokyo.

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.

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

Paralympic Sport Payment Schedule

Place	Paralympic Games Year (Paralympic Games Only)
1st	\$37,500
2nd	\$22,500
3rd	\$15,000

Attachment A
2021 U.S. Paralympics Swimming Standards

Event	Class	M/W	2021 National A Standard	2021 National B Standard	2021 National C Standard	2021 National E Standard
50 Free	S3	Men	00:45.40	00:47.67	00:49.94	00:52.21
50 Free	S4	Men	00:39.14	00:41.10	00:43.05	00:45.01
50 Free	S5	Men	00:32.73	00:34.37	00:36.00	00:37.64
50 Free	S7	Men	00:27.81	00:29.20	00:30.59	00:31.98
50 Free	S9	Men	00:25.61	00:26.89	00:28.17	00:29.45
50 Free	S10	Men	00:23.63	00:24.81	00:25.99	00:27.17
50 Free	S11	Men	00:26.25	00:27.56	00:28.87	00:30.19
50 Free	S13	Men	00:23.53	00:24.71	00:25.88	00:27.06
100 Free	S4	Men	01:24.07	01:28.27	01:32.48	01:36.68
100 Free	S5	Men	01:12.16	01:15.77	01:19.38	01:22.98
100 Free	S6	Men	01:06.51	01:09.84	01:13.16	01:16.49
100 Free	S8	Men	00:58.89	01:01.83	01:04.78	01:07.72
100 Free	S10	Men	00:51.45	00:54.02	00:56.60	00:59.17
100 Free	S12	Men	00:52.99	00:55.64	00:58.29	01:00.94
200 Free	S2	Men	04:20.27	04:33.28	04:46.30	04:59.31
200 Free	S3	Men	03:27.73	03:38.12	03:48.50	03:58.89
200 Free	S4	Men	02:57.42	03:06.29	03:15.16	03:24.03
200 Free	S5	Men	02:42.36	02:50.48	02:58.60	03:06.71
200 Free	S14	Men	01:55.19	02:00.95	02:06.71	02:12.47
400 Free	S6	Men	05:10.12	05:25.63	05:41.13	05:56.64
400 Free	S7	Men	04:43.30	04:57.46	05:11.63	05:25.79
400 Free	S8	Men	04:32.77	04:46.41	05:00.05	05:13.69
400 Free	S9	Men	04:17.53	04:30.41	04:43.28	04:56.16
400 Free	S10	Men	04:07.69	04:20.07	04:32.46	04:44.84
400 Free	S11	Men	04:35.31	04:49.08	05:02.84	05:16.61
400 Free	S13	Men	04:06.05	04:18.35	04:30.65	04:42.96
50 Back	S1	Men	01:37.84	01:42.73	01:47.62	01:52.52
50 Back	S2	Men	00:58.82	01:01.76	01:04.70	01:07.64
50 Back	S3	Men	00:46.49	00:48.81	00:51.14	00:53.46
50 Back	S4	Men	00:42.41	00:44.53	00:46.65	00:48.77
50 Back	S5	Men	00:36.11	00:37.92	00:39.72	00:41.53
100 Back	S1	Men	03:13.78	03:23.47	03:33.16	03:42.85
100 Back	S2	Men	02:03.48	02:09.65	02:15.83	02:22.00
100 Back	S6	Men	01:15.50	01:19.28	01:23.05	01:26.82
100 Back	S7	Men	01:09.69	01:13.17	01:16.66	01:20.14
100 Back	S8	Men	01:09.23	01:12.69	01:16.15	01:19.61
100 Back	S9	Men	01:02.17	01:05.28	01:08.39	01:11.50
100 Back	S10	Men	01:00.31	01:03.33	01:06.34	01:09.36

100 Back	S11	Men	01:10.43	01:13.95	01:17.47	01:20.99
100 Back	S12	Men	01:01.30	01:04.36	01:07.43	01:10.49
100 Back	S13	Men	01:00.33	01:03.35	01:06.36	01:09.38
100 Back	S14	Men	01:00.70	01:03.74	01:06.77	01:09.80
50 Breast	SB2	Men	01:02.88	01:06.02	01:09.17	01:12.31
50 Breast	SB3	Men	00:49.34	00:51.81	00:54.27	00:56.74
100 Breast	SB4	Men	01:42.31	01:47.43	01:52.54	01:57.66
100 Breast	SB5	Men	01:28.80	01:33.24	01:37.68	01:42.12
100 Breast	SB6	Men	01:21.25	01:25.31	01:29.38	01:33.44
100 Breast	SB7	Men	01:18.05	01:21.95	01:25.86	01:29.76
100 Breast	SB8	Men	01:09.64	01:13.12	01:16.60	01:20.09
100 Breast	SB9	Men	01:08.56	01:11.99	01:15.42	01:18.84
100 Breast	SB11	Men	01:11.91	01:15.51	01:19.10	01:22.70
100 Breast	SB12	Men	01:06.01	01:09.31	01:12.61	01:15.91
100 Breast	SB13	Men	01:05.50	01:08.78	01:12.05	01:15.33
100 Breast	SB14	Men	01:06.68	01:10.01	01:13.35	01:16.68
50 Fly	S5	Men	00:34.44	00:36.16	00:37.88	00:39.61
50 Fly	S6	Men	00:31.41	00:32.98	00:34.55	00:36.12
50 Fly	S7	Men	00:29.71	00:31.20	00:32.68	00:34.17
100 Fly	S8	Men	01:04.55	01:07.78	01:11.01	01:14.23
100 Fly	S9	Men	01:01.01	01:04.06	01:07.11	01:10.16
100 Fly	S10	Men	00:58.60	01:01.53	01:04.46	01:07.39
100 Fly	S11	Men	01:04.30	01:07.52	01:10.73	01:13.94
100 Fly	S12	Men	00:57.70	01:00.59	01:03.47	01:06.35
100 Fly	S13	Men	00:57.38	01:00.25	01:03.12	01:05.99
100 Fly	S14	Men	00:56.96	00:59.81	01:02.66	01:05.50
150 IM	SM3	Men	03:05.92	03:15.22	03:24.51	03:33.81
150 IM	SM4	Men	02:37.29	02:45.15	02:53.02	03:00.88
200 IM	SM6	Men	02:43.00	02:51.15	02:59.30	03:07.45
200 IM	SM7	Men	02:33.83	02:41.52	02:49.21	02:56.90
200 IM	SM8	Men	02:25.20	02:32.46	02:39.72	02:46.98
200 IM	SM9	Men	02:17.66	02:24.54	02:31.43	02:38.31
200 IM	SM10	Men	02:12.07	02:18.67	02:25.28	02:31.88
200 IM	SM11	Men	02:29.33	02:36.80	02:44.26	02:51.73
200 IM	SM13	Men	02:12.24	02:18.85	02:25.46	02:32.08
200 IM	SM14	Men	02:10.42	02:16.94	02:23.46	02:29.98
50 Free	S4	Women	00:41.99	00:44.09	00:46.19	00:48.29
50 Free	S6	Women	00:33.53	00:35.21	00:36.88	00:38.56
50 Free	S8	Women	00:30.54	00:32.07	00:33.59	00:35.12
50 Free	S10	Women	00:27.50	00:28.87	00:30.25	00:31.62
50 Free	S11	Women	00:30.70	00:32.24	00:33.77	00:35.30
50 Free	S13	Women	00:27.28	00:28.64	00:30.01	00:31.37
100 Free	S3	Women	02:06.02	02:12.32	02:18.62	02:24.92

100 Free	S5	Women	01:20.22	01:24.23	01:28.24	01:32.25
100 Free	S7	Women	01:11.34	01:14.91	01:18.47	01:22.04
100 Free	S9	Women	01:03.00	01:06.15	01:09.30	01:12.45
100 Free	S10	Women	01:00.76	01:03.80	01:06.84	01:09.87
100 Free	S11	Women	01:08.30	01:11.72	01:15.13	01:18.55
100 Free	S12	Women	01:00.72	01:03.76	01:06.79	01:09.83
200 Free	S5	Women	02:51.95	03:00.55	03:09.15	03:17.74
200 Free	S14	Women	02:06.27	02:12.58	02:18.90	02:25.21
400 Free	S6	Women	05:19.27	05:35.23	05:51.20	06:07.16
400 Free	S7	Women	05:18.94	05:34.89	05:50.83	06:06.78
400 Free	S8	Women	04:51.21	05:05.77	05:20.33	05:34.89
400 Free	S9	Women	04:45.56	04:59.84	05:14.12	05:28.39
400 Free	S10	Women	04:34.91	04:48.66	05:02.40	05:16.15
400 Free	S11	Women	05:15.36	05:31.13	05:46.90	06:02.66
400 Free	S13	Women	04:29.17	04:42.63	04:56.09	05:09.55
50 Back	S2	Women	01:11.06	01:14.61	01:18.17	01:21.72
50 Back	S3	Women	00:59.06	01:02.01	01:04.97	01:07.92
50 Back	S4	Women	00:55.16	00:57.92	01:00.68	01:03.43
50 Back	S5	Women	00:44.49	00:46.71	00:48.94	00:51.16
100 Back	S2	Women	02:33.65	02:41.33	02:49.01	02:56.70
100 Back	S6	Women	01:23.81	01:28.00	01:32.19	01:36.38
100 Back	S7	Women	01:20.60	01:24.63	01:28.66	01:32.69
100 Back	S8	Women	01:17.02	01:20.87	01:24.72	01:28.57
100 Back	S9	Women	01:10.20	01:13.71	01:17.22	01:20.73
100 Back	S10	Women	01:10.36	01:13.88	01:17.40	01:20.91
100 Back	S11	Women	01:20.07	01:24.07	01:28.08	01:32.08
100 Back	S12	Women	01:11.55	01:15.13	01:18.71	01:22.28
100 Back	S13	Women	01:06.61	01:09.94	01:13.27	01:16.60
100 Back	S14	Women	01:08.21	01:11.62	01:15.03	01:18.44
50 Breast	SB3	Women	01:03.46	01:06.63	01:09.81	01:12.98
100 Breast	SB4	Women	01:53.84	01:59.53	02:05.22	02:10.92
100 Breast	SB5	Women	01:43.39	01:48.56	01:53.73	01:58.90
100 Breast	SB6	Women	01:38.22	01:43.13	01:48.04	01:52.95
100 Breast	SB7	Women	01:32.39	01:37.01	01:41.63	01:46.25
100 Breast	SB8	Women	01:21.96	01:26.06	01:30.16	01:34.25
100 Breast	SB9	Women	01:18.69	01:22.62	01:26.56	01:30.49
100 Breast	SB11	Women	01:25.59	01:29.87	01:34.15	01:38.43
100 Breast	SB12	Women	01:15.16	01:18.92	01:22.68	01:26.43
100 Breast	SB13	Women	01:16.01	01:19.81	01:23.61	01:27.41
100 Breast	SB14	Women	01:16.33	01:20.15	01:23.96	01:27.78
50 Fly	S5	Women	00:45.80	00:48.09	00:50.38	00:52.67
50 Fly	S6	Women	00:36.42	00:38.24	00:40.06	00:41.88
50 Fly	S7	Women	00:35.67	00:37.45	00:39.24	00:41.02

100 Fly	S8	Women	01:13.00	01:16.65	01:20.30	01:23.95
100 Fly	S9	Women	01:08.01	01:11.41	01:14.81	01:18.21
100 Fly	S10	Women	01:07.69	01:11.07	01:14.46	01:17.84
100 Fly	S13	Women	01:04.29	01:07.50	01:10.72	01:13.93
100 Fly	S14	Women	01:06.29	01:09.60	01:12.92	01:16.23
150 IM	SM4	Women	02:59.05	03:08.00	03:16.95	03:25.91
200 IM	SM5	Women	03:36.42	03:47.24	03:58.06	04:08.88
200 IM	SM6	Women	03:02.95	03:12.10	03:21.25	03:30.39
200 IM	SM7	Women	02:57.10	03:05.95	03:14.81	03:23.66
200 IM	SM8	Women	02:42.39	02:50.51	02:58.63	03:06.75
200 IM	SM9	Women	02:35.96	02:43.76	02:51.56	02:59.35
200 IM	SM10	Women	02:29.30	02:36.77	02:44.23	02:51.69
200 IM	SM11	Women	02:49.04	02:57.49	03:05.94	03:14.40
200 IM	SM13	Women	02:24.56	02:31.79	02:39.02	02:46.24
200 IM	SM14	Women	02:26.05	02:33.35	02:40.65	02:47.96

Attachment B

2021 U.S. Paralympics Swimming Athlete Stipends

1. Athlete stipends are processed monthly on or before the first Friday of each month.
2. Athletes are eligible for athlete stipends at the beginning of the month following nomination to the National Team(s).
3. Athlete stipends are provided to athletes that are in compliance with their 2021 Athlete Agreement obligations 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).

2021 Criteria for Swimming Athlete Stipends:

January 1 - December 31, 2021	Monthly Athlete Stipend
National A Team <i>National A Standard</i>	\$1,200
National B Team <i>National B Standard</i>	\$600
National C Team <i>National C Standard</i>	Not eligible for Athlete Stipend, only eligible for SAS

Attachment C

2021 U.S. Paralympics Swimming Additional Athlete Support Programs

TEAM TRAVEL SUPPORT

Travel for National A, B, and C Team Athletes to National Team specific camps will be funded by U.S. Para Swimming. Travel support to World Para Swimming World Series (international), Paralympic Games, or World Para Swimming Championships **will** be covered for athletes named to the Team USA roster for that event.

U.S. Paralympics does **not** fund National Team athletes to attend Trials/selection events; however, attendance at these events may be required as per the athlete's Personal Performance Plan.

International team travel in 2021, will be focused on athletes who require international classification to be eligible for the Tokyo Paralympic Games, due to the ongoing travel restrictions in place due to COVID-19.

COACHING SUPPORT

U.S. Paralympics Swimming coaching support is intended to offer support for National A, B, and C team athletes' home coaches to attend domestic WPS recognized events to support their athlete and become active and engaged within the WPS community. Stipends will be dispersed as follows:

- Coaches of National A and B team members are eligible for up to \$400 toward a WPS recognized event twice annually in the form of reimbursement. Coaches of National C team athletes are eligible for up to \$400 toward a WPS approved event once annually in the form of reimbursement.
- Coaches must request reimbursement within 30 days of the conclusion of the event they are requesting support.
- Coaches must be counted in attendance at the designated coaches meeting to be eligible to request reimbursement.
- Coaches must have an athlete for whom they are the primary coach entered into the meet.
- Coaches must be eligible to receive a credential for the event.
- Coaches must have travelled equal to or in excess of 50 miles as determined by point-to-point directions on any common map application.

PERFORMANCE INCENTIVE SUPPORT

Performance Incentive funds will be provided by gender to athletes who attain results at 2021 Para Open Swimming Series and who are current National Team Members who have fulfilled all Personal Performance Plan requirements. A ranking list will be created for each event and swimmers will be ranked in order of each swim's percent comparison ("P") to the U.S. Paralympics Swimming National A Standard. The payment of funds will be processed by the first Friday of the subsequent month following the event.

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

All comparisons will be rounded to the nearest one-tenth of a percent. A lower comparison (P=101.4%) is better than a higher comparison (P=102.7%).

Rank	Para Swimming Open Series
1st	\$600/6 points
2nd	\$400/5 points
3rd	\$200/4 points

An overall ranking list will be created by combining points awarded (see point amounts in the chart below) from all Para Swimming Open Series competitions. The top three (3) female and male athletes who have been awarded the most points will receive the Overall awards. Only athletes who have remained compliant with all Personal Performance Plan obligations (attended all required meets, completed monthly training logs, remained compliant with USADA, etc.) and are on the National Team as of December 1, 2021, will be eligible for the Overall award.

Rank	Overall Winners
1st	\$2,000
2nd	\$1,000
3rd	\$500

PARALYMPIC GAMES TEAM INCENTIVE

All athletes who accept their nomination to the Tokyo Paralympic Games team will receive a five-hundred-dollar (\$500) performance incentive in the month following the Tokyo 2020 U.S. Paralympic Team Trials - Swimming.

TRAVEL AND TRAINING SUPPORT

National Team Athletes are eligible to receive a stipend during each term 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. Para Swimming staff. Applications must be submitted quarterly by March 31, June 30, September 30 and December 13, 2021, 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	\$375
Quarter 2	
National A	\$1,000
National B	\$750
National C	\$375
Quarter 3	
National A	\$500
National B	\$500
National C	\$375
Quarter 4	
National A	\$500
National B	\$500
National C	\$375

** Athletes on the National Team(s) for partial term(s), will receive a prorated SAS Allocation.*

Attachment D

2021 U.S. Paralympics Swimming Elite Athlete Health Insurance (EAHI)

All 2021 National A and B Team athletes are eligible for EAHI. Upon meeting the criteria below, eligible athletes will receive an email from the USOPC outlining the EAHI program benefits for further consideration.

1. Athletes must be currently training and competing to receive EAHI.
2. Athletes must sign and be in compliance with the 2021 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. EAHI 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

2021 U.S. Paralympics Swimming National Team Procedures & Obligations

Swimming Athlete Obligations

1. Maintain compliance with U.S. Paralympics Athlete Agreement.
2. Maintain compliance with 2021 National Team Rules and Regulations.
3. Maintain compliance with 2021 Personal Performance Plan.
4. Maintain compliance with the National Team [Code of Conduct](#).
5. Maintain compliance with USADA, USOPC, IPC, WPS, and WADA anti-doping policies.
6. Achieve a National A, B or C Standard annually.
7. Compete at a U.S. Para Swimming Selection Event - WPS Indy World Series and/or U.S. Paralympics Team Trials.
8. Complete one (1) volunteer engagement activity (must be approved by U.S. Para Swimming Staff).
9. And earn a minimum of 4 points* according to the following:
 - 4 Points Each:
 - Nominated to and compete at the Tokyo Paralympic Games.
 - Repeat respective NT standard at WPS approved event outside of trials/selection event.
 - 2 Points Each:
 - Compete at WPS approved domestic event excluding trials.
 - Compete at LSC or higher USAS championship event or collegiate conference championships/nationals (max allowed 2 points).

*Swimmers who earn their first standard during the second quarter of the year must earn a minimum of 4 points (excluding the event at which the athlete earned their initial standard).

*Swimmers who earn their first standard during the third quarter of the year must earn a minimum of 2 points (excluding the event at which the athlete earned their initial standard).

*Swimmers who earn their first standard during the fourth quarter of the year are not required to earn points.

Additional Athlete Obligations

1. Communicate regularly with U.S. Para Swimming Staff on training, coaching, and performances.
2. Participate in National Team meetings (virtual or in-person).
3. Participate in National Team camps (virtual or in-person).
4. Participate in National Team activities at domestic events.

Swimming Team Procedures

1. Failure to comply with the Athlete Obligations listed above or violating the Athlete Agreement may result in a suspension of athlete stipends, other team benefits, and/or removal from the National Team. Athletes have the right to a hearing, adjudication, and resolution through the U.S. Paralympics Complaint Procedures if removed.
2. Failure to submit all 2021 National Team Paperwork by January 31, 2021, will result in a loss of benefits until the paperwork has been completed AND a fine of:
 - a. National A Team - \$600 per month until completion
 - b. National B Team - \$300 per month until completion
3. U.S. Paralympics Swimming issued national team uniforms and competition gear must be worn at required competitions and training camps.
 - a. Failure to wear issued national team uniforms will result in the following fines:
 - i. National A Team - \$100 per occurrence
 - ii. National B Team - \$100 per occurrence

Swimming Team Rules and Regulations

More extensive team rules will be sent to all participants for signature in advance of any National Team event or U.S. Para Swimming sponsored activity. These rules will be specific to each event to ensure the safety of athletes and staff at all times. The rules and regulations listed below will be followed at all times as a member of the U.S. Para Swimming National Team.

- Team members and staff must always adhere to USCSS, MAAPP, and USOPC Athlete Safety Policies.
- Team members and staff shall not engage in any behavior that would violate any U.S. or host country laws.
- 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.
- Bullying, harassment, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, – verbally, through social media, email, or text – is prohibited.
- Team members and staff will display proper respect and sportsmanship toward coaches, officials, administrators, fellow competitors and the public.
- All team members will be expected to demonstrate proper respect for the American flag and the national anthem.
- Team members and staff will attend all team functions including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by the Head Coach or Team Leader/Manager.
- Team members and staff will wear USOPC and/or U.S. Paralympics Swimming provided apparel as required and as designated by team leadership. When applicable, U.S. Paralympics Swimming issued dress sweats must be worn when receiving an award or during U.S. Paralympics Swimming/USOPC organized press conferences. U.S. Paralympics Swimming issued apparel must be worn at all other times on deck

or during official team functions. (Athletes may wear the apparel of their choice during their personal time.)

- The possession or use of weapons, such as guns, knives, swords, etc., by any athlete or staff member is prohibited.
- The possession of tobacco products or controlled substances by an athlete or staff member is prohibited.