



USA Swimming
ATHLETE SELECTION PROCEDURES
2023 World Aquatics Junior Championships Netanya, Israel, September 4-9, 2023
REVISE: May 1, 2023

The 2023 World Aquatics Junior Championships (the “Championships”) will be held in Israel, from September 4-9, 2023.

DEFINITIONS

“A” Time Standard. An “A” Time Standard is a time standard developed by World Aquatics for those wishing to compete in Events at the 2023 World Aquatics Championships. Time Standards can be found here: <https://www.fina.org/competitions/1/20th-fina-world-championships-fukuoka-2022/info>

Available Swimmer. “Available Swimmer” means a swimmer who (i) qualifies to be Selected to the Team in an Event according to these Selection Procedures and has complied with all eligibility requirements set forth in Sections 1.1-1.2 of these Selection Procedures; (ii) certifies to USA Swimming that he/she remains available to swim through the completion of the Championships (iii) indicates in writing, within 48 hours of receiving the invitation from USA Swimming, that he/she will accept the invitation to be Selected to the Team and to swim in the Event for which he/she qualifies at the Championships (except as otherwise provided herein); failure to accept by this deadline will be considered a decline of the invitation and the swimmer will no longer be considered an Available Swimmer; (iv) is between 14-18 years of age as of December 31, 2023, per World Aquatics rules. If a swimmer does not satisfy these requirements, then he/she is not considered an Available Swimmer.

Championships. “Championships” means the 2023 World Aquatics Junior Championships, to be held in Netanya, Israel, from September 4-9, 2023.

Event. “Event” refers to those individual pool competition events contested at the Championships and the Qualifying Competition, including Individual Olympic Events and Individual Non-Olympic Events.

Finals. “Finals” means the A, B, C, and D Finals conducted at the Qualifying Competition from which the Qualifying Competition finish order is determined. The results of the A Finals will be used to determine the finish order for the top eight places. The results of the B Finals will be used to determine the finish order for the 9th-16th places. The results of the C Finals will be used to determine the finish order for the 17th-24th places. The results of the D Finals will be used to determine the finish order for the 25th-32nd places. Times from other races, including without limitation, the preliminary heats, relay lead-offs, intermediate splits, time trials, and swim-offs, at the Qualifying Competition will NOT be considered for Selection to the Team, but may be considered in making other determinations as described herein; except that, in the women’s and men’s 800-meter Freestyle and the women’s and men’s 1,500-meter Freestyle, all finishing times, including in the preliminary heats, will be considered from the Qualifying Competition for Selection to the Team.

Head Coach. Unless otherwise indicated, “Head Coach” refers to the head coach of the Team for the applicable gender (i.e., the Men's Team Head Coach or Women's Team Head Coach).

Individual Non-Olympic Event. “Individual Non-Olympic Event” shall refer to those competition events (i) for individuals (as opposed to relays), (ii) held in long course meters only, (iii) which are not held at the Olympic Games, but (iv) which are held at the Championships and the Qualifying

Competition.

Individual Olympic Event. “Individual Olympic Event” shall refer to those competition events (i) for individuals (as opposed to relays), (ii) held in long course meters only, (iii) which are held at the Olympic Games, and (iv) which are held at the Championships and the Qualifying Competition.

Managing Director, National Team. “Managing Director, National Team” refers to the USA Swimming Managing Director, National Team or her designee.

Percentage of “A” Time Standard. “Percentage of ‘A’ Time Standard” means the difference between a swimmer’s finishing time at the Finals in an Event compared to the World Aquatics “A” Time Standard for that same Event. The resulting time difference will be converted to a percentage to demonstrate how much faster or slower the swimmer’s finishing time in an Event is compared to the “A” Time Standard in that same Event. This percentage will be calculated by subtracting the swimmer’s finishing time from the “A” Time Standard in that same Event, then dividing the difference by the “A” Time Standard. Percentages for times that are faster than the “A” Time Standard will be positive numbers and the highest percentage will be ranked highest. Percentages for times that are slower than the “A” Time Standard will be negative numbers and the percentage closest to zero will be ranked highest. Calculations will be carried to the one-thousandth of a percent (i.e., x.xxx%).

For example, if the “A” Time Standard in the 100-meter Freestyle is 1 minute, and Swimmer #1’s finishing time in the 100-meter Freestyle at the Finals is :54 seconds, then Swimmer #1 has swum 6 seconds faster than the “A” Time Standard in the 100-meter Freestyle. Using the formula described above (60 seconds minus 54 seconds divided by 60 seconds) Swimmer #1’s Percentage of “A” Time Standard would be 10%. If the “A” Time Standard in the 200-meter Freestyle is 2 minutes, and Swimmer #2’s finishing time in the 200-meter Freestyle at Finals is 1:54, then Swimmer #2 has swum 6 seconds faster than the “A” Time Standard in the 200-meter Freestyle. Using the formula described above (120 seconds minus 114 seconds divided by 120 seconds) Swimmer #2’s Percentage of “A” Time Standard would be 5%. Swimmer #1’s Percentage of “A” Time Standard (10%) would be considered higher than Swimmer #2’s Percentage of “A” Time Standard (5%).

If a swimmer’s finishing time in the Finals in an Event is slower than the “A” Time Standard for that same Event, their percentages will be negative. Using the same example above, if Swimmer #1’s finishing time in the 100 freestyle is 1:06 their percentage of the “A” standard would be -10% (60 seconds minus 66 seconds equals negative 6 seconds, divided by 60 seconds equals -10%). If Swimmer #2’s finishing time in the 200 freestyle is 2:06, their percentage of the “A” standard would be -5% (120 seconds minus 126 seconds equals negative 6 seconds, divided by 120 seconds equals -5%). In this case Swimmer #2’s Percentage of “A” Time Standard (-5%) is faster than Swimmer #1’s Percentage of “A” Time Standard (-10%).

Program Director, National Junior Team. “Program Director, National Junior Team” refers to the USA Swimming Program Director, National Junior Team or his designee.

Qualifying Competition. “Qualifying Competition” means the 2023 Phillips 66 National Championships, held Tuesday June 27, through Saturday July 1, 2023, in Indianapolis, Indiana.

Select/Selected/Selection to the Team. “Select/Selected/Selection to the Team” refers to the Team Selected by USA Swimming on or before July 17, 2023, at the discretion of USA Swimming.

Team. “Team” means the Championships Team announced on July 17, 2023 (the timing of the announcement to be at the discretion of USA Swimming), plus any changes or replacements made pursuant to these Selection Procedures.

World Aquatics Points Table, 2023. “World Aquatics Points Table, 2023” means the applicable World Aquatics Points Table (i.e., men or women) updated as of February 28, 2023, for 2023, and found here: <https://www.fina.org/swimming/points>.

1. SELECTION SYSTEM

1.1. The minimum eligibility requirements for a swimmer to be considered for Selection to the Team:

1.1.1 To be considered for Selection to the Team, an athlete must, at the time of Selection to the Team:

- (a) be a registered athlete member of USA Swimming in good standing;
- (b) be a citizen of the United States; and
- (c) be eligible to represent the United States in the Championships.

To be considered for Selection to the Team, an athlete must, at the time of Selection to the Team, be an Available Swimmer.

1.1.2 Nationality/Passport requirements:

Athlete must hold a valid U.S. passport by July 2, 2023, that will not expire for six months after the conclusion of the Championships. The athlete must be able to provide proof of the valid passport when notified by USA Swimming that the athlete would qualify for the Team, or the athlete will not be Selected to the Team.

1.1.3 Other requirements (if any):

- (a) An athlete must qualify for the Qualifying Competition, as described in Section 1.2, and compete in the Qualifying Competition.
- (b) Each athlete that has been Selected to the Team must sign and return to USA Swimming, by July 17, 2023, and abide by, the USA Swimming applicable competition forms which will be made available prior to Selection;
- (c) Each athlete that has been Selected to the Team must comply with, and will not be ineligible under, all applicable rules and requirements of the Championships, World Aquatics, the World Anti-Doping Agency (“WADA”), the U.S. Anti-Doping Agency (“USADA”), the U.S. Center for SafeSport, and USA Swimming, including without limitation USA Swimming policies and protocols regarding Team preparation and participation, through the Championships.
- (d) All athletes over 18 years of age must successfully complete and pass a criminal background check as required by USA Swimming and the United States Olympic and Paralympic Committee (“USOPC”).
- (e) To ensure that USA Swimming selects the best possible team for the 2023 World Aquatics Championships, all swimmers who are selected for the 2023 World Aquatics Championships are ineligible for selection or to be considered as a replacement swimmer to the Championships, the Pan American Games, and the 2023 LEN European U23 Championship. Athletes who decline the 2023 World Aquatics Championships are not eligible for Selection, or considered a replacement swimmer to the Championships, 2023 Pan American Games or the 2023 LEN European U23 Championship. Available Swimmers who are Selected to compete in the Championships (and who accept or decline the invitation) are not eligible to be selected to

the 2023 Pan America Games or 2023 LEN European U23 Championship, or to serve as a replacement swimmer. Available Swimmers who are selected to the 2023 Pan American Games via the 2023 Pan American Games Selection Criteria but instead wish to compete in the 2023 LEN European U23 Championship and are eligible to be selected to compete in the 2023 LEN European U23 Championships, may decline their invitation to the 2023 Pan American Games, may and instead accept the invitation to be selected to the 2023 LEN European U23 Championship. An Available Swimmer may not accept the invitation to swim in both the 2023 Pan American Games and the 2023 LEN European U23 Championships. If an athlete is selected for the 2023 Pan American Games and accept or declines the invitation, they cannot be considered a replacement swimmer for the 2023 LEN European U23 Championships. If an athlete is selected for the 2023 LEN European U23 Championships and accept or declines the invitation, they cannot be considered a replacement swimmer for the 2023 Pan American Games. Athletes will be allocated to the teams for these four competitions in the following order of importance to USA Swimming and must swim in the competition to which they are assigned, unless otherwise excused pursuant to these Selection Procedures:

2023 World Aquatics Championships
The Championships
2023 Pan American Games
2023 LEN European U23 Championship

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:

The Qualifying Competition.

- 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):

- (a) To qualify for the Qualifying Competition, an athlete must achieve an applicable Qualifying Competition time standard between January 1, 2022 and the entry deadline for the Qualifying Competition. The Qualifying Competition time standards can be found at: <https://www.usaswimming.org/docs/default-source/default-document-library/p66nationalchamps2023timestandards.pdf>

1.3. Comprehensive Selection Process:

- 1.3.1 This Section sets forth the steps by which Available Swimmers will be Selected to the Team. Although USA Swimming may announce during the Qualifying Competition that swimmers have “made the Team” or “qualified for the Team,” any such announcement is considered to be informal and subject to change. The process of determining who is eligible to be Selected to the Team will take place after completion of the Qualifying Competition. The results from the application of these Selection Procedures will be announced on or before July 17, 2023, at USA Swimming’s discretion.

- 1.3.2 Team Size. The maximum allowable Team size is 26 men and 26 women. The actual Team size will be determined once these Selection Procedures have been implemented. For purposes of these Selection Procedures, the men's and

women's components of the Team will be considered separately. USA Swimming is under no obligation to Select a full Team of 26 athletes in each, or either, gender. Transgender athletes shall compete at the Championships subject to International Olympic Committee, World Aquatics, USOPC, and USA Swimming policies and criteria.

- 1.3.3 Qualifying Competition. Performances at the Qualifying Competition, from among those eligible to compete in the Qualifying Competition as provided in Section 1.2, will be used to Select the Team. Performances at the Qualifying Competition will be prioritized using the priority system described below.
- 1.3.4 Application of Priorities for Team Selection. Performances in the Events at the Qualifying Competition will be prioritized for each gender as described in this Section. These Priorities will be applied on or before July 2, 2023, after completion of the Qualifying Competition. Available Swimmers not qualifying via one of these priorities will not be eligible to be Selected to the Team, unless they are subsequently added to the Team as a replacement according to the process in Section 4. If, after applying the Priorities, there are fewer than 26 men or 26 women, or both, on the Team, then USA Swimming will not field a full Team, unless the Team is filled as a result of adding one or more replacements as provided in Section 4.
 - (a) Priority #1. The first priority will include both (i) the four best finishing Available Swimmers from the Finals at the Qualifying Competition in each of the 100-meter and 200-meter Freestyles, and (ii) the best finishing Available Swimmer from the Finals of the Qualifying Competition in each of the Individual Olympic Events other than the 100-meter and 200-meter Freestyle.
 - (b) Priority #2. The second priority will include the second best finishing Available Swimmer from the Finals at the Qualifying Competition in each of the Individual Olympic Events, other than the 100-meter and 200-meter Freestyles.
 - (c) Priority #3. The third priority will include the fifth best finishing Available Swimmer from the Finals at the Qualifying Competition in the 100-meter Freestyle.
 - (d) Limitation. Before applying these Priorities, and before any Available Swimmer accepts or declines an invitation to be Selected to the Team, USA Swimming will identify the 8 best finishing Available Swimmers in the 100-meter Freestyle and 200-meter Freestyle, and the 6 best finishing Available Swimmers in all other Individual Olympic Events, at the Qualifying Competition (the “**Best Finishing Swimmers**”). Only those Available Swimmers who are among the Best Finishing Swimmers will be considered for Selection to the Team in that Event, and those who are not among the Best Finishing Swimmers will not be considered for Selection to the Team in that Event.
- 1.3.5 Procedure if Selection to the Team Stands to Exceed 26 Per Gender. If the application of the procedures in Section 1.3.3 results in a list of either more than 26 male or 26 female swimmers (or both) to be Selected to the Team, then the swimmers of the gender with more than 26 swimmers qualifying to be Selected to the Team shall be ranked and Selected to the Team according to the following procedure:

- (a) All swimmers from Priority #1 shall be Selected to the Team.
- (b) All swimmers from Priority #2 shall be Selected to the Team; however if adding all swimmers from Priority #2 would result in more than 26 swimmers for a gender to be Selected to the Team, then the swimmers within Priority #2 shall be Selected to the Team in order of the highest Percentage of “A” Time Standard for the Individual Olympic Event for which they qualify for Selection until a maximum of 26 swimmers for that gender are Selected to the Team.

If all Priority #2 swimmers are Selected to the Team and the maximum Team size of 26 swimmers per gender has not been attained, then an Available Swimmer will be Selected to the Team under Priority #3 until a maximum of 26 swimmers for that gender are selected to the Team.

1.3.6 Breaking a Tie.

- (a) If there is tie in an Individual Olympic Event at the Qualifying Competition between two or more athletes, and if it is necessary to break the tie to decide the finish order in that Individual Olympic Event for purposes of determining (i) who would qualify for the Team under the Priorities in Section 1.3.4, or (ii) who would be given the opportunity to swim that Individual Olympic Event at the Championships, then a swim-off between the athletes involved in the applicable tie will be conducted to determine the finish order. For example, if there is a tie for second place in the 100-meter Freestyle, a swim-off will be conducted between the two Available Swimmers to determine second place and thus would be given the opportunity to swim the corresponding Event at the Championships. As another example, if there is a two-way tie for 4th place in the 200-meter Freestyle, a swim-off will be conducted between the three athletes to determine fourth and fifth places and thus who would qualify for the Team. If an Available Swimmer declines the opportunity to participate in a swim-off they are no longer considered an Available Swimmer in that Event. If only one other Available Swimmer was involved in the tie and was willing to participate in the swim-off, that Available Swimmer will be Selected to the Team. If more than one other Available Swimmer was involved in the tie, the remaining Available Swimmers willing to participate will compete in a swim-off. If all Available Swimmers in the tie decline the opportunity to participate in a swim-off, the tie will be broken pursuant to Section 1.3.6(b).
- (b) If circumstances arise after the Qualifying Competition has been completed that require a tie to be broken to determine who would qualify for the Team in an Individual Olympic Event or would be given the opportunity to swim the corresponding Individual Olympic Event at the Championships, the tie will be broken between the Available Swimmers involved based on the fastest time swum in that Individual Olympic Event (or corresponding Individual Non-Olympic Event, per Section 1.6) during the period from March 1, 2022, through and including July 1, 2023 (other than the time in which there was a tie at the Qualifying Competition). For example, if the second place finisher at the Qualifying Competition in the 100-meter Butterfly accepted his/her position on the Team, but several days later (and before the date that entries are due for the Team) suffers an injury and withdraws from the Team, and if there had been a two-way tie for third place in that Event, then the Available Swimmer among those two who swam the

fastest time during the period from March 1, 2022, through and including July 1, 2023 (other than the time in which there was a tie at the Qualifying Competition) will be considered to have finished in 3rd place.

- (c) Tie Involving Swimmers from Different Events. If the application of Percentage of “A” Time Standard is used to rank swimmers to be Selected to the Team (i.e., Section 1.3.4(b)), and where the application of the highest Percentage of “A” Time Standard results in a tie between two or more Available Swimmers in different Events for the final position(s) on the Team, the tie will be broken as follows:
- (i) Each Available Swimmer’s fastest performance swum in his/her Event at the Finals at the Qualifying Competition will be ranked according to the World Aquatics Points Table, 2023. The Available Swimmer who has the highest ranking shall be Selected to the Team.
 - (ii) If this fails to break the tie, each Available Swimmer’s fastest performance swum in his/her Event at the Finals of the Qualifying Competition will be converted into a ratio, using the Available Swimmer’s Qualifying Competition time as the denominator, and the World Aquatics-approved World Record for that Event as of June 26, 2023 as the numerator, and Available Swimmer(s) with the highest percentage shall be Selected to the Team. A World Record set at the Qualifying Competition would not qualify as a World Aquatics-approved World Record because the record would not yet be officially approved by World Aquatics.
 - (iii) If this fails to break the tie, the fastest time swum by each Available Swimmer in his/her Event during the period from March 1, 2022 through and including July 1, 2023, will be used to rank the Available Swimmers based on the Percentage of “A” Time Standard, and the Available Swimmer(s) will be Selected to the Team in order of the Percentage of “A” Time Standard. To determine the fastest time swum by each Available Swimmer in his/her Event during the period from March 1, 2022, through and including July 1, 2023, USA Swimming will rely solely on times reflected in its SWIMS database by 11:00 PM Eastern Time on July 2, 2023, or a time achieved at the Qualifying Competition.
 - (iv) If this fails to break the tie, then the Available Swimmer with the highest Percentage of “A” Time Standard in an Individual Olympic Event at the Finals of the Qualifying Competition other than his/her Event involved in the tie shall be Selected to the Team (e.g., if an Available Swimmer’s results in the 100-meter Freestyle are involved in the tie, then that swimmer’s highest Percentage of “A” Time Standard in an Individual Olympic Event other than the 100-meter Freestyle shall be considered). If only one Available Swimmer involved in the tie swam another Individual Olympic Event at the Finals of the Qualifying Competition, that Available Swimmer will be Selected to the Team.
 - (v) If this fails to break the tie, each Available Swimmer’s fastest performance swum in an Individual Olympic Event at the Finals of the Qualifying Competition other than the Event that is the subject of the tie will be ranked according to the World Aquatics Points

Table, 2023. The Available Swimmer who has the highest ranking shall be Selected to the Team. If only one Available Swimmer involved in the tie swam another Individual Olympic Event at the Qualifying Competition, then that Available Swimmer will be Selected to the Team.

- (vi) If this fails to break the tie, then the tie will be broken by random draw.
- (d) In the event of a tie in an Individual Non-Olympic Event, please see the procedures set forth in Section 1.6(b) below to break the tie.

1.4. Announcement.

Those officially selected to the Team will be announced on or before July 17, 2023, at USA Swimming's discretion.

1.5. Selection of Swimmers for Individual Olympic Events.

- a. The two Available Swimmers with the fastest times from the Finals in all Individual Olympic Events at the Qualifying Competition will be given the opportunity to swim the corresponding Individual Olympic Event at the Championships (e.g., the Available Swimmers with the top two fastest times in the 200-meter Butterfly at the Qualifying Competitions will swim the 200-meter Butterfly at the Championships), provided that they meet all other requirements.
- b. If a Priority #2 swimmer fails to make the Team because the Team is full, then the swimmer already on the Team who has recorded the fastest time in that vacant Individual Olympic Event during the period from March 1, 2022, through and including July 1, 2023, will be given the opportunity to swim that Event.
- c. If one of the top two finishing Available Swimmers in an Individual Olympic Event at the Qualifying Competition is Selected to the Team and then chooses not to swim in that Event at the Championships, the vacancy will be filled by the next Available Swimmer from the Qualifying Competition.
- d. If there is a vacancy in an Individual Olympic Event that arises on or after 11:59 a.m. MT on July 17, 2023, the replacement process set forth in Section 4 will be used to fill the vacancy in that Individual Olympic Event.

1.6. Selection of Swimmers for Individual Non-Olympic Events

- a. For Individual Non-Olympic Events at the Championships, Available Swimmers will qualify to swim their respective Individual Non-Olympic Event via the following method:
 - (i) USA Entry #1 – The first opportunity will be given to the Available Swimmer Selected to the Team under Priority #1 in the corresponding Individual Olympic Events listed below.
 - (ii) USA Entry #2 – The second opportunity will be given to the Available Swimmer Selected to the Team under Priority #2 in the corresponding Individual Olympic Events listed below.

Individual Olympic Event

Individual Non-Olympic Event

Men's/Women's 100 Butterfly

for

Men's/Women's 50 Butterfly

Men's/Women's 100 Backstroke for Men's/Women's 50 Backstroke
Men's/Women's 100 Breaststroke for Men's/Women's 50

- b. Should all of the swimmers listed above decline the opportunity to swim the Individual Non-Olympic Events, unfilled position(s) for such Individual Non-Olympic Event(s) shall, after consultation between the Available Swimmer and Head Coach and Program Director, National Junior Team, be filled by the Available Swimmer already on the Team who swam the fastest time(s) in such Individual Non-Olympic Event at the Qualifying Competition. In the event of a tie in the Individual Non-Olympic Event at the Qualifying Competition, the tie will be broken based on who swam the fastest time(s) in that Individual Non-Olympic Event during the period from March 1, 2022, through and including July 1, 2023 as reflected in the USA Swimming SWIMS database as of July 2. If this does not break the tie, then the next fastest times in the same Event during this period of each Available Swimmer already on the Team involved in the tie will be used until the tie is broken. If vacant Individual Non-Olympic Event positions are still not filled after applying this process, those positions shall be filled by the Available Swimmer already on the Team who swam the fastest time(s) in such Individual Non-Olympic Event during the period from March 1, 2022, through and including July 1, 2023 as reflected in the USA Swimming SWIMS database as of July 2, 2023. In the event of a tie when using these times, then the next fastest times in the same Event of each Available Swimmer already on the Team during this period will be used until the tie is broken. If one or more vacant Individual Non-Olympic Event positions are still not filled after applying this process, those positions shall be filled from among other swimmers already on the Team by the Head Coach, in consultation with the Assistant Coaches and the Program Director, National Junior Team, who shall consider all relevant information, including but not limited to the Discretionary Selection Criteria set forth in Section 2.1 below.

2. DISCRETIONARY SELECTION

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

All swimmers who are Selected to the Team shall be eligible for selection to any and all relays to be held at the Championships. The Program Director, National Junior Team will be responsible for selecting the swimmers for each relay conducted at the Championships, with the advice and consent of the Head Coaches. In selecting the relay teams, the Program Director, National Junior Team, with the advice and consent of the Head Coaches, shall consider all available relevant information, including but not limited to each Team member's Qualifying Competition performance (including preliminary times, time trials, swim-offs, and relay lead-off times), past relay performances, past relay reaction times, relay exchange experience, Championships performances, personal best performances, Championships event schedules, individual workload, other recent results and performances, consistency of performances, fatigue, health, fitness levels, training preparation, participation in relay training camps, scientific evaluation, attitude, and team chemistry (the “**Discretionary Selection Criteria**”).

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

See Section 2.1.

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

See Section 2.1.

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

The Program Director, National Junior Team (or his/her designee) will be responsible for relay selection, with the advice and consent of the Head Coaches and Assistant Coaches. Should the Program Director, National Junior Team have a conflict of interest, as determined by USA Swimming's Ethics Committee, his/her designee will be responsible for relay selection, with the advice and consent of the Head Coaches and Assistant Coaches. All involved in relay selection must comply with USA Swimming's Statement of Ethics and Conflict of Interest Policy, to include completing and submitting a disclosure form for review by the Ethics Committee.

Anyone involved in relay selection who has an actual, possible, or perceived conflict of interest must disclose to the Ethics Committee, prior to the start of the relay selection process. The Ethics Committee may determine that this individual must disclose the conflict to the others involved in relay selection and/or recuse him/herself from selection and/or voting. A conflict of interest exists when a personal, family, financial, professional, club, team, or business interest of the person poses a direct or indirect relationship, connection, or affiliation, past or present, with an athlete in contention for relay selection that could compromise the individual's ability to participate in selection in an unbiased manner.

For example, if it is determined that an individual must recuse him/herself from voting, the Ethics Committee may still find that if he/she has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, he/she may, if requested by the others involved in relay selection, still provide such information, so long as it is provided in a fair and unbiased manner and the individual with the conflict does not vote. The individual must not otherwise influence others in selection.

Additionally, any person (including any potentially impacted athlete or coach of a potentially impacted athlete) with a good faith belief that an individual involved in selection has a conflict of interest should report the alleged conflict of interest to the Ethics Committee. Reports may be made anonymously. No individual involved in selection shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

3. REMOVAL OF ATHLETES

- 3.1 An athlete who is Selected, or is to be Selected, to the Team may be removed for any of the following reasons, as determined by the Program Director, National Junior Team in conjunction with the USA Swimming Managing Director, National Team, and USA Swimming Athletes' Advisory Council Chair ("AAC Chair"). An athlete who is to be removed from the Team or an Event or from eligibility to be Selected to the Team, pursuant to the following provisions, has the right to a hearing per the USA Swimming Bylaws (usaswimming.org/about-usas/governance/bylaws), the USOPC's Bylaws, Section 9, the applicable anti-doping code/protocol, or U.S. Center for SafeSport policies and procedures before such removal or declaration of ineligibility.
- 3.2 An athlete may choose to voluntarily withdraw from an Event or the Team. The athlete must submit in writing any withdrawal to the Program Director, National Junior Team. An athlete considering withdrawal is strongly encouraged to submit the written withdrawal by July 17, 2023.
- 3.3 USA Swimming may remove an athlete who has an injury or illness, as certified by the physician for the Championships, that is likely to keep him/her from competing at peak levels in the Championships. If an athlete refuses verification of his/her illness or injury by the approved Championships' physician (or his/her medical staff), his/her injury will be assumed to keep him or her from competing at peak levels in the Championships and he/she may be removed.

- 3.4 An athlete may be removed if the Program Director, National Junior Team, in consultation with the Head Coaches, the Chair of the USA Swimming National Team Steering Committee, and the AAC Chair, if it is determined that the swimmer is unable or unwilling to maintain a training regimen that is necessary for peak performance in the Championships. (See Participation and Commitment Agreement, which will be included prior to Selection.) If any of these individuals involved in the decision has a conflict of interest, they will not be part of the decision-making. Replacements will be subject to Section 4.
- 3.5 Any swimmer may be dismissed from the Team at any time if the swimmer violates any of the applicable USA Swimming, or other rules and regulations applicable to the Team or its members, including without limitation applicable Codes of Conduct or Team Rules. In the event there is a violation and the swimmer is to be dismissed from the Team, upon request of the swimmer, there will be an emergency hearing held before USA Swimming's National Board of Review within 24 hours of the violation (or as soon as possible thereafter) to determine whether the proposed dismissal or other discipline is warranted.
- 3.6 If a swimmer is alleged to have committed an anti-doping rule violation, that swimmer shall remain on the Team (or remain eligible to be Selected to the Team) until: (i) the swimmer is provisionally suspended or declared ineligible after a hearing conducted pursuant to the U.S. Anti-Doping Agency Protocol for Olympic Movement Testing or by World Aquatics; (ii) the swimmer voluntarily accepts a provisional suspension or sanction of ineligibility; or (iii) the swimmer voluntarily withdraws from the Team or relinquishes eligibility to be Selected to the Team.
- 3.7 If a swimmer is alleged to have committed a violation of the SafeSport Code for the Olympic and Paralympic Movement (the "SafeSport Code"), that swimmer shall remain on the Team (or remain eligible to be Selected to the Team) until: (i) the swimmer is provisionally suspended or declared ineligible after a hearing conducted pursuant to the SafeSport Code; (ii) the swimmer voluntarily accepts a provisional suspension or sanction of ineligibility; or (iii) the swimmer voluntarily withdraws from the Team or relinquishes eligibility to be Selected to the Team.

4. REPLACEMENT OF ATHLETES

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

The potential replacement athletes include those individuals who meet the criteria in Section 4.

- 4.1.1. Adjustments to the Team and Events from the time of announcement of the Team (approximately 12:00 p.m. MST July 17, 2023) through the date which entries are due to the organizing committee):
- (a) If there is a vacancy in an Event that occurs between the time of announcement of the Team (approximately on or before 12:00 p.m. MST July 17, 2023) through the date which entries are due to the organizing committee, USA Swimming may replace an athlete on the Team for an Event based on the following procedure; however, no swimmer who is already on the Team may be taken off the Team as a result of the application of this procedure.
 - (b) Filling Vacant Individual Olympic Event Positions with Team Vacancy. For all Individual Olympic Events if the Team is not full (fewer than 26 swimmers per gender) after a swimmer declines a position in an Individual Olympic Event for any reason, or Individual Olympic Event positions otherwise become vacant, then the vacancy shall be filled by

the next fastest Available Swimmer in that Individual Olympic Event at the Qualifying Competition, subject to the priorities and limitations in Section 1.3. If the next fastest Available Swimmer is already on the Team, and he/she agrees after consulting with the Program Director, National Junior Team, and Head Coach to swim in the additional Individual Olympic Event, then he/she shall serve as the replacement in that Individual Olympic Event. If he/she declines to swim in the Individual Olympic Event, then he/she shall not be considered an Available Swimmer for that Individual Olympic Event, and the next fastest Available Swimmer in that Individual Olympic Event from the Qualifying Competition will be considered. If the next Available Swimmer is not already on the Team, then that swimmer will be Selected according to Section 1.3.3. If adding the next Available Swimmer from each Individual Olympic Event left vacant would cause the Team to exceed the maximum number (26 per gender), then those who qualify as the next fastest Available Swimmer in the Individual Olympic Events left vacant shall be ranked according to the Percentage of "A" Standard procedure described in Section 1.3.4(b). Those ranked highest according to that procedure shall be added to the Team in order until the Team reaches 26 per gender, and any remaining Individual Olympic Event vacancies will be filled from within the Team pursuant to Section 4.1.1(b) below.

- (c) Filling Vacant Individual Olympic Event Position with No Team Vacancy. If the Team is still full (26 per gender) after the withdrawal from an Individual Olympic Event, the vacancy will be filled by the highest placing Available Swimmer from the Qualifying Competition already on the Team in the Individual Olympic Event. If no swimmer already on the Team swam the Individual Olympic Event at the Qualifying Competition, then the Available Swimmer on the Team with the fastest time recorded in the corresponding Individual Olympic Event between March 1, 2022, through and including July 1, 2023, reflected in USA Swimming's SWIMS database by 11:59 AM MT on July 2, 2023 (<https://www.usaswimming.org/times>) will be selected for that Individual Olympic Event; provided, however, that the replacement swimmer must agree, after consulting with the Head Coach and Program Director, National Junior Team, to compete in the additional Event. If the replacement swimmer does not agree to swim in the additional Individual Olympic Event, then this process will repeat until the vacancy is filled.

4.1.2 Adjustments to the Team and Events after submission of Entries by Name to the Organizing Committee:

- (a) After the Final nomination deadline, no swimmers will be added to the Team, and the Available Swimmer already on the Team who has recorded the fastest time from the Qualifying Competition in a vacant Event will serve as the replacement in that Event; provided, however, that the replacement must agree, after consulting with the Program Director, National Junior Team and Head Coaches, to compete in the vacant Event. If the replacement swimmer does not agree to swim in the vacant Event, then this process will continue in order of time in the vacant Event until an Available Swimmer agrees to serve as the replacement in the Event. If no athletes on the Team swam the Event at the Qualifying Competition, or if no athletes on the Team who swam in the vacant Event agree to serve as the replacement, then the Available Swimmer who is already on the Team who swam the fastest time during the period from March 1, 2022, through and including July 1, 2023, will serve as the replacement in that Event; provided, however, that the

replacement must agree, after consulting with the Program Director, National Junior Team and Head Coaches, to compete in the vacant Event. If the replacement does not agree to swim in the vacant Event, then this process will repeat until the vacant Event is filled.

- (b) The World Aquatics Technical Meeting for swimming at the Championships is usually scheduled to be held on the morning prior to the first date of the Championships. Once that Technical Meeting has been completed, World Aquatics historically has not allowed replacements in Events. Therefore, it is highly likely that no replacements will be allowed in any Event once the World Aquatics Technical Meeting is completed.

5. SUPPORTING DOCUMENTS

USA 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 conclusion of the Championships.

6. REQUIRED DOCUMENTS

In addition to the USA Swimming Code of Conduct, those documents included as Attachment A are required to be signed by an athlete as a condition of selection to the Championships. Other required documents will be provided at or before the Qualifying Competition.

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The Selection Procedures (complete and unaltered) will be posted/published by USA Swimming in the following locations: USA Swimming website.

8. DATE OF SELECTION

The Selection of Athletes Form will be published on the USA Swimming website on or before July 17, 2023

9. MANDATORY TRAINING AND/OR COMPETITION

The following dates and locations are subject to change. An athlete can have a different arrival or departure schedule after written approval from the Head Coach and National Junior Team Director.

<u>Event</u>	<u>Date</u>	<u>Site</u>
Travel to Assembly Point	August 30	Newark, NJ
Depart for Tel Aviv	August 30	Newark, NJ
Arrival in Tel Aviv	August 31	Tel Aviv, Israel
Pre-Competition Days	September 1-3	Wingate Institute, Israel
Competition	September 4 – 9	Wingate Institute, Israel
Return home	September 10	Newark, NJ

10. ANTI-DOPING REQUIREMENTS

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

11. USA SWIMMING BYLAWS AND GRIEVANCE PROCEDURES

USA Swimming Bylaws can be found at <https://www.usaswimming.org/docs/default-source/governance/governance-lsc-website/bylaws/2023-usa-swimming-corporate-bylaws-effective-3-25-22.pdf> and Grievance Procedures can be found at <https://www.usaswimming.org/safe-sport/report-a-concern>.

12. DISCLAIMER

These procedures are based on World Aquatics, Organizing Committee, and host country rules and regulations, including those related to the COVID-19 pandemic, as applicable and as presently known and understood. Any change in the Selection Procedures caused by a change in World Aquatics, Organizing Committee and/or host country rules and regulations, including those related to the COVID-19 pandemic, will be distributed to the affected athletes immediately. The Selection Procedures are based on the latest information available to USA Swimming. However, the Selection Procedures are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If circumstances cause the alteration or cancellation of any of the Qualifying Competition listed in this document, these Selection Procedures will be revised.

The terms and conditions of these written Selection Procedures shall take priority over any verbal explanation, clarification or interpretation of the Selection Procedures, and an athlete relies on a verbal explanation, clarification or interpretation of these Selection Procedures at his/her sole risk. Any request or question that would involve a formal clarification or interpretation of these Selection Procedures, or that would address an issue not otherwise covered in these Selection Procedures, should be submitted to the Managing Director, National Team at USA Swimming in writing by no later than March 1, 2023, and the response to such request by USA Swimming must be provided in writing and, where appropriate, must be published promptly on the USA Swimming website.

An athlete who is Selected to the Team by virtue of an error or oversight by USA Swimming may be removed from the Team at any time.

13. SELECTION PROCEDURE APPROVAL COMMITTEE

13.1 Conflicts of Interest

Individuals involved in the creation and enforcement of these Selection Procedures are subject to USA Swimming's Statement of Ethics and Conflict of Interest Policy (the "Conflict of Interest Policy"). Pursuant to the Conflict of Interest Policy, these individuals must submit annual Disclosure Statements to USA Swimming's Ethics Committee for review and direction on avoidance and mitigation of any conflicts. Any actual, potential, or perceived conflicts of interest identified in the creation or enforcement of these Selection Procedures should be reported to USA Swimming's Ethics Committee (ethicscommittee@usaswimming.org), pursuant to the Conflict of Interest Policy.

13.2 Retaliation

No individual who raises concerns or asks questions about these Selection Procedures or files a grievance and/or reports a conflict of interest regarding these Selection Procedures shall suffer retaliation, as prohibited by USA Swimming's Whistleblower and Anti-Retaliation Policy (the "Anti-Retaliation Policy"). Any claims of retaliation should be reported to USA Swimming's Ethics Committee (ethicscommittee@usaswimming.org), pursuant to the Anti-Retaliation Policy. This protection against retaliation includes protection for seeking advice from the Athlete Ombuds Office.

Athlete Ombuds Office Contact Information

Phone: 719-866-5000

Email: ombudsman@usathlete.org Website: usathlete.org

13.3 Signatures

I certify that I have read and understand the standards/criteria set by our IF 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 USA Swimming.

Position	Print Name	Signature	Date
President & CEO	Tim Hinchey		3/6/23
Program Director, National Junior Team	Erik Posegay		3/6/23
USA Swimming AAC Chair	Caitlin Leverenz Smith		3/6/23