

**USA Swimming**  
**ATHLETE SELECTION PROCEDURES**  
**2023 LEN European U23 Championship**  
**Updated May 4, 2023**

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The 2023 LEN European U23 Championship (the “Championships”) will be held in Dublin, Ireland, August 3-11, 2023.

**DEFINITIONS**

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) is 19-23 years of age as of December 31, 2023 (i.e., born in 2000 – 2004); (iii) certifies to USA Swimming that he/she remains available to swim through the completion of the Championships; (iv) has remaining National Collegiate Athletic Association (“NCAA”) eligibility as of the date of Selection and provides proof of eligibility to USA Swimming within 48 hours of the invitation being offered; (v) indicates in writing that he/she will accept the invitation to be Selected to the Team within 48 hours of that invitation being offered by USA Swimming and to swim in the Event for which he/she qualifies in the Championships; 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.

“A” Time Standard. An “A” Time Standard is a time standard developed by World Aquatics. Time Standards can be found here: <https://www.fina.org/competitions/1/20th-fina-world-championships-fukuoka-2022/info>

Event(s). “Event(s)” 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 that are 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 9<sup>th</sup>-16<sup>th</sup> places. The results of the C Finals will be used to determine the finish order for the 17<sup>th</sup>-24<sup>th</sup> places. The results of the D Finals will be used to determine the finish order for the 25<sup>th</sup>-32<sup>nd</sup> 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.

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 in the Olympic Games, and (iv) which are also held at the Championships and 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 “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 at the Finals an Event from the “A” Time Standard in that same Event, then dividing the difference by the “A” Time Standard in that Event. 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 in 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 in the 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) that swimmer’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-meter Freestyle is 1:06, their Percentage of “A” standard would be -10% (60 seconds minus 66 seconds equals negative 6 seconds negative 6 seconds divided by 60 seconds equals -10%). If Swimmer #2’s finishing time in the 200-meter Freestyle is 2:06 their Percentage of “A” standard would be -5% (120 seconds minus 126 seconds equals negative 6 seconds; 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%).

Qualifying Competition. “Qualifying Competition” mean the 2023 Phillips 66 National Championships to be held in Indianapolis, Indiana from June 27 - July 1, 2023.

Select/Selected/Selection to the Team. “Select/Selected/Selection to the Team” refers to the Team selected by USA Swimming on or before July 23, 2023, at the discretion of USA Swimming.

Team. “Team” means the Championships team announced on July 23, 2023, 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 updated as of February 28, 2023, for 2023, and found on the website <https://www.fina.org/swimming/points>.

## 1. SELECTION SYSTEM

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

1.1.1 In order 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 as of July 23, 2023 that will not expire for six months after the conclusion of the Championships.

1.1.3 Minimum International Federation (IF) standards for participation:

- (a) n/a

1.1.4 Other requirements (if any):

- (a) An athlete must qualify for the Qualifying Competition, as described in Section 1.3, and compete in the Qualifying Competition.
- (b) Each swimmer that has been Selected to the Team must sign, return, and abide by the applicable competition forms for the Team (forms will be made available prior to Selection).
- (c) Each swimmer that has been Selected to the Team must comply with all applicable rules and requirements of World Aquatics, LEN, 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 Available Swimmers over the 18 years of age must successfully complete a criminal background check as required by USA Swimming and the U.S. Olympic and Paralympic Committee (“USOPC”).
- (e) To ensure that USA Swimming selects the best possible team for the Championships, athletes who accept or decline their invitation to compete in the 2023 World Aquatics Championships or the 2023 World Aquatics Junior Championships are not eligible for selection or replacement to the 2023 Pan American Games or the Championships. 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 Championships and are Selected to compete in the Championships, may decline their invitation to the 2023 Pan American Games, and may instead accept the invitation to be Selected to the Championships. An Available Swimmer may not accept the invitation to swim in both the 2023 Pan American Games and the 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 Pan American Games or the Championships. If an athlete is Selected for the Championships and accept or declines the invitation, they cannot be considered a replacement swimmer for the Championships or 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:
  - i. 2023 World Aquatics Championships
  - ii. 2023 World Aquatics Junior Championships
  - iii. 2023 Pan American Games
  - iv. The Championships

## 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/event/2023/06/27/default-calendar/Phillips-66-National-Championships>

## 1.3 Comprehensive Selection Process:

This Section 1.3 sets forth the steps by which Available Swimmers will be Selected for the Team. The process of determining who is eligible to be Selected to the Team will take place after

completion of the Qualifying Competition and on or before July 23, 2023. The specific steps for determining the athletes to be Selected to the Team are as follows:

1.3.1 Team Size. The maximum allowable Team size is 7 men and 7 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 to the Team a full team of 7 athletes in each, or either, gender. Transgender athletes shall compete at the Championships consistent with USA Swimming, the International Olympic Committee, World Aquatics, USOPC, and Championships' Organizing Committee policies and criteria.

1.3.2 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.

1.3.3 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 after completion of the Qualifying Competition, on or before July 23, 2023. 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 below, there are fewer than 7 men or 7 women, or both, on the Team, then USA Swimming will not field a full Team, unless the Team is filled by adding one or more replacements under Section 4.

- (a) Priority #1. The first priority will include the two highest ranking Available Swimmers based on the following method. The two best finishing Available Swimmers based on the finish orders from the Finals of the Qualifying Competition in the 50-, 100- and 200-meter Freestyle will be ranked. The Available Swimmers' times from these three Events in the Finals at the Qualifying Competition will be converted to the Percentage of "A" Time Standard and ranked by highest percentage. The two highest ranking Available Swimmers will be Selected to the Team under Priority #1.
- (b) Priority #2. The second priority will include the highest ranking Available Swimmer based on the following method. The best finishing Available Swimmer based on the finish order from the Finals of the Qualifying Competition in the 400-, 800-, - and 1500-meter Freestyle will be ranked. The Available Swimmers' times from these Events in the Finals of the Qualifying Competition will be converted to the Percentage of "A" Time Standard and ranked by highest percentage. The one Available Swimmer with the highest Percentage of "A" Time Standard will be Selected to the Team under Priority #2.
- (c) Priority #3. The third priority will include the highest ranking Available Swimmer based on the following method. The best finishing Available Swimmer based on the finish order from the Finals of the Qualifying Competition in the 100- and 200-meter Butterfly will be ranked. The Available Swimmers' times from these Events in the Finals of the Qualifying Competition will be converted to the Percentage of "A" Time Standard and ranked by highest percentage. The one Available Swimmer with the highest Percentage of "A" Time Standard will be Selected to the Team under Priority #3.

- (d) Priority #4. The fourth priority will include the highest ranking Available Swimmer based on the following method. The best finishing Available Swimmer based on the finish order from the Finals of the Qualifying Competition in the 100- and 200-meter Backstroke will be ranked. The Available Swimmers' times from these Events in the Finals of the Qualifying Competition will be converted to the Percentage of "A" Time Standard and ranking by highest percentage. The one Available Swimmer with the highest Percentage of "A" Time Standard will be Selected to the Team under Priority #4.
- (e) Priority #5. The fifth priority will include the highest ranking Available Swimmer based on the following method. The best finishing Available Swimmer based on the finish order from the Finals of the Qualifying Competition in the 100- and 200-meter Breaststroke will be ranked. The Available Swimmers' times from these Events in the Finals of the Qualifying Competition will be converted to the Percentage of "A" Time Standard and ranking by highest percentage. The one Available Swimmer with the highest Percentage of "A" Time Standard will be Selected to the Team under Priority #5.
- (f) Priority #6. The sixth priority will include the highest ranking Available Swimmer based on the following method. The best finishing Available Swimmer based on the finish order from the Finals of the Qualifying Competition in the 200- and 400-meter Individual Medley will be ranked. The Available Swimmers' times from these Events in the Finals of the Qualifying Competition will be converted to the Percentage of "A" Time Standard and ranking by highest percentage. The one Available Swimmer with the highest Percentage of "A" Time Standard will be Selected to the Team under Priority #6.
- (g) Priority #7. If the Team is not full (7 swimmers per gender) after applying these priorities, all Available Swimmers will be ranked based on Percentage of "A" Time Standard in all Individual Olympic Events at the Finals at the Qualifying Competition. The highest ranking Available Swimmer in any Individual Olympic Event at the Finals of the Qualification Competition will be Selected to the Team under Priority #7. This process will continue until 7 men and 7 women are Selected to the Team.

#### 1.3.4 Breaking a Tie.

##### (a) Tie in Same Individual Olympic Event.

- (i) If there is tie in an Individual Olympic Event at the Qualifying Competition between two or more Available Swimmers, and if it is necessary to break the tie to decide the finish order in that Individual Olympic Event for purposes of determining who would qualify for the Team under the Priorities, then a swim-off between the athletes involved in the applicable tie will be conducted to determine the finish order. 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 declines the opportunity to participate in a swim-off, the tie will be broken pursuant to Section 1.3.4.a.ii.

(i)(ii) 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, the fastest time swum by each Available Swimmer in that Individual Olympic Event between March 1, 2022 and July 1, 2023, based on the times in USA Swimming's SWIMS database by 11:00pm EST on July 1, 2023, but not a time involved in the tie, will be used to break the tie. The Available Swimmer with the fastest time will be Selected to the Team. If this fails to break the tie, the tie will be decided by random draw.

(b) Tie Involving Swimmers from Different Events.

- (i) If the application of Percentage of "A" Time Standard is used to rank Available Swimmers to be Selected to the Team 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, the tie will be broken as follows:
  - a. The fastest time swum by each Available Swimmer in his/her Event during the period from March 1, 2022, and including July 1, 2023, but not the time involved in a tie, will be ranked based on the Percentage of "A" Time Standard, and 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 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 EST on July 1, 2023, but not a time involved in a tie. If this process otherwise fails to break the tie, then the tie will be broken by random draw.

Under Priority #1, if the ranking of Available Swimmers based on Percentage of "A" Time Standard results in a tie based on a tie in the same Individual Olympic Event at the Qualifying Competition, the tie will be broken pursuant to Section 1.3.4(a)(i)

Announcement. Those officially Nominated to the Team will be announced at on or before on July 23, 2023.

1.3.8 Selection of Swimmers for Individual Olympic Events.

- (a) Athletes who are Selected to the Team must swim at least one Event in which they are Selected to the Team, e.g., if an athlete was Selected to the Team based on their performance in the 200-meter Freestyle under Priority #1 and their performance in the 400-meter Freestyle under Priority #2, the athlete must at least compete in the 200-meter Freestyle or the 400-meter Freestyle at the Championships.

- (b) USA Swimming can enter up to 4 athletes per Event at the Championships. If more than 4 athletes Selected to the Team want to swim in a certain Event at the Championships, the 4 athletes who have the fastest times in that Event from March 1, 2022 – July 1, 2023, as reflected in USA Swimming’s SWIMS database as of July 1, 2023 at 11:59pm MT, will have the opportunity to swim the Event at the Championships. If there is a tie resulting in more than 4 athletes being selected to swim the Event at the Championships, the tie will be broken amongst the athletes involved in the tie by random draw.

## 2 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 Managing Director, National 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 Managing Director, National 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, Championship performances, personal best performances, Championship 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.

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 the 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 Managing Director, National 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 Managing Director, National 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 to be Selected to the Team by USA Swimming may be removed for any of the following reasons, as determined by USA Swimming's Managing Director, National Team in conjunction with the USA Swimming President & CEO 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), the USOPC's Bylaws, Section 9, or the applicable anti-doping code/protocol before such removal or declaration of ineligibility.
  - 3.1.1 An athlete may choose to voluntarily withdraw from an Event or the Team. The athlete must submit in writing any withdrawal to the Managing Director, National Team. An athlete considering withdrawal is strongly encouraged to submit the written withdrawal by July 22, 2023.
  - 3.1.2 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 or 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.
  - 3.1.3 An athlete may be removed if the Managing Director, National 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 (forms will be provided 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.

- 3.1.4 Once a swimmer has been Selected to the Team, 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. If 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.
- 3.1.5 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.
- 3.1.6 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 pool of potential replacement athletes includes those individuals who meet the criteria set forth in this Section 4.

#### *4.1.1 Adjustments to the Team and Events from the time of Selection to the Team (on or before July 23- July 30, 2023:*

- (a) If there is a vacancy on the Team that occurs between the announcement of the Team and the final nomination deadline, USA Swimming may replace an athlete on the Team 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) Priorities #1-6. For Priorities #1-6, if the Team is not full (fewer than 7 swimmers per gender) after a swimmer declines a position on the Team for any reason, or a position otherwise becomes vacant, then the vacancy shall be filled based on the Event and within the Priority in which it occurred. The next best finishing Available Swimmer (not previously ranked) in the Finals at the Qualifying Competition from the Event in which the vacancy occurred will have their time converted to the Percentage of "A" Time Standard and will be ranked against all

Available Swimmers previously ranked under that same Priority. The Available Swimmer not already on the Team with the highest Percentage of “A” Time Standard will be Selected to the Team. For example, if the vacancy occurs in Priority #1 because an athlete Selected under Priority #1 is no longer on the Team, and the athlete no longer on the team was Selected under Priority #1 based on their time in the 50-meter Freestyle, the vacancy will be filled as follows:

1. The next finishing Available Swimmer in the 50-meter Freestyle not previously ranked (the “Potential Replacement Swimmer”) will be added to the group of Available Swimmers who were originally ranked in Priority #1.
2. The Potential Replacement Swimmer will have their time (in the 50-meter Freestyle at the Finals of the Qualifying Competition) converted to the Percentage of “A” Time Standard.
3. All Available Swimmers under Priority #1 (i.e., those previously ranked from the 50-, 100-, and 200-meter Freestyle, plus the Potential Replacement Swimmer) will be re-ranked based on their Percentage of “A” Time Standard and the highest ranking Available Swimmer not already on the Team will be Selected.

(c) Priority #7. If the vacancy occurs within Priority #7, the next highest ranking Available Swimmer under Priority #7 not already on the Team will be Selected to the Team.

*4.1.2 Adjustments to the Team and Events after August 1:*

After the August 1, no swimmers will be added to the Team.

**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 Championship.

**6.PUBLICITY/DISTRIBUTION OF PROCEDURES**

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

**7.DATE OF SELECTION**

The Selection of Athletes form will be published on the USA Swimming website on or before July 23, 2023.

**8.MANDATORY TRAINING AND/OR COMPETITION**

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

| <u>Event</u>           | <u>Date</u>     | <u>Site</u>      |
|------------------------|-----------------|------------------|
| Depart                 | August 7, 2023  | Various Airports |
| International Training | Aug 8-10, 2023, | Dublin, Ireland  |
| Competition            | Aug 11-13, 2023 | Dublin, Ireland  |

## 9. ANTI-DOPING REQUIREMENTS

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

## 10. 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>.

## 11. 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 April 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.

## 12. SELECTION PROCEDURE APPROVAL COMMITTEE

### 12.1 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](mailto:ethicscommittee@usaswimming.org)), pursuant to the Conflict of Interest Policy.

**12.2 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](mailto: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](mailto:ombudsman@usathlete.org) Website: [usathlete.org](http://usathlete.org)

**12.3 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 USA Swimming.**

| <b>Position</b>                      | <b>Print Name</b>     | <b>Signature</b> | <b>Date</b> |
|--------------------------------------|-----------------------|------------------|-------------|
| President & CEO                      | Tim Hinchey           |                  |             |
| Managing Director, National Team     | Lindsay Mintenko      |                  |             |
| USA Swimming AAC Chair (or designee) | Natalie Coughlin Hall |                  |             |