

USA Swimming
COACH SELECTION FRAMEWORK
2025 World Aquatics Championships (Pool)
Pool Swimming
January 29, 2025

This Coach Selection Framework (“Framework”) provides for the selection of Head and Assistant Coaches for the 2025 World Aquatics Championships (the “Championships”), held in Singapore from July 11 through August 3, 2025. Swimming competition dates will be July 27 through August 3, 2025.

Definitions

Assistant Coach(es). “Assistant Coach(es)” refers to the Assistant Coach(es) of the Team.

Available Coach. “Available Coach” means a coach who (i) qualifies to be Selected to the Team according to this Framework and has complied with all eligibility requirements set forth in Section 1.1; and (ii) indicates in writing that they will accept the invitation to be Selected to the Team when that invitation is offered by USA Swimming. All Available Coaches must complete an application by March 1, 2025.

Head Coach. “Head Coach” refers to the Head Coach(es) of the Team.

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

Select/Selected/Selection to the Team. “Select/Selected/Selection to the Team” refers to the Team Selected by USA Swimming on or before June 7, 2025.

Team. “Team” means the 2025 World Aquatics Championships Team announced on June 7, 2025, plus any changes or replacements made pursuant to this Framework

1. MINIMUM ELIGIBILITY REQUIREMENTS

To be considered for Selection to the Team, a coach must, at the time of Selection to the Team:

- (a) Be an Available Coach
- (b) Be a registered Coach member of USA Swimming in good standing, including all membership and coaching requirements
- (c) Hold a valid passport that will not expire for six months after the conclusion of the Championships
- (d) Sign, return, and abide by the applicable competition forms for the Team (made available prior to Selection)
- (e) Comply with all applicable rules and requirements of World Aquatics, the World Anti-Doping Agency, the U.S. Anti-Doping Agency, 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.

- (f) Successfully complete a criminal background check as required by USA Swimming and the U.S. Olympic and Paralympic Committee (“USOPC”).

2. JOB RESPONSIBILITIES

The Head and Assistant Coaches are responsible for the following:

- (a) Ensuring the Team’s adherence to all rules regarding the Championships
- (b) Abiding by rules established by Managing Director, National Team for all staff
- (c) Attending all USA Swimming Championships-related meetings
- (d) Being available for the entire duration of the Championships
- (e) Completing all Championships entry requirements by stated deadlines
- (f) Responding to requests from USA Swimming in a timely manner

3. CHAMPIONSHIPS SELECTION COMMITTEE

1. Two 10-Year Athlete members of either the USA Swimming Athletes’ Advisory Council (“AAC”) or the Board of Directors, as appointed by the AAC
2. USA Swimming’s President & CEO
3. Managing Director, National Team or designee
4. National Team Steering Committee Chair (“NTSC”)

4. SELECTION CRITERIA

USA Swimming will select one or two Head Coaches. USA Swimming will also select six Assistant Coaches.

The Championships Selection Committee is responsible for selecting the Head and Assistant Coaches, with ultimate approval from USA Swimming’s President & CEO. The Championships Selection Committee shall consider the following criteria, skills, and experience, in no particular order.

- An Available Coach’s experience in coaching at international competitions, with emphasis on meets in the past four years, and consideration of that Available Coach’s potential role at the meet (e.g., head coach, assistant coach, personal coach, etc.)
- The number of athletes that an Available Coach has placed on the Team
- The number of athletes that an Available Coach has placed on past international USA Swimming teams, considering the caliber of the meet (e.g., Olympic Games, Pan American Games, World Championships, World Junior Championships, etc.)
- Performances by athletes who are under the direction of the Available Coach at the Qualifying Competition.” Past performances by an Available Coach’s athletes at prior

selection meets when under the direction of the Available Coach and international competitions, with emphasis on performances in the past four years

- The number of years of experience that an Available Coach has as a college coach, club coach, etc. and whether they have served as the head coach of any of those teams
- The need to diversify the coaching staff with coaches of different backgrounds, experiences, and tenures, as well as ensuring that the coaching staff has representation from a variety of different schools, clubs, and geographic regions
- An Available Coach's technical and tactical knowledge of swimming, including knowledge and understanding of World Aquatics rules and regulations
- An Available Coach's administrative, communication and organizational capabilities/skills
- Positive feedback regarding the Available Coach from athletes, coaches, and staff from prior international trips
- An Available Coach's proven ability to establish harmonious and respectful relationships with athletes, other coaches, and Team personnel
- An Available Coach's ability to handle high-pressure, stressful situations, and to maintain a composed, professional demeanor
- An Available Coach's track record in promoting and growing Team culture and creating a collegial but competitive atmosphere for the athletes
- Any conflicts of interest of an Available Coach, including the need to have neutral voices in relay selection
- An Available Coach's scheduling conflicts

The Championships Selection Committee shall also consider the overall composition of the Championships' coaching staff, including supporting the future pipeline of USA Swimming coaches.

5. REMOVAL

USA Swimming may remove a coach who is eligible for Selection or has been Selected to the Team for any of the following reasons, as determined by the Managing Director, National Team in conjunction with the President & CEO and AAC Chair. Any coach who is to be removed from eligibility to be Selected to the Team or removed from 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/athlete safety code before such removal or declaration of ineligibility.

- (a) A coach may voluntarily withdraw from the Team. The coach must submit in writing any withdrawal to the Managing Director, National Team. A coach considering withdrawal is strongly encouraged to submit the written withdrawal by July 2, 2025.

- (b) USA Swimming may remove a coach who has an injury or illness, as certified by the physician for the Championships, that is likely to keep them from participating at the Championships. If the coach refuses verification of the illness or injury by the approved Championships' physician, their injury will be assumed to keep them from participating at peak levels in the Championships and they may be removed.
- (c) USA Swimming may dismiss a coach from the Team at any time if the coach violates any 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 USA Swimming dismisses the coach from the Team, upon request of the coach, there will be an emergency hearing before USA Swimming's National Board of Review within 24 hours of the violation (or as soon as possible) to determine whether the proposed dismissal or other discipline is warranted.
- (d) If a coach is alleged to have committed an anti-doping rule violation, that coach shall remain on the Team (or remain eligible to be Selected to the Team) until the coach: (i) is provisionally suspended; (ii) is declared ineligible after a hearing conducted pursuant to the U.S. Anti-Doping Agency Protocol for Olympic Movement Testing or by World Aquatics; (iii) voluntarily accepts a provisional suspension or sanction of ineligibility; or (iv) the coach voluntarily withdraws from the Team or relinquishes eligibility to be Selected to the Team.
- (e) If a coach is alleged to have committed a violation of the SafeSport Code for the Olympic and Paralympic Movement, that coach shall remain on the Team (or remain eligible to be Selected to the Team) until the coach: (i) is suspended; (ii) is declared ineligible after a hearing; (iii) voluntarily accepts a suspension or sanction of ineligibility; or (iv) voluntarily withdraws from the Team or relinquishes eligibility to be Selected to the Team.

6. REPLACEMENT

If a Head or Assistant Coach is removed from the Team for any reason, USA Swimming will replace that Head or Assistant Coach, respectively, based on the criteria in Section 4, with approval by the Championships Selection Committee.

7. PUBLICITY/DISTRIBUTION OF FRAMEWORK

This Framework (complete and unaltered) will be posted/published on www.usaswimming.org

8. MANDATORY TRAINING AND/OR COMPETITION

<u>Event</u>	<u>Date</u>	<u>Site</u>
Training Camp	July 11-21, 2025	Phuket, Thailand

International Training	July 22-26, 2025	Singapore
Competition	July 27-August 3, 2025	Singapore
Return home	August 4, 2025	

9. 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>.

10. CONFLICTS OF INTEREST

Individuals involved in the creation and enforcement of this Framework 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 in the creation or enforcement of this Framework should be reported to USA Swimming’s Ethics Committee (ethicscommittee@usaswimming.org), pursuant to the Conflict of Interest Policy.


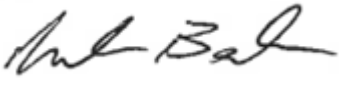
11. RETALIATION

No individual who raises concerns or asks questions about this Framework or files a grievance and/or reports a conflict of interest regarding this Framework 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.

12. SIGNATURE

I certify that I have read and understand the standards/criteria set by World Aquatics and incorporated those standards/criteria into our Framework. I further certify that the information provided herein regarding this Framework represents the method approved by USA Swimming.

Position	Print Name	Signature	Date
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Interim President & CEO	Shana Ferguson		
Managing Director, National Team (or designee)	Matt Barbini		
USA Swimming AAC Chair	Caitlin Leverenz Smith	