

USA ~~Artistic Swimming (USAAS)~~ SYNCHRO
ATHLETE SELECTION PROCEDURES
2019 WORLD CHAMPIONSHIPS, 2019 PAN AMERICAN GAMES, ~~2020~~ OLYMPIC GAMES
QUALIFICATION TOURNAMENT 2021, TOKYO 2020 OLYMPIC GAMES
November 2, 2018
Amended June 9, 2020

Amendment Note – May 7, 2021

Please note that the Olympic Games Qualification Tournament 2021 has been rescheduled to June 10 – 13, 2021 in Barcelona, Spain. www.fina.org/competitions/15/fina-olympic-games-artistic-swimming-qualification-tournament-2020

In relation to the currently published USA Artistic Swimming Athlete Selection Procedures for Tokyo 2020, the changes made by FINA have minimal impact on the information within the document. Specifically:

- Section 8 (“Date of Nomination”) should now reflect **June 21, 2021** for the Tokyo 2020 Olympic Games. This replaces the former Tokyo 2020 Olympic Games nomination date of June 1, 2021.
- Timelines for Phase 6 referenced in Sections 1.2.1., 1.2.2. and 1.3. are no longer possible for “April or May 2021” and will now happen “**on or before June 21, 2021.**” In 1.3.: “Coaches’ evaluation for the period of full-time training from June 2019 to ~~April~~ **June 2021.**”

1. SELECTION SYSTEM

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

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of nomination.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games or Championships.

1.1.2. Minimum International Olympic Committee (IOC), International Paralympic Committee (IPC), and Pan American Sport Organization (PASO) standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Olympic Charter (Rule 41), the IPC Handbook (Section 2, Chapter 3.1), or the PASO Statutes (Article XXII, Sections 4 and 5).

1.1.3. Minimum International Federation (IF) and/or Continental Federation (CF) standards for participation (if any):

Athletes must be fifteen (15) years of age (on December 31st on the year of the competition).

Athletes must be female.

NOTE: an athlete who will be at least age 15 by December 31, 2019 may participate in Phase 1 tryout event as referenced in Section 1.2.1.

NOTE: an athlete who was born before 1 January 2007 may participate in Phase 5B as referenced in Section 1.2.2.

The complete FINA Qualification System for Tokyo 2020 can be found at www.fina.org/content/artistic-swimming-olympic-games-xxxii-tokyo-jpn-2021.

1.1.4. Other requirements (if any):

Athletes must be a member in good standing of USA AS Synchro.

Athletes must meet the requirements of the Senior National Squad Agreement.

Athletes must have successfully completed all Games Registration requirements by stated deadline.

Any athlete age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy.

Any athlete age 18 or older as of the Closing Ceremony will be required to complete the U.S. Center for SafeSport's online training.

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.

Phase 1 – 2018-2020 Senior National Training Squad Selection

August 12, 2018, Riverside, CA. Athletes selected in Phase 1 continue through Phase 3.

Phase 2 – 2018-2020 Senior Duet Squad Selection

November 2018, Moraga, CA. Exact dates to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> <https://www.teamusa.org/USA-Synchronized-Swimming> at least 45 days prior to the commencement of the tryout. Athletes selected in Phase 2 continue through Phase 4.

Phase 3 – 2019 World Championships, 2019 Pan American Games and ~~2020~~ Olympic Games Qualification Tournament 2021 Teams Selection

April or May 2019, location TBD. Exact dates and location to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior to the commencement of the tryout. Select the maximum number of athletes allowable for entry for each competition: 2019 World Championships (12 athletes), 2019 Pan American Games (9 athletes), ~~2020~~ Olympic Games Qualification Tournament 2021 (9 or 10 athletes TBD by FINA).

Phase 4 – 2019 World Championships and 2019 Pan American Games Duet Nomination

May 2019, Moraga, CA. Exact dates to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior to the nomination.

Phase 5 – 2020 Olympic Games Duet Nomination

September or October 2019, Moraga, CA. Exact dates to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior to the nomination.

Phase 5B Tokyo Postponement Squad Expansion Selection – Expanding pool to 12 athletes

Exact date to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior. Registration will open no more than seven (7) days after the posting of the amended procedures and will remain open for at least 14 days.

Phase 6 – Tokyo 2020 Olympic Games Team Nomination

April or May 2021~~0~~, Moraga, CA. Exact dates to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior to the nomination.

- 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).

Phase 1 – 2018-2020 Senior National Training Squad Selection

August 12, 2018, Riverside, CA.

Eligibility:

2016 Olympic Games Duet athletes – are pre-selected into the 2018-2020 Senior National Training Squad; however, they must participate in Phase 1 tryout event in order to advance to Phase 2.

Phase 2 – 2018-2020 Senior Duet Squad Selection

November 2018, Moraga, CA. Exact dates to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior to the commencement of the tryout.

Eligibility:

Open only to Senior National Training Squad members training full-time at the National Training Center (up to sixteen [16] athletes) selected after Phase 1.

Phase 3 – 2019 World Championships, 2019 Pan American Games and ~~2020~~ Olympic Games Qualification Tournament 2021 Teams Selection

April or May 2019, location TBD. Exact dates and location to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior to the commencement of the tryout.

Eligibility:

Open only to Senior National Training Squad members training full-time at the National Training Center (up to sixteen [16] athletes) selected after Phase 1.

Phase 4 – 2019 World Championships and 2019 Pan American Games Duet Nomination

May 2019, Moraga, CA. Exact dates to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior to the nomination.

Eligibility:

Open only to Senior Duet Squad members training full-time at the National Training Center (up to six [6] athletes) selected after Phase 2.

Phase 5 - Tokyo 2020 Olympic Games Duet Nomination

September or October 2019, Moraga, CA. Exact dates to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior to the nomination.

Eligibility:

Open only to Senior Duet Squad members training full-time at the National Training Center (up to six [6] athletes) selected after Phase 2.

NOTE: Athletes who were named to the Duet upon completion of Phase 5 will retain their position, provided either athlete does not voluntarily withdraw from the team or get removed based on any of the reasons listed in Section 3.

IMPORTANT NOTE: Due to the postponement of the Tokyo 2020 Olympic Games, all eligible athletes who advanced from Phases 3 and 5 will be required to accept or withdraw their position on the Senior National Training Squad. USA Artistic Swimming will email notice of these amended procedures to affected athletes who in turn will need to confirm whether they will maintain their position on the squad within seven (7) days of the date of notice. Confirmation of acceptance or withdrawal should be submitted to the CEO via email at adam@usaartisticswim.org.

Phase 5B Tokyo Postponement Squad Expansion Selection – Expanding pool to 12 athletes

Exact dates to be announced on the website at www.teamusa.org/USA-Artistic-Swimming at least 45 days prior to the event; event will be held no earlier than 45 days following the posting of the amended procedures. Registration will be open to all eligible athletes and will remain open for at least 14 days; USAAS will send notice with event details once known.

Eligibility:

All FINA age-eligible athletes (athletes born prior to January 1, 2007) that are currently members in good standing with USA Artistic Swimming.

Phase 6 – Tokyo 2020 Olympic Games Team Nomination

April or May 2021, Moraga, CA. Exact dates to be announced on the website <https://www.teamusa.org/USA-Artistic-Swimming> at least 45 days prior to the nomination.

Eligibility:

Open to all Senior National Team members who participated in the 2019 World Championships, 2019 Pan American Games and/or ~~2020~~ Olympic Games Qualification Tournament 2021 (scheduled for 4-7 March 2021) and are training full-time at the National Training Center (~~up to twelve [12] athletes selected after Phase 3~~ up to ten [10] athletes after Phase 5B – see Exception below).

EXCEPTIONS RELATED TO PHASE 5B: If any athletes are selected from Phase 5B through SCENARIO B (outlined in 1.3. below), those athletes from Phase 5B ranked 10th or better will also be eligible for Phase 6 and may be eligible for the Olympic Games Qualification Tournament 2021 Team. However, athletes selected under SCENARIO A from Phase 5B (i.e., ranked 11th or 12th) are not eligible for Phase 6 or the Olympic Games Qualification Tournament 2021 Team, but, if a replacement athlete is needed, the 11th or 12th athlete may become eligible as described through the replacement process defined in Section 4.

The Tokyo 2020 Olympic Games Duet athletes (two [2] athletes and one [1] replacement athlete), as outlined in Phase 5 above, will be nominated as part of the Tokyo 2020 Olympic Games Team if a Team is qualified for the Tokyo 2020 Olympic Games. A maximum of one (1) team of eight (8) athletes and a maximum of one (1) duet of two (2) athletes may be entered in the Tokyo 2020 Olympic Games. NOCs qualified in both the team and duet competitions may enter a maximum of eight (8) athletes.

- 1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process (include maximum Team size).

Each Phase is conducted over one (1) or two (2) days and may contain physical and technical skill testing, Technical and Free routine evaluations as described below for each phase and in attachment D.

“Selection” is done through a trial format with judges and coaches on a specific day; whereas, “Nomination” is done by the coaches based on several months of evaluation. Both selection and nomination are approved by the Selection Committee.

Phases 1, 2 and 3 are evaluated by the “Evaluators” outlined in each section below: two (2) Senior National Team coaches (which includes the Senior Head Coach and a Senior Assistant Coach designated by the High Performance Director), the High Performance Director (or designee), the VP of Olympic International and two (2) FINA Judges. These “Evaluators” will provide the Selection Committee with their ranking order and recommendations. Rankings will be communicated via email to the participating athletes of each phase.

~~For~~ Phases 4, 5 and 6, are evaluated by the “Evaluators” outlined in each section below: two (2) Senior National Team coaches (which includes the Senior Head Coach and a Senior Assistant Coach designated by the High Performance Director for designee) and the High Performance Director (or designee). These “Evaluators” will provide the Selection Committee with their ranking order and recommendations. Rankings will be communicated via email to the participating athletes of each phase. For Phase 5B, see details regarding “Evaluators” and selections below.

The 2018-20219 Senior National Training Squad athletes will be evaluated throughout each season until final nomination to the Tokyo 2020 Olympic Games. The High Performance Director (or designee), the Senior Head Coach and the Senior Assistant Coaches will consistently observe and evaluate these athletes at training and competitions. They are looking for athletes who are performing at a level that is competitive in the current Senior international field and will be competitive in the Senior international field within the next ~~five~~ four (45) years. The coaches (as outlined above) and the High Performance Director (or designee) will fill out the Coaches’ evaluation form (Appendix D) prior to Phases 3, 4, 5 and 6 to assess the athletes’ physical, technical and psychological skills.

For each Phase, each Evaluator provides their ranking order and recommendations to the Selection Committee and the Selection Committee determines the athletes for selection or nomination.

The Selection Committee includes the High Performance Director (or designee), the Senior Head Coach, a Senior Assistant Coach designated by the High Performance Director (or designee), (1) FINA judge, and the USOPC AAC an Athlete-representative.

Phase 1 - Senior National Training Squad Selection

Tryout Content:

- Technical and Physical Skill Testing as determined by the High Performance Director (or designee) and the Senior Head Coach. This will include speed swimming, ballet, ~~synchro-artistic swimming~~-specific land training, flexibility, gymnastics, acrobatics, strength & conditioning, and ~~synchro~~ artistic swimming technical skills.
- Technical Team routine evaluation as determined by the High Performance Director (or designee) and the Senior Head Coach. This may include any parts or

run-throughs of the routines individually, in pair or in group, in patterns or not. Athletes must learn the routine prior to the start of the tryout event.

Throughout the tryout event, the evaluators will evaluate the athletes according to FINA rules and the Coaches' evaluation criteria. Refer to Appendix D.

Evaluators:

Two (2) Senior National Team coaches, the High Performance Director (or designee), the VP Olympic International and two (2) FINA Judges.

Selection:

Up to sixteen (16) athletes (not including petitions) are selected to the 2018-2020 Senior National Training Squad by the Selection Committee.

Phase 2 - Senior Duet Squad Selection

Tryout Content:

- Technical Duet routine evaluation as determined by the High Performance Director (or designee) and the Senior Head Coach. This may include any parts or run-throughs of the routines individually, in pair or in group. Athletes must learn the routine prior to the start of the tryout event.

Throughout the tryout event, the evaluators will evaluate the athletes according to FINA rules and the Coaches' evaluation criteria.

Evaluators:

Two (2) Senior National Team coaches, the High Performance Director (or designee), the VP Olympic International and two (2) FINA Judges.

Selection:

Up to six (6) athletes (not including petitions) are selected to the 2018-2020 Senior Duet Squad by the Selection Committee.

Phase 3 – 2019 World Championships, 2019 Pan American Games and ~~2020~~ Olympic Games Qualification Tournament 2021 Teams Selection

Tryout Content:

- Technical and Free Team routine evaluations as determined by the High Performance Director (or designee) and the Senior Head Coach. This may include any parts or run-throughs of the routines individually, in pair or in group, in patterns or not. Athletes must learn the routine prior to the start of the tryout event.
- Coaches' evaluation will be done for the period of full-time training from September 2018 to April 2019.

Throughout the tryout event, the evaluators will evaluate the athletes according to FINA rules and the Coaches' evaluation criteria.

Evaluators:

Two (2) Senior National Team coaches, the High Performance Director (or designee), the VP Olympic International and two (2) FINA Judges.

Selection:

Up to: twelve (12) athletes (not including petitions) are selected to the 2019 World Championship Team, nine (9) athletes to the 2019 Pan American Games Team, and up to ten (10) athletes to the ~~2020~~ Olympic Games Qualification Tournament 2021 Team by the Selection Committee.

Phase 4 – 2019 World Championships and 2019 Pan American Games Duet Nomination

Tryout Content:

- Coaches' evaluation for the period of full-time training from September 2018 to April 2019.

If the evaluators are unable to come to a ranking based on the Coaches' evaluation, then the athletes will be evaluated through a Technical and Free Duet routine evaluation as determined by the High Performance Director (or designee) and the Senior Head Coach. This may include any parts or run-throughs of the routines individually, in pair or in group, in patterns or not.

Evaluators:

Two (2) Senior National Team coaches and the High Performance Director (or designee).

Nomination: two (2) athletes and one (1) replacement athlete are named to the 2019 World Championships Duet and two (2) athletes and one (1) replacement athlete are named to the 2019 Pan-American Games Duet by the Selection Committee.

Phase 5 – Tokyo 2020 Olympic Games Duet Nomination

Tryout Content:

- Coaches' evaluation for the period of full-time training from January 2019 to September 2019.

If the evaluators are unable to come to a ranking based on the Coaches' evaluation then the athletes will be evaluated through a Technical and Free Duet routine evaluation as determined by the High Performance Director (or designee) and the Senior Head Coach. This may include any parts or run-throughs of the routines individually, in pair or in group, in patterns or not.

Evaluators:

Two (2) Senior National Team coaches and the High Performance Director (or designee).

Nomination: two (2) athletes and one (1) replacement athlete are named to the Olympic Games Duet by the Selection Committee.

Phase 5B Tokyo Postponement Squad Expansion Selection – Expanding pool to 12 athletes

Tryout Content:

- Technical and Physical Skill Testing as determined by the High Performance Director (or designee) and the Senior Head Coach. This will include speed swimming, ballet, artistic swimming-specific land training, flexibility, gymnastics, acrobatics, strength & conditioning, and artistic swimming technical skills.
- Technical Team routine evaluation as determined by the High Performance Director (or designee) and the Senior Head Coach. This may include any parts or run-throughs of the routines individually, in pair or in group, in patterns or not. Athletes must learn the routine prior to the start of the tryout event.

Evaluators:

Two (2) Senior National Team coaches, the High Performance Director (or designee), the VP Olympic International, one (1) FINA Judge and the AAC Representative or designated athlete.

Selection: At least* two (2) athletes will be selected from Phase 5B, expanding the Senior National Training Squad to twelve (12). Athletes are named to the Senior National Training Squad by the Selection Committee.

* The number of athletes to be selected from Phase 5B is dependent upon the number of athletes currently named to the Senior National Training Squad (10 athletes as of the date of the amended procedures). The following scenarios will be determined based on how many of the ten (10) ATHLETES PREVIOUSLY SELECTED from Phase 3 and/or Phase 5 choose to retain their position on the team (see 1.2.2., IMPORTANT NOTE at the bottom of page 4).

SCENARIO A: If all ten (10) ATHLETES PREVIOUSLY SELECTED choose to retain their positions, results from Phase 5B will be used to select the two (2) highest ranked athletes (or the next two highest ranked athletes if SCENARIO B is also applicable) to bring the total number of athletes on the Senior National Training Squad to twelve (12). These two athletes (ranked 11th and 12th) selected from Phase 5B will:

- Be named to the Senior National Training Squad
- Be part of the pool of replacement athletes as described in Section 4
- Be invited and must agree to full time training in Moraga
- Not be eligible for Phase 6

(See EXCEPTIONS RELATED TO PHASE 5B in Section 1.2.2.)

SCENARIO B: If any of the ten (10) ATHLETES PREVIOUSLY SELECTED choose to withdraw from the team, then, in addition to the 11th and 12th athletes selected through SCENARIO A, there will be (an) additional athlete(s) selected from Phase 5B to immediately bring the number of athletes on the Senior National Team back to ten (10). For example, if one PREVIOUSLY SELECTED

ATHLETE chose to withdraw, then the highest ranked athlete from Phase 5B will be selected as the new 10th athlete. The athlete(s) selected from Phase 5B through SCENARIO B (ranked 10th, 9th, 8th, etc., as applicable) will:

- Be named to the Senior National Team and train full time in Moraga
- Be eligible for the Olympic Games Qualification Tournament 2021 Team and Phase 6

(See EXCEPTIONS RELATED TO PHASE 5B in Section 1.2.2.)

Phase 6 – Tokyo 2020 Olympic Games Team Nomination

NOTE: Phase 6 is dependent upon earning a team quota through the Olympic Games Qualification Tournament 2021.

Tryout Content:

- Coaches' evaluation for the period of full-time training from June 2019 to April 2021~~0~~.

If the evaluators are unable to come to a ranking based on the Coaches' evaluation then the athletes will be evaluated through the Technical and Free Team routine evaluation as determined by the High Performance Director (or designee) and the Senior Head Coach. This may include any parts or run-throughs of the routines individually, in pair or in group, in patterns or not.

Evaluators:

Two (2) Senior National Team coaches and the High Performance Director (or designee).

Nomination: eight (8) athletes and two (2) replacement athletes are named to the Tokyo 2020 Olympic Games Team by the Selection Committee. This Team nomination will include the Duet – two (2) athletes and one (1) replacement athlete already nominated to the Tokyo 2020 Olympic Games Team through Phase 5.

All Senior National Team athletes will be required to maintain competitive readiness. Competitive readiness as defined by USAAS:

1. Consistency demonstrated by the athlete at 2021 international events.
2. World class presentation – the strength, endurance, technical execution and artistic swimming components commensurate with World and Olympic level presentation.
3. Physical capability to fulfill the training plan as directed by the National Team Coaches.
4. Demonstrated professional attitude and ability to positively contribute to the team dynamic.

It is the philosophy of USAAS to field the best team possible. If it is believed that an athlete is not maintaining competitive readiness this will be shared with that athlete directly. A standard monthly evaluation and coaching tool (see Appendix D) will be used to inform and develop athletes on their progress. That tool will be used in overall evaluation and allow coaches to inform athletes if they feel they are not meeting competitive readiness standards.

1.3.1 Unforeseen Circumstances – Petition Process

USA ~~AS-Synchro~~ recognizes that injuries and unforeseen circumstances may occur which would cause an athlete to be unable to participate in one or more steps of the try-out process for the 2019 World Championships, 2019 Pan American Games, ~~2020~~ Olympic Games Qualification Tournament 2021 and Tokyo 2020 Olympic Games.

An athlete may file a petition if she is unable to compete in Phase 1, 2 or 3. No petitions will be accepted for Phases 4, 5 or 6.

In order to be considered by the National Team Review Subcommittee (see attachment E), petitions must be submitted in writing to the National Team Review Subcommittee Chair as soon as practical after the athlete becomes aware of her inability to participate and before the conclusion of Phase 1 (to be considered for a position on the Squad), before Phase 2 (to be considered for a position on the Duet Squad) and before Phase 3 (to be considered for a position on the Team).

The petition must state the specific injury, illness, or unforeseen circumstances which prohibited the athlete from participating in the competitive process. In the case of a petition based on injury or illness, the extent of the injury or illness are subject to verification by a doctor approved by USA ~~AS-Synchro~~. Petitions are reviewed on a case-by-case basis and subject to approval by the National Team Review Subcommittee. Details regarding the status of the petition will be provided in writing to the petitioner as soon as practical after receipt of the petition.

If the petition is approved according to the above, then Technical and Physical Skill Testing will be arranged and the National Team Review Subcommittee will evaluate the athlete's readiness and performance within a month of the original tryout event date. The athlete may be added as an additional member of the squad (the number selected for that particular phase would increase).

2. DISCRETIONARY SELECTION (if applicable)

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

The sport of ~~synchronized-artistic~~ swimming is a subjectively judged event. In the selection of athletes who will compete together as a team or duet, it may not always be possible to make decisions based solely on objective criteria. To be competitive in the team and duet events, certain skill sets must be exhibited by one or more team/duet members. In addition, it is crucial that the athletes demonstrate the ability to complement each other, to work cohesively and to make and retain corrections consistently.

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

See Section 1.3 and 1.3.1

- 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:

The Selection Committee:

- High Performance Director (or designee)
- Senior Head Coach
- One (1) Senior Assistant Coach (designated by the High Performance Director)
- One (1) Athlete Representative
- One (1) FINA judge

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

All Evaluators and all members of the Selection Committee must sign the USAAS ~~Synchro~~-Conflict of Interest Policy & Confidentiality Statement. Any member of the selection committee that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the selection process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or High Performance Director (or designee), may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and the committee member who declared the conflict of interest does not vote toward the final decision.

3. REMOVAL OF ATHLETES

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, USAAS ~~Synchro~~ has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by USAAS ~~Synchro~~ may be removed for any of the following reasons, as determined by USAAS ~~Synchro~~:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USAAS ~~Synchro~~-CEO and the High Performance Director (or designee).
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USAAS ~~Synchro~~. If an athlete refuses verification of her illness or injury by a physician (or medical staff) approved by USAAS ~~Synchro~~, her injury will be assumed to be disabling and she may be removed.
- 3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.

3.1.4. Violation of the USA~~AS Synchro~~'s Code of Conduct (Attachment A).

An athlete who is removed from the 2019 Pan American or Tokyo 2020 Olympic Games Team pursuant to this provision has the right to a hearing per USA~~AS Synchro~~'s Bylaws (USA~~AS Synchro~~: Administrative rule article 22.01, 24.02-24.07) and the USOPC's Bylaws, Section 9.

Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable USA~~AS Synchro~~ Code of Conduct, the USOPC's Code of Conduct and Grievance Procedures apply. The USOPC's Code of Conduct and Grievance Procedures can be found at:

<http://www.teamusa.org/Footer/Legal/Governance-Documents>
www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Games-Info/Athlete-Conduct
~~<https://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Games-Info/Athlete-Conduct>~~

- 3.2. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, PASO, IPC, WADA, IF, USADA and/or USOPC anti-doping protocol, policies and procedures, as well as the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and USA Artistic Swimming's Athlete Safety Policy, as applicable.

4. REPLACEMENT OF ATHLETES

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

2018-2020 Senior National Training Squad – Replacement athletes process after Phase 1 through the beginning of Phase 3 (September 2018 – April/May 2019). Athletes ranked 17th to 20th according to Phase 1 (or the next four {4} ranked athletes if less than sixteen {16} athletes are selected) as part of Phase 1, who are not selected to train full-time at the National Training Center, in ranking order (highest to lowest) from Phase 1. Rankings will be communicated directly to all participating athletes.

2018-2020 Duet Squad – Replacement athletes process after Phase 2 through the beginning of Phase 4 (November 2018 – May 2019)
All Senior National Training Squad members not selected as part of Phase 2, in ranking order (highest to lowest). Rankings will be communicated directly to all participating athletes.

2019 World Championships, 2019 Pan American Games and ~~2020~~ Olympic Games Qualification Tournament 2021** Teams – Replacement athletes process after Phase 3 through the beginning of Phase 6 (April or May 2019 – May 2021~~0~~). Athletes ranked 13th and 14th (or the next two {2} ranked athletes if less than twelve {12} athletes are selected) after Phase 3 (to also include Phase 5B – see '**'), who are

not selected to continue to train full-time at the National Training Center, in ranking order (highest to lowest). Rankings will be communicated directly to all participating athletes.

** The replacement athlete process for the Olympic Games Qualification Tournament 2021 Team may include athletes selected to be part of the replacement pool as a result of Phase 5B (athletes ranked 11th or 12th), provided there is/are remaining position(s) to be filled after all eligible athletes from the Senior National Team (up to 10 athletes) have been invited.

** (See **EXCEPTIONS RELATED TO PHASE 5B** in Section 1.2.2.)

2020 Olympic Games Duet – Replacement athletes process after Phase 5 -2020 Olympic Games Duet Nomination (September or October 2019)

By order of priority (highest to lowest).

1. Athlete ranked 3rd after Phase 4.
 2. Duet Squad athletes selected after Phase 2 in rank order.
 3. Remaining Senior National Team members selected after Phase 3 in rank order.
- Rankings will be communicated directly to all participating athletes.

Tokyo 2020 Olympic Games Team – Replacement athletes process after Phase 6 – Tokyo 2020 Olympic Games Team Nomination (April or May 2021~~9~~)

By order of priority (highest to lowest)

1. Athlete ranked 9th after Phase ~~6~~5.
2. Athlete ranked 10th after Phase ~~6~~5.
3. The replacement athlete process for the Tokyo 2020 Olympic Games Team may include athletes selected to be part of the replacement pool as a result of Phase 5B (athletes ranked 11th or 12th), provided there is/are remaining position(s) to be filled after all eligible athletes from the Senior National Team (up to 10 athletes) have been invited.
 - a. (See **EXCEPTIONS RELATED TO PHASE 5B** in Section 1.2.2.)

~~2.4.~~ Remaining Senior National Training Squad members selected after Phase 1 in rank order.

Rankings will be communicated directly to all participating athletes.

Replacement athletes must be able to demonstrate competitive readiness as determined by the High Performance Director and the Senior Head Coach when joining the 2018-2021~~9~~ Senior National Training Squad or when joining the Team or Duet prior to a competition.

4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

See 4.1 above.

4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

See 4.1 above.

5. SUPPORTING DOCUMENTS

USA~~AS Synchro~~ 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 Closing Ceremony of the Tokyo 2020 Olympic Games.

6. REQUIRED DOCUMENTS

In addition to the USOPC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Tokyo 2020 Olympic Games, 2019 World Championships, and 2019 Pan American Games and are included as attachments:

2018-2021~~0~~ Senior National Team Agreement and Code of Conduct – Attachment A
2018-2021~~0~~ Senior National Team Athlete Handbook – Attachment B

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by USA~~AS Synchro~~ in the following locations:

7.1. USA~~AS Synchro~~ Website: <https://www.teamusa.org/USA-Artistic-Swimming>

These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOPC.

7.2. Other:

These procedures will be emailed to all age-eligible registered USA~~AS Synchro~~ athletes.

8. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOPC on or before:

June 1, 2019 for the 2019 World Championships

June 3, 2019 for the 2019 Pan American Games

TBD for the ~~2020~~ Olympic Games Qualifying Tournament 2021

June 1, 2021~~0~~ for the Tokyo 2020 Olympic Games

9. MANDATORY TRAINING AND/OR COMPETITION

All athletes selected to the Senior National Training Squad must train full-time at the National Training Center and must continue to do so until the next phase of tryout event.

- After Phase 1: selected athletes must be training full-time at the National Training Center from September 10, 2018 to April or May 2019 (exact date TBA).
- After Phase 2: selected athletes must be training full-time at the National Training Center from November 2018 to May 2019 (exact dates TBA).
- After Phase 3: selected athletes must be training full-time at the National Training Center from April or May 2019 to March 2020 (exact dates TBA).
- After Phase 4: named athletes must be training full-time at the National Training Center from May 2019 to August 2019 (exact dates TBA).
- After Phase 5: named athletes must be training full-time at the National Training Center from September or October 2019 to August 2020 (exact dates TBA).
- After Phase 5B: named athletes must be training full-time at the National Training Center two weeks following selection to August 2021 (exact dates TBA).
- After Phase 6 (if USA qualifies to the Tokyo 2020 Olympic Games in Team event): named athletes must be training full time at the National Training Center from April 2020 to August 202~~1~~0 (exact dates TBA).

Full-time training means that athlete must:

- Live in the Moraga area for the specified period of time, and
- Sign the National Team Agreement and Code of Conduct and the Senior National Team Athlete Handbook, and
- Train six (6) days per week at the National Training Center for the base training hours of 7am to 1 or 4pm, and
- Compete for the National Team only.

Additional hours may be required for Duet Squad members, ~~during training camps as outlined in the Annual Calendar in Attachment C~~ and based on daily performance level.

All requests for waivers from participation in mandatory events must be presented to the High Performance Director (or designee) and the Senior Head Coach in writing prior to the event. Following receipt, the High Performance Director (or designee) and the Senior Head Coach will review the request and approve it or deny it. All waivers granted must be in writing and signed by the High Performance Director (or designee) to be valid.

It is the athlete's sole and exclusive responsibility to provide the High Performance Director (or designee) with written verification of any emergency, illness, or injury. Illness or injury may require verification by a physician approved by USA~~AS-Synchro~~.

Athletes will be responsible for their living expenses and all expenses related to their academics. USA~~AS-Synchro~~ covers expenses related to training including facility rental, coaching, support staff, travel to competitions, outfitting, and competition suits.

10. ANTI-DOPING REQUIREMENTS

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

11. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

- Myriam Glez, former CEO/HPD
- Virginia Jasontek, Vice-President Olympic International
- Elizabeth Hazle, International Relations Committee Chair
- Loredana Montico, former Senior Head Coach
- Elvira Khasyanova, former Senior Assistant Coach
- Olivia Morgan, former USOPC AAC Athlete Representative
- Morgan Fuller Kolsrud, USOPC AAC Athlete Representative (involved in drafting amendment)
- Mariya Koroleva, AEC Athlete Representative
- Megan Robins (formerly Hansley), At Large Athlete Representative
- Linda Loehndorf, President
- Adam Andrasko, CEO (involved in drafting amendment)

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USA ~~AS-Synchro~~ Bylaws and Grievance Procedures can be found at:

www.teamusa.org/usa-artistic-swimming/resources/usa-artistic-swimming-rulebook
~~<https://www.teamusa.org/usa-synchronized-swimming/resources/usa-synchro-rulebook>~~

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and/or FINA rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, PASO, as applicable, and/or FINA rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA ~~AS-Synchro~~. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised, pursuant to their resubmission to the USOPC.

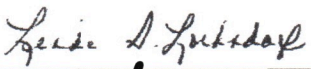

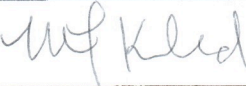
14. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by USA ~~AS-Synchro~~ may contact the USOPC Athlete Ombudsman, by:

- Telephone at (719) 866-5000
- Email at ombudsman@usathlete.org
- www.usathlete.org ~~<http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>~~

15. NGB/HPMO 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 USAAS-Synchro.

Position	Print Name	Signature	Date
NGB President or/Executive Director	Linda S. Loehndorf		6-18-20
Nat. Team Head Coach	Andreea Tontas		6/18/20
USOPC Athletes' Advisory Council Representative*	Morgan Fuller Kolsrud		6/18/20

* If the USOPC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOPC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

15. NGB/HPMO 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 Synchro.

Position	Print Name	Signature	Date
NGB President or/Executive Director	Linda Koehndorf	<i>Linda Koehndorf</i>	11-9-18
Nat. Team Head Coach			
USOC Athletes' Advisory Council Representative*			

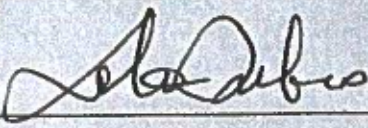
* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

15. NGB/HPMO 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 Synchro.


Position	Print Name	Signature	Date
NGB President or/Executive Director			
Nat. Team Head Coach	LOREANA MONTIC		11/09/18
USOC Athletes' Advisory Council Representative*			

* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

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 Synchro.

Position	Print Name	Signature	Date
NGB President or/Executive Director			
Nat. Team Head Coach			
USOC Athletes' Advisory Council Representative*	Olivia Morgan		11/9/18

* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

2018-2021~~0~~ SENIOR NATIONAL TEAM AGREEMENT AND CODE OF CONDUCT

~~United States Synchronized Swimming, Inc.~~ USA Artistic Swimming ("USAAS-Synchro") congratulates you on your selection to the 2018-2021~~0~~ Senior National Training Squad! Because of the many privileges and responsibilities which National Team Athletes, Coaches, Team Managers and other members of the official delegation receive and incur as representatives of the United States and USAAS-Synchro in international and national competition(s), USAAS-Synchro requires that you sign this Agreement as a condition of your becoming a member of the 2018-2021~~0~~ Senior National Training Squad. This is a legally binding document, so please read it carefully before you sign it.

AGREEMENT

In order to meet its obligations as the National Governing Body for the sport of artistic synchronized swimming, including fielding teams to represent the United States in international competitions, USAAS-Synchro selects and trains the National Teams.

I hereby accept USAAS-Synchro's offer that I become a member of its 2018-2021~~0~~ Senior National Training Squad, and hereby agree to comply with each and all of the following terms and conditions. I recognize that, as a member of the National Team, I am serving as a representative of the thousands of people participating in artistic-synchronized swimming throughout the United States who are members of USAAS-Synchro, and I will conduct myself accordingly.

1. Participation in Year-round Training, Training Camps, Exhibitions and/or Competitions.

- a. If I am participating as an Athlete, I will comply with all training requirements established by the High Performance Director (or designee), Coaches and/or Team Manager. This includes, but is not limited to, requirements that I:
 - (1) participate in all 2018-2021~~0~~ Senior National Training Squad training and training camps for the full duration of those camps, unless excused by the High Performance Director (or designee) and/or Coaches in writing;
 - (2) attend all practices and events; follow established procedures and present proper documentation when, under extenuating circumstances, I am unable to attend;
 - (3) adhere to training schedules and regimens provided by the Coaches;
 - (4) participate in all required psychological, technical and physical testing;
 - (5) maintain myself in competition-ready physical condition during vacation periods;
 - (6) Use my best efforts to keep myself in good health, and will:
 - (a) practice a safe and proactive approach to prevent illness and injury. I will promptly report any illness and/or injury to the Coaches; and

- (b) maintain appropriate and healthy nutrition habits to sustain my ability to train and compete at the high intensity levels required for elite athletes.

An athlete who declines an invitation to a training camp, competition or exhibition, unless excused prior to the camp, competition or exhibition by the High Performance Director (or designee) and/or Coaches in writing, will be removed from the National Team or Squad.

- b. As an Athlete, I will be available to:
 - (1) participate in national or international competitions and exhibitions when invited to do so by USA~~AS-Synchro~~; and
 - (2) perform to the best of my ability whenever participating in any competition or exhibition.
 - c. If I am participating as a Coach or Team Manager, I will comply with all requirements established by USA~~AS-Synchro~~, including that I will:
 - (1) participate in all National Team or Squad training camps for the full duration of those camps, unless excused by the High Performance Director (or designee);
 - (2) prepare and implement training schedules and regimens for athletes;
 - (3) voice all concerns and comments within the coaches/team meetings and not in front of the athletes;
 - (4) refrain from gossip and any conversations or activities which could be construed as inappropriate or divisive;
 - (5) support the decisions of, and be responsive to the High Performance Director (or designee); and
 - (6) not voice concerns, selection/competition results, or other information from training/preparation or selection to non-national team members via phone, e-mail or other methods.
 - d. As a Coach or Team Manager or other member of a delegation, I will be available to:
 - (1) participate as such at national or international competitions and exhibitions when requested to do so by USA~~AS-Synchro~~; and
 - (2) perform my duties to the best of my ability whenever participating in any competition or exhibition.
2. **Reimbursement of USA~~AS-Synchro~~ and the USOPC Upon Withdrawal.** I hereby acknowledge that if I voluntarily withdraw from the 2018-2021~~0~~ Senior National Training Squad, or from any training camp, competition or exhibition for which my participation is expected as a National Team or Squad member,
- a. I shall reimburse USA~~AS-Synchro~~ for costs incurred on my behalf associated for the 2018-2021~~0~~ Senior National Training according to the following rules:

1. Prior to the 2019 World Championship and 2019 Pan American Games: I shall pay USA~~AS Synchron~~a flat fee of \$3,000.
2. Prior to the ~~2020~~ Olympic Games Qualification Tournament 2021: I shall pay USA~~AS Synchron~~a flat fee of \$4,000.
3. Prior to the Tokyo 2020 Olympic Games: I shall pay USA~~AS Synchron~~ a flat fee of \$5,000.

I understand and agree that any premature departure by me from the expected activities of the 2018-2021 National Team shall be deemed to be a voluntary withdrawal, except a departure necessitated by my injury or illness certified by a USOPC or USA~~AS Synchron~~ physician, or an extreme personal or family emergency. In case of a dispute, I agree that the USA~~AS Synchron~~ National Team Review Subcommittee shall determine whether the withdrawal is voluntary. I will not be able to enter a National Team or Squad selection trials until I have paid in full the penalty fee for withdrawing from the National Team or Squad.

3. **Compliance with Rules.** I will abide by the rules for ~~artistic synchronized~~ swimming events and participants as established by USA~~AS Synchron~~ and/or Federation Internationale de Natation Amateur (FINA).
4. **Code of Conduct.** I will comply at all times and in every respect with the "Code of Conduct for USA Artistic Swimming" ~~United States Synchronized Swimming Inc.,~~ a copy of which is attached hereto when attending USA~~AS Synchron~~-sponsored training and camps or participating in a competition or exhibition as a National Team or Squad Athlete, Coach, Team Manager, or other member of the National Team program.
5. **Eligibility Rules.** As an Athlete, I will comply at all times and in every respect with the eligibility rules established by FINA and USA~~AS Synchron~~.
6. **Banned Substances.** As an Athlete, I will not commit a doping violation as defined by the International Olympic Committee (IOC), the World Anti-Doping Agency ("WADA"), FINA, the U.S. Anti-Doping Agency ("USADA") or the USOPC.

I AGREE TO SUBMIT TO PERIODIC, UNANNOUNCED DRUG TESTS AS CONDUCTED BY THE IOC, WADA, FINA, USADA OR THE USOPC.

I understand and agree that the WADA and FINA Anti-Doping Rules and U.S Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, FINA, USADA and the USOPC apply to me and that it is my responsibility to comply with those rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to the penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit the results management authority and processes of USADA, including arbitration under USADA PROTOCOL, or to the results management authority of WADA, FINA and/or my national federation, if applicable or referred by USADA.

7. **Travel and Lodging.** I agree to travel with the National Team and use the food and lodging services provided for the National Team. If for any reason I cannot do so, I hereby assume

any and all additional costs resulting from my decision not to take advantage of (or to change) the transportation, food and/or lodging services provided by USA~~AS-Synchro~~ while traveling with the National Team.

8. **Passport.** I will have in my possession at all times a valid and current passport when attending USA~~AS-Synchro~~-sponsored training, camps or participating in a competition or exhibition as a National Team Athlete, Coach, Team Manager, or other member of the National Team. I will provide additional passport-style photos for use in visa applications. I will notify the USA~~AS-Synchro~~-Team Manager of my passport number, place of issue and date of issue.
9. **Appearance.** I will dress in appropriate USA~~AS-Synchro~~-apparel provided by USA~~AS-Synchro~~'s national suppliers and sponsors, as required, including warm-up, competitive and travel apparel. I will refrain from wearing apparel manufactured by or displaying the logo of a competitor of USA~~AS-Synchro~~'s national suppliers and sponsors when:
 - a. I attend USA~~AS-Synchro~~-sponsored training or camps, participating in competitions or exhibitions;
 - b. I participate in public or media appearances as a member of the National Team;
 - c. I appear in any advertisement or other commercial promotion in which my name or likeness is associated with the National Team.
10. **Promotional Activities.** I will participate in promotional events arranged to publicize USA~~AS-Synchro~~, the sport of ~~artistic synchronized~~ swimming and competitions in which the National Team will participate. I further understand and agree that USA~~AS-Synchro~~ has the sole and exclusive marketing rights to the name of the National Team, and that in arranging for my participation as part of such exhibitions, USA~~AS-Synchro~~ is acting as the owner of those intellectual property rights and not as an agent for me as an athlete.
11. **Social Media.** As a member of USA~~AS-Synchro~~'s National Team, you are expected to represent USA~~AS-Synchro~~ in a positive and professional manner at all times. This includes on social media (Facebook, Twitter, Instagram, Snapchat, etc). You must not publish the following types of photos/videos or public statements on any public website:
 - a. Photos of you or team members drinking alcohol, or giving the impression of drinking alcohol. No photos with cups or any type of bottles allowed.
 - b. Photos of you or team members posed with other people who are drinking, or who are giving the impression of drinking alcohol.
 - c. Photos of you or team members who are nude, or wearing only undergarments or photos with suggestive sexual connotation.
 - d. Use of profanity, by you or any person posting on your site.
 - e. Statements or photographs reflecting a negative image of USA~~AS-Synchro~~.
 - f. Statements or photographs meant to harm or humiliate a teammate or a competitor.

As a general rule, use common sense: if the photo/statement is questionable, it should not be posted.

Failure to take public image seriously, by posting inappropriate photos and/or comments on a public website, may result in sanctions as defined below.

12. **Media Activities.** I will submit to reasonable requests for media interviews arranged by or through USA~~AS-Synchro~~. (USA~~AS-Synchro~~ will consider your time commitments, previous obligations and specific training requirements when scheduling such interviews).
13. **Use of Image.** I grant to USA~~AS-Synchro~~ the non-exclusive right to use, license, assign, sell or otherwise use my name, image likeness, voice or performance as an Athlete, Coach or Team Manager of the National Team (in accordance with NCAA regulations if applicable) indefinitely for the purposes of:
 - a. promoting the sport of ~~synchronized-artistic~~ swimming, my achievements as an ~~artistic~~~~synchronized~~ swimmer, and the work of USA~~AS-Synchro~~ (including sponsorship solicitation materials).
 - b. promoting events sponsored or sanctioned by USA~~AS-Synchro~~, provided, however, that this right shall not extend to events which have a title or presenting sponsor that is a competitor of a company with which I have an endorsement relationship;
 - c. producing educational or safety materials;
 - d. producing television broadcasts, recordings or other factual accounts of the performance of the National Team or its members;
 - e. raising funds for USA~~ASA-Synchro~~ through the sale of merchandise (including photographs, posters and prints) featuring images of the National Team or any images or collection of images featuring more than one member of the National Team; and
 - f. allowing a company to identify itself as a national sponsor or official supplier of USA~~AS-Synchro~~ in advertising or promotions approved by USA~~AS-Synchro~~. The permission given in this Subsection 12(f) is subject to the following limitations:
 - (1) that the use of my name, picture, image or performance by a national sponsor or official supplier be used only in connection with that company's reference to its status as a sponsor or supplier of USA~~AS-Synchro~~ or its National Team, and not to represent that I personally endorse the company's product or service; and
 - (2) any use, license or assignment made by USA~~AS-Synchro~~ pursuant to this Subsection 12(f) and prior to the expiration of this Agreement may continue for the duration of calendar year 2018 and for the duration of any contract entered into by USA~~AS-Synchro~~ which exceeds the 2018 calendar year.
 - g. As part of this commitment, I agree to pose for National Team pictures.
 - h. This license shall survive the expiration of the Term of this Agreement.
 - i. USA~~AS-Synchro~~ agrees to advise National Team athletes when it plans to use their images for the purposes set forth in Section 12 (f) (1).

14. **Medical Attention.** I give my consent to USA~~AS -Synchro~~ to provide, through a medical staff of its choice, customary medical care and athletic training, transportation and emergency medical services as warranted in the course of my participation as an Athlete, Coach, Team Manager or other official member of the National Team. I also understand that if I am injured and/or sick and unable to train with the National Team, the Coaches and High Performance Director may remove me from the National Team and replace me with another athlete.
15. **Waiver and Release.** I AM FULLY AWARE OF THE RISK OF CATASTROPHIC INJURY, PARALYSIS, AND EVEN DEATH, AS WELL AS OTHER DAMAGES AND LOSSES, ASSOCIATED WITH PARTICIPATION IN ~~ARTISTIC SYNCHRONIZED~~ SWIMMING. I FURTHER AGREE THAT ~~USA ARTISTIC SWIMMING, UNITED STATES SYNCHRONIZED SWIMMING INC.,~~ AND ITS SPONSORS, SUPPLIERS, EMPLOYEES, AGENTS, ATHLETES, COACHES, TEAM MANAGERS, OFFICERS AND DIRECTORS SHALL NOT BE LIABLE FOR ANY LOSS OR DAMAGES OCCURRING AS A RESULT OF MY PARTICIPATION IN ~~ARTISTIC SYNCHRONIZED~~ SWIMMING, EXCEPT FOR THAT WHICH RESULTS DIRECTLY FROM THE GROSS NEGLIGENCE OR WILLFUL MISCONDUCT OF ANY OF THE ABOVE.
16. **Term.** This Agreement is effective from the date of the Athlete's / Parent's, Coach's or Team Manager's signature to August 31, 202~~10~~ or the day after the end of the last competition.
17. **Discipline.** I understand and acknowledge that, in the event that I do not fully discharge each of the above responsibilities that I have undertaken as a National Team Athlete, Coach or Team manager, I will be subject to any or all of the following disciplinary actions which may be taken by USA~~AS: Synchro~~:
- a. Private Action: I may be counseled individually and in private by members of the National Team staff, USA~~AS -Synchro~~ officers or their designees.
 - b. Immediate Action: After a meeting with the Coaches, the High Performance Director (or designee), the National Team staff or USSS officers, I may be temporarily or indefinitely suspended or removed from all National Team activities, including, if I am an Athlete, that I may be immediately scratched from competitions in which I am entered and if I am a Coach or Team Manager, I may be precluded from participating in competitions, and may be sent home. I acknowledge that, if I am advised that I will be precluded from participating in a competition for disciplinary reasons, I have a right to a hearing.
 - b. Delayed Action: USA~~AS -Synchro~~ may recommend that its National Team Review Subcommittee investigate my actions. If the Subcommittee requires my attendance at/or participation in one or more hearings, I will attend at my own expense.
 - c. Final Action: Upon recommendation of the National Team Review Subcommittee, disciplinary proceedings before the USA~~AS -Synchro~~ National Board of Review may be convened against me.
18. **Governing Law.** This Agreement is governed by the laws of the State of Colorado.

The signatures of the parties below indicate their willingness to be bound by the terms of this agreement.

I HEREBY CERTIFY THAT I HAVE READ THE FOREGOING AGREEMENT AND AGREE TO BE BOUND BY ITS TERMS.

Name of Athlete, Coach or Team Manager Date

I HEREBY CERTIFY THAT I HAVE READ THE FOREGOING AGREEMENT AND MY CHILD'S ACKNOWLEDGEMENT AND AGREE THAT MY MINOR CHILD WILL ABIDE BY THE AGREEMENT.

Signature of Parent if Athlete, Coach Date
or Team Manager is under 18

Representative of Date
~~United States Synchronized Swimming Inc.~~ USA Artistic Swimming

APPENDIX A - CODE OF CONDUCT

UNITED STATES ARTISTIC SWIMMING (USAAS) ~~SYNCHRONIZED SWIMMING, INC.~~

Purpose

The purpose of the Code of Conduct is to provide a means of assisting the National Team, which consists of the Team Managers, Coaches, and Athletes of USAAS-Synchro, to identify ethical conduct and to promote the best possible performance of ~~United States synchronized swimmers~~USAAS in international, state games and USAAS-Synchro-sanctioned events. Adherence to the Code of Conduct is intended to promote a favorable image and ensure the highest level of performance of USAAS ~~United States Synchronized Swimming~~-National Team representatives as ambassadors of their sport, sponsors of their programs, and of their country. Failure to comply with this Code of Conduct shall result in disciplinary proceedings as established by the National Team Agreement.

General Conduct

1. This Code of Conduct applies to the National Team, which consists of the Athletes, Coaches, Team Managers and other members of the official delegation when representing USAAS-Synchro in all domestic and international events and at training camps for such events.
2. The National Team shall comply with USAAS-Synchro uniform and equipment requirements. The Team Manager or Coach shall detail the uniform and equipment requirements at the beginning of each training camp or competition.
3. The use of alcohol is prohibited during training hours and competition. National Team Staff may responsibly consume alcohol after hours but never in the presence of underage athletes. The operator of any motor vehicle during a training camp or competition shall not consume alcohol.
4. The use of controlled substances is prohibited, except controlled substances prescribed as medication by a physician and approved by a member of the medical staff responsible for the National Team in compliance with the WADA and USADA standards.
5. The National Team shall adhere to curfews established by the Team Managers or Coaches each day of training camp or competition.
6. The National Team shall not violate any laws or regulations of the country in which the training or competition takes place.
7. Any additional guidelines required for a particular competition, training or training camp for the USAAS-Synchro National Team shall be established by the Team Manager or Coaches.

Attachment B

2018-20219 SENIOR NATIONAL TEAM - ATHLETE HANDBOOK

Rules and General Policies

The following General Rules and Policies apply anytime the Senior National Training Squad is together, at home training, travelling for a camp or competitions or for an event.

When travelling to a Pan American Games and Olympic Games, a USA Artistic Swimming (USAAS) Synchro/USOPC athlete is also subject to the USOPC Code of Conduct and Grievance Procedures.

While these policies may not cover every conceivable situation, we have compiled general guidelines that each athlete should follow. In addition, there is one guiding principle that must always be observed: athletes are expected to conduct themselves in a manner that will reflect positively upon them, their teammates, USAAS-Synchro, the USOPC and the United States of America.

Athletes failing to follow USAAS-Synchro's Rules and General Policies may be disciplined by the High Performance Director, the Senior Head Coach and/or Team Manager, and USOPC staff if the athlete is part of a USOPC team. Violations could result in a suspension or dismissal from the program or event. Athletes may have additional rights defined by the Ted Stevens Amateur Sports Act and the USOPC-S. Olympic Committee Bylaws.

A. Travel

1. You must bring your valid passport with you on all trips, unless recommended otherwise. At all international games, your passport must be presented as proof of citizenship and age. Athletes will not be permitted to compete without it.

2. Please return a photocopy of the picture page of your passport along with other requested information. It is vital that this information is on file with USAAS-Synchro at all times. (If you do not currently hold a valid passport, please begin the application process immediately by contacting either your local passport agency or post office). Certain countries require that we obtain a Visa which will be stamped in your passport. The cost of obtaining a passport is the responsibility of each athlete.

3. Upon request, be prepared to send or give us your passport. This will allow USAAS-Synchro to obtain Visas for the entire delegation at one time. If you are already in possession of a passport, be sure to check the expiration date. Please note that some countries do not allow entry if your passport expires within six (6) months of a trip. It is imperative that you keep your passport updated!

Note: You may obtain a passport application at your nearest major post office or nearest government agency. For the location nearest you, please refer to their website at <http://travel.state.gov/passportservices.html>

4. Realize ample administrative time is needed to arrange all airline reservations, visa applications and hotel accommodations. Procrastination may result in unneeded schedule delays and **possible roster changes**.

5. After the arrangements have been made, your ticket along with pertinent trip information will be emailed to you. It is your responsibility to make sure you understand your travel arrangements.

6. You are expected to be on time for your flight. If you miss the plane, experience a delay or are re-routed, you must notify your National Team Manager and you will be expected to make the next scheduled flight. If you miss the flight for personal reasons, you will be responsible for the difference in airfare cost if applicable.

7. You must be on the chartered transportation to and from the airports, hotels, training fields and competition venues. No one is excused from the team transportation unless permission is given by the High Performance Director or Team Manager in writing.

8. At competitions, especially in the US, athletes are not allowed to travel on their own or with friends without prior authorization of the High Performance Director and Team Manager.

9. If you should desire to make arrangements to have your city of departure different than your city of return we can arrange for that. You will be charged the difference over and above the normal roundtrip fare.

B. Training Camp/Hotel & Dormitory Rules

1. Prior to your departure, you will be supplied with the address(es) and telephone number(s) for the team's accommodations. You will also receive a memo prior to departure providing detailed information regarding your travel, flight, accommodation, ground transportation and other important information.

2. USA ~~AS Synchron~~ has a policy that athletes' families and friends do not travel with or stay in the same hotel as the official delegation. Past experience has shown that this policy, while appearing somewhat restrictive, is vital to the trip's efficiency - both on and off the field - and will contribute to the success of the National Squad.

3. You are a guest of the hotel or other organization providing accommodations. You must always maintain a cooperative relationship and conduct yourself in an exemplary manner.

4. You are also responsible for the conduct and care of your room. If your teammates are in your room being loud, it is your responsibility to quiet them. If an item is broken, missing or stolen from your room, you are responsible and will have to pay for it.

5. Squad members will eat all meals together and at the prescribed time unless directed otherwise by the Coaches and Team Manager. It is mandatory that you attend every scheduled meal.

6. All incidental room expenses (phone, room service, movies, etc.) will be paid by the athlete prior to checking out from the hotel or facility. Athlete should clear incidental expenses the night prior to departure whenever possible.

7. Curfew for all athletes will be determined and set by the Coaches. At the assigned curfew you must be in your own room and in bed. Ample rest is crucial for your best performance.

8. Make all telephone calls before curfew. No phone calls or Skype/Facetime sessions will be permitted during the night. In the event of inappropriate communications, the Coaches and/or Team Manager will be collecting phones at curfew time every day and will return them to the athletes in the morning. This may also apply during training sessions at the competition.

9. Show respect for your roommate and other guests of the hotel - no loud radios, TV's or musical instruments will be permitted. If you want to have a private time or phone conversation, do it outside your room and prior to curfew.

10. No guests are permitted in your room, unless permission is granted by the Coaches and/or Team Manager.

11. If you are going to be out of your room make sure the Coaches and/or Team Manager knows where you will be and for how long.

12. USA ~~AS Synchron~~ will provide for your transportation, meals and lodging during competitions. If you would like to participate to excursions or buy souvenirs, you must bring spending money.

Also note, that Team Managers do not loan USA~~AS-Synchro~~ money for personal expenses and excursions during camps and competitions. Under no circumstances will USA~~AS-Synchro~~ give personal loans to athletes. You should make arrangements to have sufficient spending money to take care of your personal needs while on the road. If your personal needs differ from the rest of the group (drinks, meals and snacks), then you will be responsible for these needs.

C. Dress, Appearance and Behavior

1. Use good judgment when appearing in public. Always be neat and presentable. You are accountable for what you say and do in public.
2. Your conduct in business establishments is always noticed; don't disgrace yourself and/or your teammates by acting in an appropriate manner.
3. It is your responsibility to be on time for all practices, meetings, and other appointments. Excuses will not be accepted.
4. It is expected of all athletes to be courteous with Coaches, Team Manager, other Athletes, Volunteers and Officials. Athletes must say 'Good Morning', 'Thank you' and greet other people appropriately when needed.
5. Athletes must wear Team Outfitting as instructed by the Coaches and/or Team Manager.
6. Athletes must not wear USA~~AS-Synchro~~ National Team outfitting off the field, unless permitted to do so by the Coaches and/or Team Manager. You are not allowed to trade or switch your outfitting unless otherwise allowed by the Coaches and/or Team Manager.
7. Special outfits may be required to be worn for selected appearances/events.
8. Athletes must conform to the athletic look when attending Competitions and Training Camps. It is part of the image of the Team to look fit, athletic and professional.

D. Equipment Rules

1. You are responsible for ensuring that you have the proper equipment for your training.
2. Any equipment problems must be reported immediately to the Team Manager.
3. Athletes are required to carry a small medical kit with them when travelling to camps and competitions. This kit should contain: band aid, earplug, sleeping mask, Ibuprofen, Tylenol, mosquito repellent, etc, as recommended by the Team Physician.
4. Athletes will be given their competition suits by the Team Manager. All Athletes must rinse all suits and head pieces after use. Pins must be removed from the Head Pieces. Suits and Head Pieces must be returned dry, in the same state as when it was given to the athletes – in a plastic bag with name or on a hanger.
5. If a suit and/or head piece is lost or damage, the athlete will have to pay for the replacement or repair of the suit. Cost will depend on each suit and head piece.
6. All suits, head pieces and other competition equipment cannot be checked in. It must be carried on the plane during travel, including domestic travel.

E. Training Room/Injuries

1. All athletes must complete a Medical Questionnaire Form and a check-up annually with the Team Physician if they are training at the National Training Center. This information is confidential and is kept on file for the season with each athlete's personal records.
2. You must keep the Team Physician and Coaches informed and updated regarding injury, illness, hospitalization, medical condition. For the National Training Center athletes, the Team Physician must know all medication that you are taking at all times. You can communicate these by emails

or phone. Any athlete who does not report an injury, disregards the physician/trainer's advice or does not keep a doctor's appointment is subject to disciplinary action.

3. While training at the National Training Center, athletes may continue to see their family doctors but will be responsible to keep the Team Physician informed of all injury, illness, hospitalization, medical condition. The Team Physician is the lead person for athlete's rehabilitation treatment following an injury, illness, hospitalization, medical condition.

4. Whenever possible, an athletic trainer (and/or a doctor) will travel with the team.

5. We require that you use your own insurance as the primary coverage in the event of an injury or illness. USA ~~AS-Synchro~~'s insurance is used only as primary insurance in the case of an accident or injury which happened at practice, at a competition or during an official event.

6. All athletes are expected to arrive into camp or resume the season healthy and fully fit. Any sub-standard situation will be penalized, and may include fine, suspension or a dismissal from camp.

7. If you are already suffering from an injury or you are not 100% fit when called into camp, you must immediately notify the Coaches and Team Manager.

8. When a training room is available, it is only for taping, first aid and the treatment of injuries. It is an important working area and is not to be used as a lounge. Absolutely no horseplay will be tolerated.

9. Treatments will be given outside of practice hours and any additional time needed will be scheduled by the athlete with the trainer/physiotherapist outside of practice hours.

10. Injured athletes who cannot participate in practice must wear the uniform of the day unless otherwise excused by the Coaches and must attend all practices and meetings unless instructed otherwise by the Coaches.

11. All members of the National Training Center work in an integrated manner. The Performance Support Team, Medical Support Team and ~~Synchronized-Artistic~~ Swimming Coaches share information on a regular basis and work in collaboration to ensure fully integrated performance and training. Member of the National Training Center will be asked to fill out a consent form to allow the Medical staff to share medical information related to their performance with the Performance Support Team and the ~~SynchronizedArtistic~~ Swimming Coaches.

F. Drugs and Banned Substances

1. Alcohol will not be consumed by any athlete during a National Team event (training, training camps, events, competitions).

2. No athlete is permitted to possess or use any illegal drugs.

3. USA ~~AS-Synchro~~ will not tolerate any of its athletes using banned substances. Banned substances are defined by FINA, World Anti-Doping Agency (WADA) and the U.S. Anti-Doping Agency (USADA). Athletes must adhere to all WADA, FINA, USADA and USOPC anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the WADA, FINA, USADA, USOPC Rules. Athletes will be provided with information on banned substances and may be subject to random drug testing. Athletes must understand the consequences of using substances that are banned. Any athlete associated with the buying, selling or use of illegal or banned substances will be subject to penalties determined by USADA and/or FINA.

4. Any questions that you may have concerning drug education, banned substances and drug testing procedures can be answered by calling the USADA Drug Reference Line @ 1-800-233-0393 or 1-719-785-2020 (outside the U.S.) or on line at www.usantidoping.org.

5. You must complete your USADA whereabouts on a timely manner and remember to update them if there is a change in the schedule. This is the athlete's responsibility not the Team Manager.

If you miss a control, make sure to notify the High Performance Director, Coaches and Team Manager.

G. Practice and Field Rules

1. When you report for a training session you must be fit and ready to train. That means awake and ready to go. In the morning, you must have had breakfast before practice.
2. When requested, you must wear the assigned practice uniform - no exceptions.
3. You will be assigned to carry the equipment (Video, Ipads, Ipad, Speaker, TV, Medical Kit...) on a rotating basis.
4. Practice officially begins with warm up. Video, land drill and other meetings are part of practice.
5. You must not leave the practice unless permission is given by the Coaches.
6. The Coaches or Team Manager will communicate the schedule. There may be changes to the schedule depending on the quality of practice and unforeseen circumstances (change in music schedule, weather...).
7. At competition, athletes must ensure they carry their accreditation at all times.
8. Strength training, Gymnastics, Ballet, Pilates, Weekly Nutrition, Weekly Sport Psychology Sessions are fully part of the training requirements of the Senior National Training Squad. National Training Center athletes must meet with the Nutritionist and Sport Psychologist on a regular basis as advised by the Coaches. Failure to do so may result in disciplinary sanctions, fines and dismissal from the Squad.
9. Athletes who have specific training requirements for Nutrition, Sport Psychology, Strength training or posture rehabilitation may have to sign a 'Better Health Agreement' which defines what these requirements are, when they need to be completed by and the consequences if they are not completed on time.

H. Nutrition

1. You are now a member of the Senior National Training Squad and as such your diet and preparation should reflect the fact that you are a world-class athlete. Foods that will enhance your performance include complex carbohydrates (Vegetables, whole cereals, fresh fruit, fish, poultry) and protein; try to avoid any fried preparations and simple sugars like chocolate and soda, which only serve as empty calories.
2. You also must stay well hydrated at all times and especially when travelling long distance by plane.
3. As you travel to different countries you must be prepared for foods which look and taste differently than what you are accustomed to. Be prepared to adapt to this situation, because a proper diet is essential for maximizing your performance.

I. Publicity and Public Relations

1. You should go out of your way to act as a role model.
2. Publicity and promotion of this sport play an important part in the continued growth of synchronized Artistic swimming, so you may often be asked to participate in events and promotional activities.
3. All interviews with the media must be cleared with the High Performance Director, Coaches, the Team Manager and/or the Media Officer. USA AS-Synchro's-s Media Officer is Dax Lowery.
4. In media interviews, be courteous, on time and cooperative.

5. Be careful what you say! There is no such thing as "off the record". All communications from the athletes must reflect positively on USAAS-Synchro. If you do not have anything positive to say, do not say anything or let someone else comment.

6. USAAS Synchro promotes good sportsmanship and respect of the competitors, do not criticize the performance of other athletes or countries but rather reflect on your personal performance.

7. USAUSAAS Synchro may organize media training. You must attend all Media Sessions as directed by USAAS-Synchro.

J. Disciplinary sanctions

1. Offense level 1 - these includes minimal offenses such as stopping in a training set, refusing to perform the training requirements requested by the coaches (stopping in a figure or routine run through), poor attitude and disrespect (rolling eyes, responding back).

The consequences for the level 1 offenses are defined by the Coaches as needed. Example of possible sanctions ~~applied to the whole team (not just the offender):~~

- ~~- Athlete would be pulled out of pattern or removed from practice~~
- ~~— 50 meters double ballet leg~~
- ~~— 2 run-throughs~~

2. Offense level 2 – these includes on-going tardiness, failing to meet with support staff (nutrition, sport psychologist, physician, physiotherapist) for regular meetings, repeat level 1 offenses (following multiple warnings), inappropriate social media and publicity communication, loss or destruction of equipment (competitions suits, sound equipment), not

The consequences for level 2 offenses are defined by the Coaches and the High Performance Director. Example of possible consequences are:

- Warning letter to athletes/parents
- Monetary fine (for lost or damaged equipment)
- 3-day suspension
- Temporarily moved to alternate position
- Community hours
- Counseling

3. Offense level 3 – these includes repeat offense level 1 and 2 (following multiple warnings), missed practices without notice, violations of USAAS Synchro Code of Conduct (alcohol and substance abuse), USADA violations (failed testing), not respecting curfew times without notice to the HPD or coaches.

The consequences for level 3 offenses are defined by the Coaches, the High Performance Director and an Athlete Representative. Example of possible consequences are:

- Removal from small routines
- Prolonged suspension from the training and competing
- Removal from the National Training Center and/or squad
- Removal from training camp and/or competition and send home

AFTER READING THIS ATHLETE HANDBOOK SECTION, PLEASE SIGN THE AGREEMENT FORM BELOW AND RETURN IT TO THE HIGH PERFORMANCE DIRECTOR OR TEAM MANAGER.

I, _____, have read the USAAS ~~Synchro~~ Senior National Training Squad Athlete Handbook. I accept its provisions and agree to abide by the guidelines set forth within.

Athlete Signature: _____

Date: _____

Parent Signature: _____
(If Under 18 Years of Age)

Date: _____

Attachment C
2018-2020 SENIOR NATIONAL TRAINING SQUAD - ANNUAL CALENDAR

As of 7/20/2018

September 2018

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
						1	2
Week 1	3	4	5	6	7	8	9
Week 2	10	11	12	13	14	15	16
Week 3	17	18	19	20	21	22	23
Week 4	24	25	26	27	28	29	30

October 2018

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 5	1	2	3	4	5	6	7
Week 6	8	9	10	11	12	13	14
Week 7	15	16	17	18	19	20	21
Week 8	22	23	24	25	26	27	28
Week 9	29	30	31				

November 2018

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 9				1	2	3	4
Week 10	5	6	7	8	9	10	11
Week 11	12	13	14	15	16	17	18
Week 12	19	20	21	22	23	24	25
Week 13	26	27	28	29	30		

December 2018

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 13						1	2
Week 14	3	4	5	6	7	8 Phase 2	9
Week 15	10	11	12	13	14	15	16
Week 16	17	18	19	20	21	22	23
Week 17	24	25	26	27	28	29	30
Week 18	31						

December 8 = Phase 2 – Duet Squad Selection

January 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 18		1	2	3	4	5	6
Week 19	7	8	9	10	11	12	13
Week 20	14	15	16	17	18	19	20
Week 21	21	22	23	24	25	26	27
Week 22	28	29	30	31			

February 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 22					1	2	3
Week 23	4	5	6	7	8	9	10
Week 24	11	12	13	14	15	16	17
Week 25	18	19	20	21	22	23	24
Week 26	25	26	27	28			

March 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 26					1	2	3
Week 27	4	5	6	7	8	9	10
Week 28	11	12	13	14	15	16	17
Week 29	18	19	20	21	22	23	24
Week 30	25	26	27	28	29	30	31

April 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 31	1	2	3	4	5	6	7
Week 32	8	9	10	11	12	13	14
Week 33	15	16	17	18	19	20	21
Week 34	22	23	24	25	26 Phase 3	27	28
Week 35	29	30					

April 26-27 = Phase 3 – Worlds, Pan-Am, Olympic Games Qualification Tournament Selection

May 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 36			1	2	3	4	5
Week 37	6	7	8	9	10	11	12
Week 38	13	14	15	16	17	18	19
Week 39	20	21	22	23	24	25	26
Week 40	27	28	29	30	31		

June 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 41						1	2
Week 42	3	4	5	6 US Open	7	8	9
Week 43	10	11	12	13	14	15	16
Week 44	17	18	19	20	21	22	23
Week 45	24	25	26	27	28	29	30

July 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 46	1	2	3	4	5	6	7
Week 47	8	9	10	11	12 Worlds	13	14
Week 48	15	16	17	18	19	20	21

Week 49	22	23	24	25	26 PanAm	27	28
Week 50	29	30	31				

World Championship – July 12 to 28, 2019

Pan American Games – July 26-August 11, 2019

August 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 50				1	2	3	4
Week 51	5	6	7	8	9	10	11
Week 52	12	13	14	15	16	17	18
Week 53	19	20	21	22	23	24	25
Week 54	26	27	28	29	30	31	

September 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 54							1
Week 55	2	3	4	5	6	7	8
Week 56	9	10	11	12	13	14	15
Week 57	16	17	18	19	20	21	22
Week 58	23	24	25	26	27	28	29
Week 59	30						

October 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 59		1	2	3	4	5	6
Week 60	7	8	9	10	11	12	13
Week 61	14	15	16	17	18	19	20
Week 62	21	22	23	24	25	26	27
Week 63	28	29	30	31			

Phase 4 – Olympic Games Duet Nomination

November 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 63					1	2	3
Week 64	4	5	6	7	8	9	10
Week 65	11	12	13	14	15	16	17
Week 66	18	19	20	21	22	23	24
Week 67	25	26	27	28	29	30	

December 2019

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 67							1
Week 68	2	3	4	5	6	7	8
Week 69	9	10	11	12	13	14	15
Week 70	16	17	18	19	20	21	22
Week 71	23	24	25	26	27	28	29
Week 72	30	31					

January 2020

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 72			1	2	3	4	5
Week 73	6	7	8	9	10	11	12
Week 74	13	14	15	16	17	18	19
Week 75	20	21	22	23	24	25	26
Week 76	27	28	29	30	31		

February 2020

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 77						1	2
Week 78	3	4	5	6	7	8	9
Week 79	10	11	12	13	14	15	16
Week 80	17	18	19	20	21	22	23
Week 81	24	25	26	27	28	29	

March 2020

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 81							1
Week 82	2	3	4	5	6 OQT?	7	8
Week 83	9	10	11	12	13	14	15
Week 84	16	17	18	19	20	21	22
Week 85	23	24	25	26	27	28	29
Week 86	30	31					

Dates for Olympic Games Qualification Tournament in Tokyo— TBD

April 2020

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 86			1	2	3	4	5
Week 87	6	7	8	9	10	11	12
Week 88	13	14	15	16	17	18	19
Week 89	20	21	22	23	24	25	26
Week 90	27	28	29	30			

Phase 5— Olympic Games Team nomination (only if team selected to OG)

May 2020

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 90					1	2	3
Week 91	4	5	6	7	8	9	10
Week 92	11	12	13	14	15	16	17
Week 93	18	19	20	21	22	23	24
Week 94	25	26	27	28	29	30	31

June 2020

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 95	1	2	3	4	5	6	7

Week 96	8	9	10	11 US Open	12	13	14
Week 97	15	16	17	18	19	20	21
Week 98	22	23	24	25	26	27	28
Week 99	29	30					

July 2020

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 99			1	2	3	4	5
Week 100	6	7	8	9	10	11	12
Week 101	13	14	15	16	17	18	19
Week 102	20	21	22	23	24 OG	25	26
Week 103	27	28	29	30	31		

August 2020

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 103						1	2
Week 104	3	4	5	6	7	8	9
Week 105	10	11	12	13	14	15	16
Week 106	17	18	19	20	21	22	23
Week 107	24	25	26	27	28	29	30
Week 108	31						

Vacations/Days off

Full-Time Training

Training Camps

Trials/Competitions

Full-time training:

- Train six (6) days per week at the National Training Center for the base training hours
- Training hours are:
 - 2 days from 7am to 1pm,
 - 2 days from 7am to 3pm,
 - 2 days from 7am to 4pm,

Additional hours may be required for Duet and Solo members.

Training camps:

- Could be at the National Training Center or an off-site location
- Likely to include more training hours than usual (8 to 9 hours per day) and a different cycle of training (4 days training, 1 day off).

There may be additional competitions prior to the 2019 World Championships and 2020 Olympic Games to participate in the FINA World series but the dates for the World Series are not known yet.

Appendix D

MONTHLY EVALUATIONS

Once a month, evaluations will be taken to provide measurable feedback for each athlete. The evaluations will be given privately with the goal to provide a useful tool to improve. The parameters will be scored from 0 to 10, being 0 a “needs to improve urgently” and 10 an “expectations reached”.

The following parameters will be evaluated during a competition simulation of a team routine. They are very specific to Artistic Swimming. The coaches will evaluate in person and video to analyze every parameter for each swimmer:

- EXECUTION (following the FINA judge manual)

- Technique: correct verticality and body control on technical elements
- Height: using the same scale as FINA judge manual
- Sharpness: ability to execute a movement as fast as necessary with the precision needed
- Patterns: ability to be aware of a pattern and be in line
- Synchronization on counts: do the correct movement on the correct timing for hybrids, strokes and transitions
- Synchronization on angles: execute the correct angles and rotations to synchronize with the rest of the team
- Extension: knee and point extension
- Flexibility: on the technical elements or other flexible required movements

- ARTISTIC IMPRESSION

- Presentation: correct body posture during the routine
- Facial expression: express with the face according to each part of the routine
- Eye contact: connect with the audience, especially judges

The following parameters will be evaluated 2 weeks prior to the team competition simulation:

- GENERAL FITNESS

- Speed swimming: depending on the time of the season, the speed swimming coach will evaluate the speed with different kind of sets that have been practiced during the month.
- Gymnastics: depending on the time of the season, the gymnastics coach will evaluate strength, agility and body control with different kind of exercises that have been practiced during the month.
- Ballet: depending on the time of the season, the ballet coach will evaluate execution and body control with different kind of exercises that have been practiced during the month.

The following parameters will be evaluated during the entire month to offer the highest level of consistency:

- ATTITUDE

- Coachability: Being open to corrections and not taking them personally (for example rolling eyes). Be open for continuous personal improvement.
- Problem-solving mindset: In front of a difficult situation look for a solution instead of complaining. Flexibility and adaptability to make it work regardless of the circumstances. Ask for help if necessary: "I want to know how" rather than "I can't".
- Proactive: Volunteering for the progress of the team, help on the common goal, giving ideas, being interactive with your coaches and with each other and taking responsibility for your personal improvement.
- Self-Discipline: Focus, dedication and strong determination on your part to do what you should, as close as you can to reach your maximum potential.
- Respect: The program, the teammates and the coaches. Arriving on time, ready to train when practice starts. On time means changed and ready to start, not arrive when practice should start. Responding to teammates and coaches with positive intent. Help a teammate when needed and especially when asked. Following the guide of Safe Sport, hazing or bullying won't be tolerated in this team.
- Communication: Communicate to the coaches and teammates if any problem is affecting practice. Injuries should be communicated on time to make sure they don't get worse. No communication decreases the level of trust in a team. Verbalize any concern or situation to not create uncertainty in the team.
- Consistency: Maintaining all the points listed above, every day regardless of the personal situations and during the whole practice.

Final evaluation:

Each swimmer will receive her scores on every parameter and in total to understand where she needs to pay more attention.

ATHLETE EVALUATION TOOL

MONTHLY EVALUATIONS															
ARTISTIC SWIMMING															
0 TO 10 POINTS		Execution							EXECUTION TOTAL	Artistic impression			ARTISTIC IMP. TOTAL		
		Technique	Height	Sharpness	Patterns	Counts	Angles	Extension		Flexibility	Presentation (body posture)	Facial expression		Eye contact	
Team competiton simulation	ATHLETE 1								0				0		
	ATHLETE 2								0				0		
	ATHLETE 3								0				0		
	ATHLETE 4								0				0		
	ATHLETE 5								0				0		
	ATHLETE 6								0				0		
	ATHLETE 7								0				0		
	ATHLETE 8								0				0		
	ATHLETE 9								0				0		
	ATHLETE 10								0				0		
GENERAL FITNESS															
0 TO 10 POINTS		Speed swimming		SWIM TOTAL	Gymnastics					GYM TOTAL	Ballet				BALLET TOTAL
		Exercise 1	Exercise 2		Exercise 1	Exercise 2	Exercise 3	Exercise 4	Exercise 5		Exercise 1	Exercise 2	Exercise 3	Exercise 4	
Evaluated 2 weeks prior to the competition simulation	ATHLETE 1			0						0					0
	ATHLETE 2			0						0					0
	ATHLETE 3			0						0					0
	ATHLETE 4			0						0					0
	ATHLETE 5			0						0					0
	ATHLETE 6			0						0					0
	ATHLETE 7			0						0					0
	ATHLETE 8			0						0					0
	ATHLETE 9			0						0					0
	ATHLETE 10			0						0					0
0 TO 10 POINTS		ATTITUDE							ATTITUDE TOTAL	RESULTS					
		Coachability	Problem-solving mindset	Proactivity	Self-Discipline	Respect	Communication	Consistency		ARTISTIC SWIM	GENERAL FIT	ATTITUDE	TOTAL		
Evaluated during the entire month	ATHLETE 1								0	ATHLETE 1	0	0	0	0	
	ATHLETE 2								0	ATHLETE 2	0	0	0	0	
	ATHLETE 3								0	ATHLETE 3	0	0	0	0	
	ATHLETE 4								0	ATHLETE 4	0	0	0	0	
	ATHLETE 5								0	ATHLETE 5	0	0	0	0	
	ATHLETE 6								0	ATHLETE 6	0	0	0	0	
	ATHLETE 7								0	ATHLETE 7	0	0	0	0	
	ATHLETE 8								0	ATHLETE 8	0	0	0	0	
	ATHLETE 9								0	ATHLETE 9	0	0	0	0	
	ATHLETE 10								0	ATHLETE 10	0	0	0	0	

The tool will be used for constant and consistent evaluation which will ensure competitive readiness is monitored and clear feedback to help athletes improve is provided.

COACHES' EVALUATION FORM (Document no longer in use)

Description of Criteria		
<i>For each criteria, athletes are evaluated on a scale of 1 to 10 with 1 being the lowest score and 10 the highest score (with 10 being the score for the TOP WORLD athletes)</i>		
1	General Physical Fitness	Evaluate general physical fitness including strength, flexibility, speed, coordination, balance, power, not specifically relate to synchro
2	Synchro Specific Fitness	Fitness related to synchronized swimming, specifically for routines run through (competition format)
3	Lean and Athletic	Focus on demonstrating athleticism through visibly defined long muscles achieved through correct nutrition and regular long term physical training and development
4	Overall Flexibility	evaluate all area of flexibility including shoulders, back, hips, splits, knees, ankles both with passive, active and ballistic flexibility
5	Splits	Evaluate flexibility specifically for right split, left split and middle split
6	Leg Extensions	Evaluate quality of passive and active leg extension (resting leg extension related to ROM of the knee joint but most importantly active leg extension related to the athlete's ability to hold isometric muscle contraction to maintain optimal leg extension during routines)
7	Ankle and Points	Evaluate quality of passive and active ankle extension (ballerina ankle), control of the toes and curl of the toes
8	Leg height	Evaluate height in figures, hybrids and transitions with legs above water during routines
9	Egg Height	Evaluate eggbeater and jump height above the water during routines
10	Energy/Speed	Evaluate the quality to move fast (sprint, complete fast movements and move from position A to B fast) but also the energy level of each moves (sharpness and dynamism)
11	Execution/Clarity	Evaluate ability to execute correct technique, accurate positions and moves, demonstrate clearly the choreography with clear movements and stops between the movement, no splash and not blurry moves
12	Spins	Evaluate quality of spin techniques (both right and left), core control during spin, speed of spin, vertical alignment, strokes technique
13	Barracuda	Evaluate quality of barracuda (limited rocking, energy and sharpness, height at the top, strokes technique, vertical alignment, ability to add difficulty and complexity to the barracuda with spin or splits for example)
14	Synchronization	Evaluate ability to consistently count the music, to continuously count the music and respect the counts
15	Propulsion	Evaluate the ability to move fast, efficiently and accurately in the water with various propulsion techniques
16	Patterns	Evaluate respect of patterns, accuracy of patterns and speed of propulsion when changing patterns
17	Lifts	Evaluate understand of lift technique, speed, capacity to accelerate, capacity to push or jump depending on the position
18	Presentation	Evaluate manner of presentation in routines which includes changes of facial expression, sincerity of expressions, eye contact with judges, upper body posture, showmanship, feeling of effortlessness and fluid performance
19	Confidence	Demonstrate maturity, self assurance, charisma, leadership skills, voice her opinions, ask questions, is pro-active within the team
20	Work Ethic	Evaluate capacity for strong work ethic through elements such as discipline, self driven, sense of responsibility, ability to push through when tired, never giving up, trying harder every time, trying again when failing
21	Focus/Concentration	Evaluate ability to stay focus on the task and concentrate during training, for example ability to switch from playful to focus again
22	Corrections	Evaluate ability to listen to corrections, correct and retain corrections and mental capacity to increase the number of corrections an athlete can correct at one time
23	Regularity/Consistency	Evaluate regularity and consistency every day of practice and between routines with the objectives to limit mood swings and their effect on performance
24	Potential for improvement	Perception from the coaches on how much an athlete can improve based on current skill level, physical potential and work ethic

The Coaches evaluation form is filled out by each coach with the final score for each athlete consisting of 50% Senior Head Coach score, 25% Senior Assistant Coach and 25% High Performance Director.

Attachment E
NATIONAL TEAM REVIEW SUBCOMMITTEE

Denise Shively, National Team Review Subcommittee Chair
Ginny Jasontek, Olympic International Vice-President
TBD, High Performance Director
Janet Redwine, Athlete Representative
Kris Olson, 5th Person

All petitions must be submitted in writing to Denise Shively, National Team Review Subcommittee Chair at:
denshively@gmail.com.