

USA Swimming
ATHLETE SELECTION PROCEDURES
2025 World Aquatics Championships – Open Water

DEFINITIONS

Available Swimmer. “Available Swimmer” means a swimmer who (i) qualifies to be Selected to the Team in an Event according to these Selection Procedures and has complied with all eligibility requirements set forth in Sections 1.1-1.2 of these Selection Procedures; (ii) is at least 14 years old as of December 31, 2025; (iii) certifies to USA Swimming that they remain available to swim through the completion of the Championships; and (iv) indicates in writing, within 48 hours of receiving the invitation from USA Swimming, that they will accept the invitation from to be Selected to the Team and to swim in the Event for which they qualify in the Championships (except as otherwise provided herein); failure to accept by this deadline will be considered a decline of the invitation and the swimmer will no longer be considered an Available Swimmer; (v) has met the Qualifying Time Standards established by World Aquatics in the 2025 World Championships Event Summons (Exhibit A). If a swimmer does not satisfy these requirements, then they are not considered an Available Swimmer.

Championships. “Championships” refers to the 2025 World Aquatics Championships, which will be conducted in Singapore on July 15-20, 2025.

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

Event(s). “Event(s)” refers to those 10K, 5K, Team Relay, and Knockout Sprint events contested at the Championships for each gender.

Head Coach. Unless otherwise indicated, “Head Coach” refers to the head coach of the Team.

Knockout Sprint. “Knockout Sprint” means the Knockout Sprint Event at the Championships.

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

Qualifying Competitions. “Qualifying Competitions” mean the 10K Open Water Nationals and the 5K Open Water Nationals.

Select/Selected/Selection to the Team. “Select/Selected/Selection the Team” refers to the Team selected by USA Swimming on or before April 21, 2025, plus any replacements that may be added to the Team pursuant to Section 4.

Team. “Team” means the Championships team Selected on or before April 21, 2025, plus any changes or replacements made pursuant to these Selection Procedures.

Team Relay. “Team Relay” means the Team Relay Event at the Championships.

10K Championships. “10K Championships” means the 10K Event contested at the Championships.

10K Open Water Nationals. “10K Open Water Nationals” means the 10K Event at the 2025 USA Swimming Open Water National Championships, held Friday, April 4, 2025, in Sarasota, Florida.

5K Championships. “5K Championships” means to the 5K Event at the Championships.

5K Open Water Nationals. “5K Nationals” means the 5K Event at the 2025 USA Swimming Open Water National Championships, held Sunday, April 6, 2025, in Sarasota, Florida.

1. SELECTION SYSTEM

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

1.1.1 To be considered for Selection to the Team, an athlete must, at the beginning of the applicable Qualifying Competitions and at the time of Selection to the Team:

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

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

1.1.2 Nationality/Passport requirements:

Athlete must hold a valid U.S. passport as of May 30, 2025, that will not expire until six months after the Championships.

1.1.3 Minimum International Federation (IF) standards for participation:

- (a) All athletes Selected to the Team must meet the eligibility requirements set forth by World Aquatics. For additional information regarding World Aquatics’ athlete eligibility, please refer the World Aquatics General Rules (GR 2).
- (b) All athletes Selected to the Team must meet the Qualifying Time Standards established by World Aquatics in the 2025 World Championships Event Summons (Exhibit A).

1.1.4 Other requirements (if any):

- (a) Sign and return to USA Swimming by April 21, 2025, at 11:59 p.m. MST and abide by the USA Swimming applicable competition forms for 2025 (forms will be available prior to Selection).
- (b) Comply with all applicable rules and requirements of World Aquatics, the U.S. Olympic & Paralympic Committee (USOPC), the International Olympic Committee (IOC), the World Anti-Doping Agency (WADA), the U.S. Anti-Doping Agency (USADA), the U.S. Center for SafeSport, and USA Swimming, including without limitation USA Swimming policies and protocols regarding Team preparation and participation, through the Championships.

1.2 Tryout Events:

- 1.2.1 Provide the event names, dates and locations of all trials, events, and camps to be used as part of the selection process:

The Qualifying Competitions.

- 1.2.2 Provide event names, dates, locations, and description of how athletes qualify for the Qualifying Competitions above in 1.2.1 (if any):

To qualify for the 10K Open Water Nationals and the 5K Open Water Nationals, an athlete must achieve an applicable time standard between January 1, 2024, through and including March 30, 2025, or meet the criteria established by USA Swimming in the 2025 USA Swimming Open Water Domestic Selections Policy (www.usaswimming.org/docs/default-source/open-water-resources/open-water-selection/2023-usa-swimming-domestic-selections.pdf). The applicable time standards can be found at: www.usaswimming.org.

1.3 Comprehensive Selection Process:

This Section 1.3 sets forth the steps by which Available Swimmers will be Selected to the Team. Although USA Swimming may announce during the Qualifying Competitions that athletes have “made the Team” or “qualified for the Team,” any such announcement is informal and subject to change. The process of determining who is eligible to be Selected to the Team will take place on or before April 21, 2025, after completion of the 10K Open Water Nationals and the 5K Open Water Nationals. The results from the application of these Selection Procedures will be announced on or before April 21, 2025, although USA Swimming retains the right to make changes to the results to address withdrawals, vacancies, and applicable World Aquatics invitations through the entry deadline (time and date TBD).

- 1.3.1 Team Size.

The maximum allowable Team size is four men and four women total. However, only a maximum of two men and two women will be Selected to the Team in each Event at the Championships (i.e., two swimmers per gender in the 5K and 10K, respectively). The actual Team size will be determined once these Selection Procedures are implemented. For purposes of these Selection Procedures, the men's and women's components of the Team will be considered separately. USA Swimming is under no obligation to Select to the Team a full team of four athletes in each, or either, gender. Transgender athletes shall compete at the Championships consistent with USA Swimming, IOC, World Aquatics, USOPC, and Championships' Organizing Committee policies and criteria.

1.3.2 Qualifying Competitions. Performances at the 10K Open Water Nationals and the 5K Open Water Nationals will be used to determine the Team by using the priority system in Section 1.3.3.

1.3.3 Application of Priorities for Team Selection. These Priorities will be applied on or before April 21, 2025, after completion of the Qualifying Competitions. Athletes not qualifying via one of these priorities will not be eligible to be Selected to the Team, unless they are subsequently added to the Team as a replacement according to Section 4. If, after applying the priorities below, as well as the procedures in Sections 1.3.4 and 1.3.5, there are fewer than four men or four women, or both, on the Team, then USA Swimming will not field a full Team, unless the Team is filled as a result of adding one or more replacements as provided in Section 4.

Priority #1. The best two finishing Available Swimmers from the 10K Open Water Nationals will be Selected to compete in the 10K Championships. However, Available Swimmers Selected under Priority #1 must agree to swim the 10K, unless they are additionally Selected under Priority #2, and instead agree to swim the 5K Championships. An athlete will no longer be considered an Available Swimmer if they are offered positions in the 10K or 5K and do not accept at least one of those two Events at the Championships. An Available Swimmer may choose to swim both the 5K and the 10K at the Championships.

Priority #2. The best two finishing Available Swimmers at the 5K Open Water Nationals will be Selected to compete in the 5K Events at the Championships. However, Available Swimmers Selected under Priority #2 must agree to swim the 5K, unless they are additionally Selected under Priority #1, and agree to swim the 10K Championships. An athlete will no longer be considered an Available Swimmer if they are offered positions in the 10K or 5K and do not accept at least one of those of those two Events at the Championships. An Available Swimmer may choose to swim both the 5K and the 10K at the Championships.

Limitation: Before applying Priority #2, and before any Available Swimmer accepts or declines an invitation to be Selected to the Team, USA Swimming will identify the 2 best finishing Available Swimmers in the 5K Open Water Nationals (the "Best Finishing Swimmers"). Only those Available Swimmers who are among the Best

Finishing Swimmers will be considered for Selection to the Team in Priority #2, and those who are not among the Best Finishing Swimmers will not be considered for Selection to the Team.

Priority #3. Should there be any vacancies in the 5K Championships after implementing Priorities #1 and #2, the next best finishing Available Swimmer at the 10K Open Water Nationals will be Selected to fill any vacancies. This process shall continue until there are no longer Event vacancies in the 5K Championships.

Priority #4. Priority #4 will only be implemented if the Team Size is less than 4 athletes in either gender after applying Priorities #1-3. Under Priority #4, USA Swimming will Select to the Team the next best finishing Available Swimmer from the 10K National Championship, who has not already been Selected to the Team from Priorities #1-3, as a possible swimmer for the Knockout Sprint or Team Relay swimmer. This process shall continue until 4 athletes have been Selected the Team.

Limitation: Before applying Priority #4, and before any Available Swimmer accepts or declines an invitation to be Selected to the Team, USA Swimming will identify the 4 best finishing Available Swimmers in the 10K Open Water Nationals (the “Best Finishing Swimmers”). Only those Available Swimmers who are among the Best Finishing Swimmers will be considered for Selection to the Team in Priority #4, and those who are not among the Best Finishing Swimmers will not be considered for Selection to the Team.

1.3.4 Breaking a Tie.

10K Open Water Nationals

- (a) If there is a tie between two or more Available Swimmers in the 10K Open Water Nationals, the best finishing Available Swimmer from the 5K Open Water Nationals will be considered the winner of the tiebreaker. If only one athlete competes in the 5K Open Water Nationals, then that athlete will be considered the winner of the tiebreaker. If neither athlete competed in the 5k Open Water Nationals, Section 1.3.4(b) will be used to break the tie.
- (b) If Section 1.3.4(a) does not break the tie, the Available Swimmer with the fastest Long Course 1500-Meter Freestyle time between the time period of January 1, 2024 and April 7, 2025 as reflected in USA Swimming's SWIMS database by 11:59 PM MT on April 7, 2025 (<https://www.usaswimming.org/times>), will be considered the winner of the tiebreaker. If this does not break a tie, the tie will be broken by random draw.

5K Open Water Nationals

- (c) If there is a tie between two or more Available Swimmers in the 5K Open Water Nationals, the best finishing Available Swimmer from the 10K Open Water Nationals

will be considered the winner of the tiebreaker. If only one athlete competes in the 10K Open Water Nationals, then that athlete will be considered the winner of the tiebreaker. If neither athlete competed in the 10k Open Water Nationals, Section 1.3.4(d) will be used to break the tie.

- (d) If 1.3.4(c) does not break the tie, the Available Swimmer with the fastest Long Course 1500-Meter Freestyle time between the time period of January 1, 2024 and April 7, 2025 as reflected in USA Swimming's SWIMS database by 11:59 PM MT on April 7, 2025 (<https://www.usaswimming.org/times>), will be considered the winner of the tiebreaker. If this does not break a tie, the tie will be broken by random draw.

Announcement. Those officially Selected to the Team will be announced on or before April 21, 2025, after completion of the Qualifying Competitions.

1.3.5 Selection of Swimmers for Events.

- (a) Available Swimmers Selected to the Team under Priority #1 will have the opportunity to compete in the 10K Championships. However, Available Swimmers Selected under Priority #1 must agree to swim the 10K, unless they are additionally Selected under Priority #2, and agree to swim the 5K Championships.
- (b) Available Swimmers Selected to the Team under Priority #2 will have the opportunity to compete in the 5K Championships. However, Available Swimmers Selected under Priority #2 must agree to swim the 5K, unless they are additionally Selected under Priority #1, and agree to swim the 10K Championships.
- (c) If applicable, Available Swimmer(s) Selected to the Team under Priority #3 will have the opportunity to fill any event vacancies in the 5K Championships. If an Available Swimmer is Selected to the Team under Priority #3, they must accept a minimum of one of the Event vacancies, otherwise they no longer be considered an Available Swimmer. If applicable, Available Swimmer(s) Selected to the Team under Priority #4 will have the opportunity to compete in the Knockout Sprint and or the Team Relay, as determined by Section 2.1. Available Swimmers Selected to the Team under Priority #4 will be guaranteed a position in the Knockout or Team Relay Events at the Championships unless they are Selected to the 10K Championships or 5K Championships through Section 4.1.2.
- (d) If there is a vacancy in an Event(s) that arises on or after April 21, 2025, the replacement process in Section 4 will be used to fill the vacancy in that Event(s).

1 DISCRETIONARY SELECTION

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

All swimmers who are Selected to the Team shall be eligible for selection to the Team Relay and Knockout Sprint at the Championships. The Director, National Team Operations, shall select the athletes for the Team Relay and Knockout Sprint conducted at the Championships, with the advice and consent of the Head Coach. In selecting the relay teams, the Director, National Team Operations shall consider all available relevant

information, including but not limited to, and in no particular order, each Team member's respective Qualifying Competition performances, past relay performances, Championships performances, personal best performances, Championships Event schedules, individual workload, other recent results and performances, consistency of performances, fatigue, health, fitness levels, training preparation, scientific evaluation, attitude, and team chemistry.

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

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

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

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

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

3 REMOVAL OF ATHLETES

- 3.1 An athlete who is to be Selected to the Team may be removed for any of the following reasons, as determined by USA Swimming's Managing Director, National Team in conjunction with the USA Swimming President & CEO and USA Swimming Athletes' Advisory Council Chair ("AAC Chair"). An athlete who is to be removed from the Team or an Event, or from eligibility to be Selected to the Team, has the right to a hearing per USA Swimming's Bylaws (usaswimming.org), the USOPC's Bylaws, Section 9, or the applicable anti-doping code/protocol before such removal or declaration of ineligibility.
- 3.1.1 An athlete may choose to voluntarily withdraw from an Event or the Team. The athlete must submit in writing any withdrawal to the Managing Director, National Team and Director, National Team Operations. An athlete considering withdrawal is strongly encouraged to submit the written withdrawal by April 21, 2025.
- 3.1.2 USA Swimming may remove an athlete who has an injury or illness, as certified by a physician for the Championships, that is likely to keep them from competing at peak levels in the Championships. If an athlete refuses verification of the illness or injury by an approved Championships' physician, the injury will be assumed to keep them from competing at peak levels in the Championships and they may be removed.
- 3.1.3 An athlete may be removed by the Managing Director, National Team, in consultation with the Head Coaches, the Chair of the Open Water Committee, and the AAC Chair, if it is determined that the swimmer is unable or unwilling to maintain a training regimen necessary for peak performance in the Championships. If any of these individuals involved in the decision has a conflict of interest, they will not be part of the decision-making.
- 3.1.4 A swimmer may be removed from the Team if the swimmer violates any USA Swimming or other rules and regulations applicable to the Team or its members, including without limitation applicable Codes of Conduct or Team Rules. If there is a violation and the swimmer is to be dismissed from the Team, upon request of the swimmer, there will be an emergency hearing held before USA Swimming's National Board of Review within 24 hours of the violation (or as soon as possible) to determine whether the proposed dismissal or other discipline is warranted.
- 3.1.5 If a swimmer is alleged to have committed an anti-doping rule violation, they shall remain on the Team (or remain eligible to be Selected to the Team) until the swimmer: (i) is provisionally suspended; (ii) is declared ineligible after a hearing conducted pursuant to the USADA Protocol for Olympic Movement Testing or by AQUA; (iii) voluntarily accepts a provisional suspension or

sanction of ineligibility; or (iv) voluntarily withdraws from the Team or relinquishes eligibility to be Selected to the Team.

- 3.1.6 If a swimmer is alleged to have committed a violation of the SafeSport Code for the Olympic and Paralympic Movement, they shall remain on the Team (or remain eligible to be Selected to the Team) until the swimmer: (i) is suspended; (ii) is declared ineligible after a hearing; (iii) voluntarily accepts a suspension or sanction of ineligibility; or (iv) voluntarily withdraws from the Team or relinquishes eligibility to be Selected to the Team.

4 REPLACEMENT OF ATHLETES

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

The pool of potential replacement athletes includes those individuals who meet the criteria in this Section 4.

- 4.1.1. Prior to submission of Entries by Name to the Local Organizing Committee (Time and Date TBD).

10K Championships & 5K Championships Events

If there is a vacancy in the 10K Championships or the 5K Championships, then that vacancy will be filled by the next fastest Available Swimmer from the 10K Open Water Nationals. If that swimmer is already on the Team, they will have the opportunity to swim the Event. If that swimmer is not already on the Team, they will be Selected to the Team, unless that causes the Team to exceed the maximum number of 4 swimmers.

Knockout Sprint & Relay Events

If the Team is not full, and there is a vacancy on the Team created by a swimmer Selected to the Team under Priority #4, then that vacancy will be filled by the next fastest Available Swimmer from the 10K Open Water Nationals and that swimmer will be Selected to the Team, subject to the Limitation in Priority #4 that they must be amongst the four best finishing Available Swimmer in the 10K Open Water Nationals.

- 4.1.2. After submission of Entries by Name to the Organizing Committee:

After Entries by Name have been submitted to the Local Organizing Committee (time and date TBD), USA Swimming will attempt to fill any vacancy with the best finishing Available Swimmer from the 10K Open Water Nationals who has already been named to the Team. There is no guarantee that USA Swimming will be

successful in filling this Event vacancy and it will ultimately be decided by World Aquatics and or the Local Organizing Committee.

5. SUPPORTING DOCUMENTS

USA Swimming will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Championships.

6. PUBLICITY/DISTRIBUTION OF PROCEDURES

The Selection Procedures (complete and unaltered) will be posted/published by USA Swimming on its website.

7. DATE OF SELECTION

The Selection of Athletes will take place on or before April 21, 2025.

8. MANDATORY TRAINING AND/OR COMPETITION

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

<u>Event</u>	<u>Date</u>	<u>Site</u>
Depart U.S.A.	July 7	Various Airports
Training	July 9-14	Singapore
Competition	July 15-20	Singapore
Return Home	July 21	Singapore

*Dates and locations are subject to change

9. ANTI-DOPING REQUIREMENTS

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

10. USA SWIMMING BYLAWS AND GRIEVANCE PROCEDURES

USA Swimming Bylaws and Grievance Procedures can be found at: usaswimming.org.

11. DISCLAIMER

These Selection Procedures are based on World Aquatics rules and regulations, as applicable and as presently known and understood. Any change in the Selection Procedures caused by a change

in World Aquatics rules and regulations will be distributed to the affected athletes immediately. The Selection Procedures are based on the latest information available to USA Swimming. However, the Selection Procedures are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

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

The terms and conditions of these written Selection Procedures shall take priority over any verbal explanation, clarification, or interpretation of the Selection Procedures, and an athlete relies on a verbal explanation, clarification, or interpretation of these Selection Procedures at his/her sole risk. Any request or question that would involve a formal clarification or interpretation of these Selection Procedures, or that would address an issue not otherwise covered in these Selection Procedures, should be submitted to the Director, National Team Operations in writing by no later than March 15, 2025, and the response to such request by USA Swimming must be provided in writing and, where appropriate, must be published promptly on the USA Swimming website.

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

12. SELECTION PROCEDURE APPROVAL COMMITTEE

12.1 Conflicts of Interest

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

12.2 Retaliation

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

Athlete Ombuds Office Contact Information

Phone: 719-866-5000

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

12.3 Signatures

I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Swimming.




Position	Print Name	Signature	Date
President & CEO	Shana Ferguson		3/10/2025
Director, National Team Operations	Bryce Elser		3/10/2025
USA Swimming AAC Chair	Caitlin L. Smith		3/10/2025

Exhibit A

2025 World Aquatics Championships Event Summons

c) Qualifying Time Standards

For safety reasons, only swimmers who have accomplished and can demonstrate the following standard times at any of the following distances will be allowed to register for the World Aquatics Championships – Singapore 2025.

MEN

Distance	Qualifying Time
1500m	21:30.00
3km	45:00.00
5km	01:15:00.00
10km	02:30.00

WOMEN

Distance	Qualifying Time
1500m	22:30.00
3km	47:15.00
5km	01:20:00.00
10km	02:45.00.00