

**Florida Gold Coast
Board of Directors Meeting
January 21, 2020 @ Coral Springs Swim Club**

I. Call to Order- Jennifer Gibson called meeting to order 7:00pm

II. Roll Call/Excused Absences

Chair-	Jennifer Gibson-P
Vice-Chair-	Alf Aguirre-P
Senior. Vice-Chair-	Chris Anderson-Ex
Age Gr Vice-Chair-	Liz Kershaw-P
Coaches Rep	Gordon Andrews-P
Treasurer/Registration Chair-	Richard Cavanah-P
Secretary-	Lori Bosco-P
Officials Rep	Steven Goldman-P
Finance Vice-Chair	Kathleen Prindle-P
D.E.I Chair	Rosemarie Knoll-P
Op Risk/Safe Sport Chair	Michael Averett-P
Athlete Sr. Rep	Kyle Kasztner-P
Athlete Jr. Rep	Chloe Hernandez-P
Athlete Rep	Benji Carey-Ex
Athlete Rep	Madelene Finks-P
At-Large-(1yr)	Bruno Darzi-P
At-Large-(1yr)	Christi Wathen-P
At-Large-(1yr)	David Hammond-Ex
At-Large-(1yr)	Allan Golding-P
Chair Advisor	Jim McCombs-P

(Technical planning committee members: Vice-Chair –Alf Aguirre, Senior Chair- Chris Anderson, Age Gr Chair-Liz Kershaw, Coaches Rep.-Gordon Andrews, Officials Rep-Steven Goldman, Athlete Reps: Kyle Kasztner, and Chloe Hernandez)

(Executive Board: General Chair-Jennifer Gibson, Administrative Vice-Chair-Alf Aguirre, Senior Chair-Chris Anderson, Age Group Vice Chair-Liz Kershaw, Finance Vice Chair-Kathleen Prindle, Coaches Rep-Gordon Andrews and Two Athlete Reps- Kyle Kasztner and Chloe Hernandez)

III. Approval of minutes- November 19, 2019 meeting minutes.

Motion: *To approve November 19, 2019 meeting minutes.* Liz Kershaw **Second** Steve Goldman. **Passed.** *No Opposed.*

IV. Consent Agenda (Action Needed)

1. Review the notes from the follow-up meeting of the Meet Committee
(Moved to Old Business)

Motion: *Approve Consent agenda on items not pulled.* Kathleen Prindle **Second** Liz Kershaw. **Passed.** *No Opposed.*

V. Consent Agenda (Officers Reports)

A. General Chair Jenifer Gibson

1. Comments-Lead in to new year/new board-
 - a. Thank you to Jim McCombs for everything done for Florida Gold Coast and USA Swimming for the past 25 years.
 - b. Board members- have a goal sheet for own position and how “We” (as a board) can help you get there. Also, looking for new ways to get things accomplished.
2. FGC Mission Statement- Read at the start of each meeting:

Mission Statement: To promote growth and development of a diverse swimming community through education, innovation, and a commitment to excellence.

Vision Statement: To create a healthy community in south Florida which cultivates safety, fitness and competitive excellence through swimming.

B. Vice Chair Alf Aguirre (Technical Planning)

1. No report Given
2. Stated Goal of position &/or FGC Board mission
 - a. Goals-1. Technical planning to meet more frequently; 2. How improve sanctioning/scheduling process for the future-Helpful to work on a 2 year calendar instead of going year to year; 3. Try to create blackout weekends and better spacing within championship calendar and 4. Find an incentive to create more B-C type meets

C. Senior Vice-Chair Chris Anderson

1. No report Given
2. Stated Goal of position &/or FGC Board mission-no report.

D. Age Group/Sanctions: Liz Kershaw

1. See attached Age Group Report-FGC January 2020 Board Meeting (pulled for discussion)-regarding Dade BC Champs with original host.

Motion: *Put Dade BC Championship meet out to re-bid.* Allan Golding. **Second** Jim McCombs. **Passed.** *No Opposed.*

2. Meet Committee-Members/Role/Sanctions Coordinator-
 - a. Members on committee: Allan Golding, Bruno Darzi, Christi Whaten, and Alf Aguirre. Allan Golding is in charge in the sanctioning of all meets and will review for compliance with all new rules/regulations with the help of Bruno and Christi. Meets hosts will need to be send both the meet letter and TM file.
3. Stated Goals of Age Group Chair position
Goals: 1. to learn more about the LSC as a whole is trying to go and modify as needed the work that pervious AGE group chair (Jennifer Gibson) has already started. And 2. How can fine tune and tweak can continue moving forward.

E. Coaches Rep

Gordon Andrews

1. No report Given
2. Vision for this position
 - a. Like to be a good ear for Coaches-to hear concerns and be able to push out information immediately to Coaches. Goal: look/raise time standards to a higher level and after every meeting, will send out important information to coaches with help of Coaches Committee.

F. Athletes

**Sr. Rep-Kyle Kasztner/Jr. Rep-Chloe Hernandez
At. Large-Benji Carey & Madelene Finks**

1. No report Given
2. Introductions/Welcome to the Board!Kathleen Prindle,mentor
3 out of 4 athletes present: Sr. Rep-Kyle Kasztner-swim for PAC a Senior at Olympic Heights and will be attending FAU -a former safe sport fellow and has helped at swimposiums. He wants to get the athlete involvement up in the LSC.
Jr. Rep is Chloe Hernandez-attends Gulliver Prep and swims for Gulliver Swim Team. She wants to help develop an positive athlete culture.
Madelene Finks- a PAC swimmer and post grad-goes to Palm Beach State. She wants get athletes more involve in FGC swimming.
Kathleen Prindle spoke about getting the athletes more involve in Governance, at convention, and with social media.

G. Officials Rep

Steven Goldman

1. See attached Officials Committee Report-January 2020 BOD Meeting
2. See attached OC Report for 2019 Officials Stats
3. Vision moving forward for the FGC as the Officials Chair.
 - a. continues to recruit/retain officials. Need to get numbers up from last year. Continue to try and grow leadership for LSC championships by rotating meet referees. Allan Golding is our first

evaluator, since Jay Thomas, he is an N3I-AR and will hopefully do more Official Qualifying Meets within the LSC.

Coaches—if you want a clinic at your meet, please let us know in a timely manner (at least 2 weeks in advance). We continually to look for ways to thank our officials-the big meets usually get officials gifts and the many of the invitational give gift cards which is appreciated

H. Registration: Richard Cavanah

1. No Written Report Given
2. Status of FGC Teams 2020 Registration-as of today at 3,500 athletes.
 - a. 57 teams registered, 7 teams registered last year that have not registered this year, and 3 teams will probably not re-registered as they haven't had swimmers or merged with another team. If you get entries from FKSC, Miami Seahawks, Nova-southeastern, Y of South Palm Beach County-they are not registered as of yet.
 - b. Issue is Head Coach not up to date on certifications. Coaches need to keep up on.

I. Treasurer Richard Cavanah

1. No Report Given

VI. Consent Agenda (Committee Reports):

A. Safe Sport/Safety Chair Michael Averett

1. See attached SSRP December Report (on deck changing pods)
 - a. Changing pods-are allowed to be used. Have to be used properly with best practice. Darker color is better, placed off to the side, not in the middle of the deck.
2. See attached FGC Progression Report
3. Stated Plan/Vision/Goals for Safe Sport in FGC & becoming FULLY SS certified.
 - a. All incidents report go to Michael Averett.
 - b. anyone need any hands on help with SS certification, please call/email Michael Averett.

B. Open Water Cathy Silveira (Assisted by Sid Cassidy)

1. Introduction of Cathy as new Open Water Chair
 - a. make All- star open water for this year, pre-qualification to go to ZONES
2. Expanding the OW role in the FC/"Flow Series Proposal" (pulled for discussion)-presentation-looking into.
3. Sanctioning of FGC Open Water events-meet in Pompano to sanction-looking into process.

C. Diversity, Equity & Inclusion Rosemarie Knoll

1. Introduce the update DEI as the Title and its Role as a position

2. First Goal for the future of DEI in the FGC
 - a. Goal: bring in a different perspective being a non-swimmer and a non-coach and want to increase diversity through outreach.

- D. Club Development Liaison** **Richard Cavanah**
1. New Position/Definition of Role
 2. Announcement of New FGC Teams for 2020
 - a. New Team: TSU-Tsunami Swim Team- out of Coconut Creek

- E. Camps** **Jennifer Gibson**
1. No Report Given (Coming Soon!)

- F. Volunteerism/Social Events/Secretary** **Lori Bosco**
1. Swimposium 2020 Details-(pulled for discussion)
 - a. April 4 at SOFLO incorporation with Clinic.

- G. Social Media:** **Kathleen Prindle**
1. No report Given
 2. Need for Social Media for FGC in 2020 and going forward?
 - a. athlete reps will be helping.

- H. Webmaster** **Terrell Woods**
1. Possible Time line for updating the current FGC website (Team Unify)? Jennifer- how can make website better? Jim McCombs suggested talking to FL swimming-they said they can help.

- I. NTV** **David Hammond**
1. No report Given
 - a. Allan Golding reported-trying to fix issues brought about by: Coaches not making sure the swimmers name/birth date is correct, some by a swimmers who is not registered, and 18 and Older athlete who has not done athlete protection. Times in holding tank for 18 and Older athletes are unable to be retrieve, other times are.

- J. LSC Top Times Tabulator/FGC Records Chair**
Allan Golding/David Hammond
1. No Report Given

- K. Finance/Investments** **Kathleen Prindle**
1. No Report Given

VII. Old Business-

- A. USA Swimming Coach Mentoring Program 2019 Results/2020 Acceptance!**

1. Jennifer to 2019 coaches will need to help work swimposium and speak at a board meeting. Yes, acceptance for 2020-details to follow.
- B.** 2019 Championship Meet Series Review Committee Report .

Motion: Accept 2019 Championship Meet Series Review Meet committee Report with revisions on December 1, 2019. Allan Golding. **Second** Michael Averett. **Passed.**
No Opposed.

VIII. New Business – Action Items (Introduced NO LATER than 9pm)

A. Kathleen Prindle-Updates on:

1. USA-S Swim Winter Nationals-held in Atlanta-planned for 700 athletes-had over 1,300 in the meet, the officials did everything possible to make it all bearable, there will be a technical meeting next week at Colorado Spring-if you have any input email Jennifer
2. Selection & Planning of Meets-encouragement to have better coordination between how doing cuts and how meets are structured
3. USA-Swim BOD Meeting-push for the future is to get more coaches and officials involved for education to help moving sport forward.
4. Keeping “Athlete First Initiative”- a 5 million dollar expenditure (left over from insurance money) to help support/promote programs and services to help club and athletes directly. A task force was created with Kathleen Prindle being the coach on the task force
5. ASCA-new CEO-Steve Roush
6. MSD Scholarship Committee-Hanna Molder will be the Chair of committee for this year.

B. Steven Goldman- 2 documents attached.

1. Recommended Practice for gender diverse minor athletes
2. Swim inclusion script. Purpose to assist meet directors, officials and volunteers. This is a growing document.

IX. FGC B.O.D 2020 Meeting Schedule

A. Meeting Dates

1. April (Swimposium)-April 4
2. May 19-Location TBA
3. Aug
4. Nov HOD (Open to Proposal to change date/format?)

X. Adjournment -9:45pm

Motion: To adjourn. Richard Cavanah. **Second.** Liz Kershaw. **Passed.** No Opposed.

Age Group Chair Report 01/2020

21 January 2020 / 7:00 PM / Coral Springs Tennis Center

NOTES

Last Meeting Follow-up

- Notes for Open Water Swim-Suggestions for 2020
 - LSC run open water swim series-Tiger Tail Lake? Open to suggestions and feedback. What is the LSC level of interest in this?
- Applications for athletes for both the All-Stars pool meet March 27-28, and the OW meet April 5, 2020, will be out by Feb 14th. Due back to FGC by Sunday of JO's.
- Applications for coaches for both the pool meet and OW All-Star meets will be posted by Feb 14th.

Update from Sanction Committee

- Meets by County
 - Broward 5
 - Martin 1
 - Dade 2
- Meet by type
 - Invitation 8
 - Senior 2
 - Sizzler 1
- Other notes from sanctions - WOW moved their meet from Feb 7 to the 14th. And YSF has a sizzler Feb 7 that has not applied for sanction as of submission.
- Please see attached notes from Dec 1, 2019, Champs Meet Review meeting.

New Business

- Update on BC (Bronze) Champs for Dade County - Alf was working with MAC in December to find a solution.
- It has been suggested that Cathy Silveira head up the OW All-Star and Zone Teams as she has been learning from Sid Cassidy and he is phasing himself out.
 - Cathy would like to use the All-Star meet as a qualifier for the Zone meet

- It has been suggested that FGC please consider taking 15-18 to Zones. In an attempt to make the zone team more competitive. Can the budget handle this?

ACTION ITEMS

- Liz Kershaw - All-star application for coaches for both pool meet and open water - Due Feb 15
- Liz Kershaw - All-Star application for athletes for both the pool meet and open water - Due Feb 15
- Dick Cavanah - All-Star hotel reservation for Fri. March 27th through Sunday, March 29th. Total of 5 rooms. Same hotel as last year if possible - Due Feb 15
- Dick Cavanah - All-Star Awards. Please include outstanding in each age group, and the overall award. - Due March 20
- Liz Kershaw - All-Star apparel order - 2 T-shirts and a silicone cap for athletes. For coaches 2 T-shirts and 2 polo shirts. Plus pre-sale parents shirts. This is for both pool meet and OW meet. - Due March 16
- Liz Kershaw - Contact travel agent for Zones. Need airline and bus. Travel Monday, July 27-Sunday, Aug 2. - Due by March 16

OTHER INFO

- NNTR

2019 FGC OFFICIALS COMMITTEE REPORT

YEAR	Cert. Officials	ST Apprentices	AO Apprentices	Clinics	Trainees
2019	192	17	14	19	74
2018	190	22	10	22	117
2017	182	14	12	20	76

Officials Certification By Position

YEAR	ST	CJ	SR	DR	AR	MR	AO	XJ	XS	XR	XA	YA
2019	167	31	77	39	7	29	40	17	16	3	1	14
2018	167	32	70	39	14	30	35	22	12	2	2	10
2017	155	26	67	40	15	33	35	14	8	1	2	12

Sessions Worked By Position

YEAR	ST	CJ	SR	DR	AR	MR	AO	XJ	XS	XR	XA	YA	Total
2019	1479	261	389	395	105	140	349	95	68	22	0	30	3333
2018	1316	268	371	346	155	205	326	142	57	18	9	30	3243
2017	1275	232	398	332	118	216	299	98	29	6	0	31	3034

Distribution of Officials By Sessions Worked

YEAR	<5	5-10	11-25	26-50	51-100	>100
2019	44%	28%	21%	15%	6%	1%
2018	44%	31%	27%	12%	6%	1%
2017	41%	29%	27%	11%	5%	2%

Officials Status as of 1/06/2020

Officials Registered for 2020:	95 (49%)
Officials with Current BGC:	186 (97%)
Officials with Current APT:	161 (84%)
Officials with CPT Met:	104 (54%)
Officials with Current Reg, BGC, APT, CPT:	87 (45%)

Safe Sport Recognition – Clubs Statistics**Started and Completed Counts by Zone**

	Eastern	Southern	Central	Western	Total
Started Safe Sport Recognition	94	94	107	112	407
Safe Sport Recognized	28	35	28	19	110
Total Completed Any Level	28	35	28	19	110
Total Combined (Started + completed)	122	129	135	131	517

Top 10 LSCs (Ranked by count of clubs that have completed any level)

Rank	# Clubs Completed a Level	LSC(s)
1	11	NC
2	10	IN
3	8	CO FG MD
4	6	PV
5	4	GU NI
6	3	CA FL IL MV OK
7	2	AR BD LA MN MR MT MW NE SC VA
8	1	CT HI IA IE MA ME MI MS NJ NT OH PN SI SR ST UT

Safe Sport Recognition – Clubs Started and Completed Counts

1/6/20 10:52 AM

LSC Name	LSC	Started		# Clubs in LSC	# Clubs Started Any Lvl	% Clubs Started Any Lvl	# Clubs Complete Min SS	% Clubs Complete Min SS
		Safe Sport Recognized	Safe Sport Recognized					
ADIRONDACK SWIMMING	AD	7	0	31	7	22.6%	0	0.0%
ALASKA SWIMMING	AK	5	0	21	5	23.8%	0	0.0%
ALLEGHENY MOUNTAIN	AM	5	0	44	5	11.4%	0	0.0%
ARIZONA SWIMMING	AZ	6	0	46	6	13.0%	0	0.0%
ARKANSAS SWIMMING	AR	3	2	15	5	33.3%	2	13.3%
BORDER SWIMMING	BD	2	2	8	4	50.0%	2	25.0%
CENTRAL CALIFORNIA	CC	0	0	11	0	0.0%	0	0.0%
COLORADO SWIMMING	CO	10	8	64	18	28.1%	8	12.5%
CONNECTICUT SWIMMING	CT	10	1	67	11	16.4%	1	1.5%
FLORIDA GOLD COAST	FG	6	8	52	14	26.9%	8	15.4%
FLORIDA SWIMMING	FL	21	3	88	24	27.3%	3	3.4%
GEORGIA SWIMMING	GA	7	0	60	7	11.7%	0	0.0%
GULF SWIMMING	GU	9	4	61	13	21.3%	4	6.6%
HAWAIIAN SWIMMING	HI	12	1	26	13	50.0%	1	3.8%
ILLINOIS SWIMMING	IL	23	3	109	26	23.9%	3	2.8%
INDIANA SWIMMING	IN	15	10	110	25	22.7%	10	9.0%
INLAND EMPIRE SWIMMING	IE	3	1	16	4	25.0%	1	6.3%
IOWA SWIMMING	IA	5	1	30	6	20.0%	1	3.3%
KENTUCKY SWIMMING	KY	3	0	25	3	12.0%	0	0.0%
LAKE ERIE SWIMMING	LE	8	0	39	8	20.5%	0	0.0%
LOUISIANA SWIMMING	LA	5	2	25	7	28.0%	2	8.0%
MAINE SWIMMING	ME	4	1	23	5	21.7%	1	4.3%
MARYLAND SWIMMING	MD	12	8	41	20	48.8%	8	19.5%
METROPOLITAN SWIMMING	MR	5	2	82	7	8.5%	2	2.4%
MICHIGAN SWIMMING	MI	7	1	76	8	10.5%	1	1.3%
MIDDLE ATLANTIC SWIMMING	MA	11	1	140	12	8.6%	1	0.7%
MIDWESTERN SWIMMING	MW	1	2	32	3	9.4%	2	6.3%
MINNESOTA SWIMMING	MN	11	2	65	13	20.0%	2	3.0%
MISSISSIPPI SWIMMING	MS	2	1	12	3	25.0%	1	8.3%
MISSOURI VALLEY SWIMMING	MV	5	3	29	8	27.6%	3	10.3%
MONTANA SWIMMING	MT	3	2	12	5	41.7%	2	16.7%
NEW ENGLAND SWIMMING	NE	14	2	98	16	16.3%	2	2.0%
NEW JERSEY SWIMMING	NJ	5	1	65	6	9.2%	1	1.5%
NEW MEXICO SWIMMING	NM	3	0	22	3	13.6%	0	0.0%
NIAGARA SWIMMING	NI	10	4	71	14	19.7%	4	5.6%
NORTH CAROLINA SWIMMING	NC	16	11	76	27	35.5%	11	14.5%
NORTH DAKOTA SWIMMING	ND	4	0	14	4	28.6%	0	0.0%
NORTH TEXAS SWIMMING	NT	5	1	25	6	24.0%	1	4.0%
OHIO SWIMMING	OH	9	1	60	10	16.7%	1	1.7%
OKLAHOMA SWIMMING	OK	1	3	15	4	26.7%	3	20.0%
OREGON SWIMMING	OR	13	0	54	13	24.1%	0	0.0%
OZARK SWIMMING	OZ	4	0	24	4	16.7%	0	0.0%
PACIFIC NORTHWEST	PN	7	1	54	8	14.8%	1	1.9%
PACIFIC SWIMMING	PC	15	0	93	15	16.1%	0	0.0%
POTOMAC VALLEY SWIMMING	PV	4	6	46	10	21.7%	6	13.0%
SAN DIEGO-IMPERIAL	SI	7	1	29	8	27.6%	1	3.4%
SIERRA NEVADA SWIMMING	SN	3	0	37	3	8.1%	0	0.0%
SNAKE RIVER SWIMMING	SR	0	1	10	1	10.0%	1	10.0%
SOUTH CAROLINA SWIMMING	SC	4	2	30	6	20.0%	2	6.7%
SOUTH DAKOTA SWIMMING	SD	3	0	12	3	25.0%	0	0.0%
SOUTH TEXAS SWIMMING	ST	5	1	45	6	13.3%	1	2.2%
SOUTHEASTERN SWIMMING	SE	7	0	69	7	10.1%	0	0.0%
SOUTHERN CALIFORNIA	CA	14	3	154	17	11.0%	3	1.9%
UTAH SWIMMING	UT	10	1	28	11	39.3%	1	3.6%
VIRGINIA SWIMMING	VA	7	2	44	9	20.5%	2	4.5%
WEST TEXAS SWIMMING	WT	1	0	3	1	33.3%	0	0.0%
WEST VIRGINIA SWIMMING	WV	1	0	9	1	11.1%	0	0.0%

Safe Sport Recognition – Clubs Started and Completed Counts

1/6/20 10:52 AM

LSC Name	LSC	Started		# Clubs in LSC	# Clubs	% Clubs	# Clubs	% Clubs
		Safe Sport Recognized	Safe Sport Recognized		Started	Started	Complete	Complete
					Any Lvl	Any Lvl	Min SS	Min SS
WISCONSIN SWIMMING	WI	8	0	58	8	13.8%	0	0.0%
WYOMING SWIMMING	WY	1	0	14	1	7.1%	0	0.0%
Total:		407	110	2719		19.0%	110	4.0%

FG	AJSC	Alper J Swim Club	Started
FG	AZFL	Azura Florida Aquatics	Safe Sport Recognized
FG	BRST	Boca Raton Swim Team	Started
FG	CSSC	Coral Springs Swim Club	Safe Sport Recognized
FG	EA	Eagle Aquatics	Started
FG	FAST	Flood Aquatics Swim Team	Safe Sport Recognized
FG	CANE	Hurricane Aquatics	Started
FG	LLL	Lake Lytal Lightning	Started
FG	MART	Martin County Swimming	Safe Sport Recognized
FG	PAQ	Performance Aquatics	Safe Sport Recognized
FG	PCS	Pine Crest Swimming	Safe Sport Recognized
FG	SAS	Saint Andrew's Aquatics	Started
FG	SOFL	South Florida Aquatic Club	Safe Sport Recognized
FG	SFTL	Swim Fort Lauderdale	Safe Sport Recognized

SUBMITTED BY: Don Henshaw, Jacob Pishko, Ryan Staunch, Ryan Gibbons, Joshua Brown

Florida Open Water Series Proposal

The possibility of our LSC to become among the - if not THE - strongest open water LSCs in the country cannot be denied. Florida swimmers have repeatedly and consistently scored highly - and in large numbers - at Open Water Juniors and Nationals, and the LSC has decisively won the Southern Zone Open Water Championship two years in a row. Our athletes are among the faster distance swimmers in the nation, and have facility access and depth that few - if any - other LSCs have the luxury of enjoying.

This potential must be met with action if the possibility of building this open water strength is to be realized. While we have all of the factors necessary for this rapid growth, we simply have a scarcity of sanctioned, large-scale open water meets, limiting the exposure of our entire athlete base to this event and the opportunities for our fastest swimmers to extensively prepare for national meets.

Our proposal is centered around the idea of developing a series of meets that would provide additional opportunities for our athlete base to involve themselves with open water meets while also ensuring that our seasoned open water athletes are given the racing opportunities necessary to be successful at Zone and National Championship meets.

General Outline:

The Florida Open Water Series, or “FLOW Series”, would be a series of four (4) (if possible) sanctioned open water meets. These meets would occur in the Spring, between late March and May, ideally culminating near or shortly after the USA Swimming Open Water National Championships. **The Open Water Committee, with the approval of the Board of Directors, can shift these dates as needed.** The current Florida Swimming Open Water Championships (“FLOW Champs”) would occur as one of these meets, but not necessarily as the first or last. Events would ideally be focused on sanctioning currently existing unsanctioned events if possible, whether or not that includes adding an additional “session” to those events for designated FLOW Series competition. The series should include an overall scoring system, with the possibility of a final meet having a race designated only for top scorers.

Competition Events:

The FLOW Series would provide a variety of available events to athletes throughout its course, primarily through one-day events. Throughout the Series, which will focus on 5K events for race preparedness, 3K, 7.5K, 10K, and Relay events at least should be considered, with some included. There should be at least one 5K meet other than the FLOW Champs prior to the Southern Zone Open Water Championships, and at least one 3K meet prior to the FLOW Champs. Years in which the Open Water Junior National Championships are being held as 7.5K events should have at least one 7.5K option prior to that meet. The events should be organized so that athletes do not compete in more than 6K a day, i.e., a 3K event can feature relays on the same day, but not an additional 5K event.

Regular open water age groups should be included: 10&U, 11-12, 13-14, 15-16, and Open, and should be based on the athlete's age on the day of the event, unless these age groups are changed by vote of the Open Water Committee. Standard policies of open water event operation should be followed in determining specific race makeups.

Operational Responsibility:

The host team or venue should be responsible for the execution of the event. Officials and management personnel should be at minimum as outlined in the USA Swimming Rulebook. The host should provide their own equipment for the race (buoys, boats, etc.), and should be responsible for all costs this may incur.

Hosts may use either electronic or non-electronic timing systems. If a host chooses to use electronic timing (chip), they are responsible for the associated costs. A host choosing to use electronic timing may slightly increase their meet fees, not to be above the FL OW Championship meet fees.

A host not choosing to use electronic timing should provide and implement an alternative system that allows for the complete and accurate tracking of event placement, and should be able to provide video review in determining finish placement if necessary. This alternative placement system should be approved by the Open Water Committee and Board of Directors prior to the release of the meet information, and should be included in the meet letter.

The host is responsible for providing awards for each event, at a minimum 1st through 8th per age group/event. Awards should designate the event as a "FLOW Series Event".

If necessary, a bid system may be implemented to host a FLOW Series event; otherwise, it is not required. The Open Water Committee should review and approve all meet letters and meet information prior to its release for each event.

Locations:

Locations should be well dispersed with the goal of almost every athlete being 1.5 hours or closer to an event. Preference should be placed in sanctioning existing events, if possible. All locations should be within regular water quality and safety regulations. Any event having to be cancelled because of water quality or temperature (excluding water temperature being more than 3 degrees Fahrenheit above average for the time of the event) will be the financial responsibility of the host, and any debts to the LSC from the event should be paid by the host. All locations must ensure their compliance with USA Swimming and FINA regulations and conditions for open water venues.

Each annual series should have at least one salt water and one fresh water event. At least one race of the same water type of the National Championships should be held prior to the National Championships; i.e., if the USA Swimming OW Nationals is in a salt water facility, at least one FLOW Series event should be salt water prior to Nationals.

Each venue should be able to provide a beach, park, or general clearing/gathering area for seating and event organization. Venues must be able to support an in-water start. If a venue is undergoing an in-water finish, the finish area must be completely safe for swimmers, and be free of rocks, sharp ledges, stairs, or other hazards to athletes. Adequate bathrooms and changing areas should be provided. Venues must be able to secure the competition water during the event, which may include Marine Patrol or local public safety services.

Hosts do not have to be LSC teams, nor must races occur on property of the LSC or its teams. Awarding of meets should not be prioritized necessarily to LSC teams, but should rather be entirely on the quality of the venue, the location, and its benefit to the LSC and its athletes.

All specifics in terms of dates, operations, venues, orders, events, age groups, etc. can be made by the Open Water Committee.

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M26001

2019 Championship Meet Series Review

Meet Committee Report-

Florida Gold Coast Swimming

Meeting: Wednesday, September 4, 2019

Committee Members in Attendance=

Bruno Darzi, Jennifer Gibson, Allan Golding and Christi Woolger Wathan

Meeting Overview/Objectives:

The FGC Meet Committee met to review the 2019 Championship Series Meets. The objective was to review/evaluate each level of meet with the input of notes taken by the committee members and suggestions made to members from other coaches and officials. As a committee, we tried to look at what would be most advantageous to the athletes, while being reasonable in the changes suggested. Many suggestions made will take more than just one season to reach the desired changes.

In reviewing the meets, we started with the JO Championships first (some ideas/thoughts carried over to the Senior Champs Meets); progressed to the BB (Silver Meets) next, and ended with the BC (Bronze Meets). We spent our first 90' on the JO Meets and the next 90' on the BB & BC Meets. (We were thorough, but could have gone even longer in our conversations!)

To Bruno, Allan and Christi, I want to say thank you for all of the time, thought, patience and expertise shared. Everyone would be quite impressed of how the three work and share together when discussing the running of meets! They are so open-minded and observant from all angles-pre-meet requirements; physical meet set-up; officials; coaches and most importantly, the athlete's role. This has been one of the most rewarding LSC committee assignments I have ever been a part of!

Respectfully submitted,
Jennifer Gibson
SG Age Group Vice Chair

I.) JO Championships (Senior Champs):

*Please note that we did talk about BOTH the SCY & LCM Meets and how situations could affect them differently. We have noted that in our recommendations with the respective SCY and LCM meets.

A.) RECOMMENDATIONS for BOTH SCY & LCM Meets:

- 1.) Two (2) OME Cut-off Times/Days as follows: Monday=6p.m./Tuesday=6p.m.
(Tuesday=Changes; and ANY additions ONLY and at DOUBLE the original entry fee amount)
*Will NOT accept ANY late entries AFTER 6p.m. Tuesday, including Relay entries or Relay only.
- 2.) NO Deck Entries!
- 3.) "A" Relays Only.
- 4.) Meet Hosts MUST have the Time Standards included for the next progression meet for both prelims and finals listed IN the heat sheets. (i.e.: Jo Meets should have Sr.Champs; Sectionals; Futures; Sr. Southern Zone; Jr/Sr. Nationals; OT times).
- 5.) Meet Hosts/Announcers must have records (FGC) available for all prelim and final sessions.
- 6.) Time and Length of Prelims and Finals Warm-up Sessions should be the same.
(i.e.: Prelims=7-8:30a.m. 90' in length/Finals=4-5:00p.m. 60' in length)
- 7.) Breaks WITHIN both the prelim and final sessions will be consistent.
- 8.) Monetary provisions made by FGC to cover the cost of awards (i.e.: similar to security costs)

B.) RECOMMENDATIONS for SCY Only Meet:

- 1.) Order of Event Change for Sunday as follows:
200 IM/100 FR/50 BA/50 BR/200 FLY/200 F. R./1650 FR

C.) RECOMMENDATIONS for LCM Only Meet:

- 1.) Thursday's Session will have a one (1) hour warm-up session i.e.: WUP=4-5:00/Meet=5:00 p.m.
- 2.) Warm-up split into two (2) sessions for prelims each day. This would be done by team, not age group.
 - a.) The two (2) sessions would be=7-7:30a.m. (General WUP), 7:30-7:40a.m. (Sprints)
7:45-8:15a.m. (General WUP), 8:15-8:25a.m. (Sprints)
- 3.) Six (6) Individual Event Limit per Swimmer.
- 4.) 10 & Under Relay Order of Event change to assist the time lines becoming more equal.
 - a.) 10 & Under 200 Medley Relay=First event on Friday a.m. Prelims
 - b.) 10 & Under 200 Free Relay=First event on Saturday a.m. Prelims
- 5.) Barriers placed on FGC Coaches side of the pool to keep the Officials "lane of passage" clear.
- 6.) Reconfigure the location of athlete "parading" for the timing of Finals Sessions.

*****(Presentation by Meet Committee can include estimation of new Time lines; answer questions for clarification purposes. Please see "Additional Actions" Section following the "BC" Meet section.)***

II.) "BB" Silver Championship Meets:

***Our conversation did start with the suggestions from other coaches. We need to keep in mind that this is the first year of a revamp of this meet, making it a true "BB" level competition, which gives this level of swimmer a both a true championship-style meet format, plus the opportunity to "take it" or advance to the next level. Sizes and timelines of the two (2) meets were very similar. The revamping of this meet did change the profits for the host teams, as they no longer have the NT/-BB Swimmers to fill the "new" meet.**

A.) RECOMMENDATIONS for BOTH SCY & LCM Meets:

- 1.) Two (2) OME Cut-off Times/Days as follows: Monday=6p.m./Tuesday=6p.m.
(Tuesday=Changes; and ANY additions ONLY and at DOUBLE the original entry fee amount)
*Will NOT accept ANY late entries AFTER 6p.m. Tuesday.
- 2.) Meet Hosts MUST have the Time Standards included for the next progression meet for both prelims and finals listed in the heat sheets (i.e.: "BB" Meets should have JO; Sr. Champs times)
- 3.) Time and Length of Prelims and Finals Warm-up Sessions should be the same.
 - a.) Friday Evening=Warm-up 4-5p.m./Meet Start=5:00p.m.
 - b.) Saturday & Sunday-Prelims WUP=7-8:30a.m./Meet Starts=8:30a.m.
 - c.) Saturday & Sunday-Finals WUP=4-5:00p.m./Meet Starts=5:00p.m.
- 4.) No Bonus Events (*Did not allow in 2019)
- 5.) No Deck Entries (*Did not allow in 2019)
- 6.) No Relay Events
- 7.) Changing Order of Events for ALL THREE DAYS as follows:
 - a.) Friday Order of Events-SCY=500 FR/400 IM; LCM=400 FR/400 IM
 - b.) Saturday Order of Events-200 FLY/100 BA/100 IM/50 FR/50 FLY/100 BR/200 FR*
 - c.) Sunday Order of Events-200 BR/100 FR/200 BA/100 FLY/50 BR/50 BA/200 IM*
 - d.) This new Order of Events allows for the 200 Free & IM to become prelim/finals events.
- 8.) No Scoring, Team or Individual
- 9.) Limit Time Trials to one (1) hour each day (Saturday and Sunday)
- 10.) Monetary provisions made by FGC to cover the cost of awards (i.e.: similar to security costs)

III.) "BC" Bronze Championship Meets:

*The "BC" Bronze Championship Meets were the entirely new level of champ meet in 2019. The committee feels strongly about the concept of serving/providing our younger and newer swimmers and their parents an opportunity of the "Championship" ideal, without the three (3) days of most champ-style meets; the longer hours required of the prelim/final format and the opportunity to swim with those of their own level. We felt that the first year went very well and that all hosts provided a great racing environment for this level of swimmers. There have had many compliments from both coaches and parents about these meets. *With the above thoughts and beliefs in mind, the Meet Committee *RECOMMENDS* that both the Spring AND Summer "BC" Bronze Champ Meets are conducted as Short Course Yards. We have added a provision that may address this belief for those FGC Coaches and "BC" athletes that may desire more opportunity at this "last chance" point of the season.

A.) RECOMMENDATIONS for BOTH SPRING and SUMMER Meets:

- 1.) The 15 & Over Swimmers utilizing this meet will be addressed more closely by reviewing the Event file for correctness in handling how the to determine the correct Time Standards.
- 2.) No Deck Entries.
- 3.) Meet Warm-ups=60'. Spring Meet=9-10:00a.m./Meet Start=10:00a.m. for all three (3) meets. Summer=W.Up=8-9:00a.m./Meet=9:00a.m. (Due to Summer Storms)
- 4.) Meet Hosts MUST have the Time Standards included for the next progression meet listed IN the heat sheets (i.e.: "BC" Meets should have "BB"; JO and Sr. Champs times)
- 5.) The offering of Time Trials for ONE (1) day of the meet-either Saturday or Sunday. (This may help those who are looking to swim either another event or a distance event).
- 6.) Monetary provisions made by FGC to cover the cost of awards (i.e.: similar to security costs).

IV.) Additional Action Items:

*Besides discussing the recommendations for the Champ Series, we also discussed several items that are timely in the coming year. Instead of reacting, we can try to anticipate going forward on several fronts:

A.) Possible Items Up for Consideration/Recommendation:

- 1.) Update the FGC Time Standards in August 2020. The Time Standards would be reviewed EVERY TWO (2) years (2020; '22; 24...) *NEED to decide now.
- 2.) FGC Sanctions Chair. This would remove the sole responsibility from Age Group and Senior Chairs. In charge of sanctioning, with approval of the Age Group, Senior and Officials Chairs; and member of the Meet Committee.
- 3.) Looking at the FGC philosophy of the 11-12's in reference to the events they are offered at Champ Meets. Currently, they swim EVERY event. Necessary? Long-term development?
 - a.) Distance events? Could we not offer the 400 IM/1500/1650? (Do not offer at Zones)
 - b.) 200's of stroke? (Do not offer at Zones; are they making us better?)
- 4.) Looking at the FGC philosophy of the 13-14's in reference to the events they are swimming.
 - a.) Dropping the 800 Free Relay. (Or moving it in the Order of Events)
 - b.) Dropping the 4/50's of stroke. (Not recognized by USA-S Nat'l Time Standards or Zones)
- 5.) Incorporate multiple designated Warm-up Sessions at meets. (Reasons support this-not being observed; teams usually are "early or late" when warming-up; safety; more productive)
- 6.) Need for the JO LCM Meet to go to Four (4) full days. (Not recommending that at this time)
 - a.) Change in Order of Events.
 - b.) Change in Events offered at each age.
 - c.) Use/non-use of Chase Starts and the overall effects on Time Line management.
 - d.) Future of 10 & Unders at this meet.
- 7.) Use of OME for conducting Time Trials.
- 8.) Introduction of Daily Info Sheets at (Champ) Meets (i.e.: "Today at JO's")

2019 Championship Meet Series Review
Meet Committee Report-
Florida Gold Coast Swimming

**This is the follow-up meeting to REVISIT the Champ Meet Series Review in its entirety.*

**Board/Committee Members in Attendance=Jennifer Gibson, Dick Cavanah, Chris Anderson, Bruno Darzi, Christi Wathan & by phone-Liz Kershaw.*

Meeting Date= Monday, December 1, 2019

The Committee and Board Members went through the above report step by step.

The discussions resulted in the following changes for the 2020 FGC Championship Series.

“As is” means the point remains as it was written in the original report on September 4, 2019.

I.) JO Champs (Senior Champs)

A.) Both SCY & LCM:

1.) Two OME cut-off Times/Days for the BB and JO Meets.

Sr. Champs will have 3, like Sectionals presently has.

NO Deck Entries.

2.) “A” Relays ONLY for LC/JO’s A & B for SCY.

3.) Time Standards included for the next progression of meet. (This will now be addressed in the Sanctioning process when submitting meet information.

4.) Meet Hosts/Announcers must have FGC records available. These will be printed out for the announcers @ JO’s & Sr. Champs.

5.) “As is”

6.) “As is”

7.) Monetary provisions made by FGC to cover the costs of awards-Chris Anderson is organizing the cost analysis.

B.) SCY Change Only:

1.) Sunday Order of Event Change.

C.) LCM Change Only:

1.) “As is”

2.) Passed Controlled Warm-Ups. This would be done by team. Two warm-up sessions.

3.) For ALL Summer (LCM) Champs=SIX (6) Individual Event Limit. “For The Time Line”

4.) “As is” (LCM-A Relays Only)

5.) “As is”

6.) “As is”

II.) “BB” Silver Champs:

A.) Both SCY & LCM:

1.) “As is”

2.) “As is”

3.) “As is”

4.) “As is”

5.) “As is”

6.) Will have Relay Events as followed=Mixed Relays (A & B). The Relay will be the first event; 5’ Break before next event. Saturday=200 Free/Sunday=200 Medley

7.) “As is”

8.) "As is"

9.) "As is"

10.) "As is"

III.) "BC" Bronze Champs

A.) Both Spring & Summer Meets:

1.) "As is"

2.) "As is"

3.) "As is"

4.) "As is"

5.) Time Trials will be offered ON SUNDAY ONLY.

6.) "As is"

7.) *Added Mixed Relays (A & B)

III.) Additional Action Items

A.) Items Up for Recommendation/Passed;

1.) Update the FGC Time Standards in August 2020. Then the Time Standards will then be reviewed every two (2) years going forward.

2.) FGC Sanctions Chair. For the Age Group meets, there is now a "Sanction Coordinator" who heads up the efforts with the assistance of the Meet Committee Members to divide up the Meet Sanction requests. Coordinator=Allan Golding. Meet Committee=Liz Kershaw, Age Group Chair (who still oversees the process); Bruno Darzi and Christi Wathan.

*Allan has revamped the Sanction process with standardized meet info formatting. Amazing improvement for everyone involved!

As far as the Senior meets, Senior Chair Chris Anderson will still oversee the sanctioning of the Senior Meets.

3.) "Held for future discussion. This is a change in PHILOSOPHY. Topic too complicated to "put a band-aid on it."

4.) "Refer to #3."

5.) "Covered this with the introduction of Controlled Warm-ups and two warm-up sessions by teams.

6.) "Refer to #3."

7.) Investigating the overall OME process as in its current state. Not user friendly at this point in time.

8.) Talked about examples of introducing this at Champ Meets as the "Daily Update" of important items to remember.

RECOMMENDED PRACTICES FOR GENDER DIVERSE MINOR ATHLETES

The following are recommended practices to assist USA Swimming member clubs who wish to develop a club policy for the inclusion of gender diverse minor athletes. These recommendations are consistent with USA Swimming values of equal opportunity and the right for all members to participate. USA Swimming strongly encourages the use of this resource and offers assistance to teams that need guidance in its implementation.

**Athletes qualifying for or competing in Elite level or senior competitions (with time qualifications) must follow current USA Swimming Policies and Procedures for selection, which also fall under the current IOC guidelines. **

DEFINITIONS (taken from transequality.org)

Transgender: a broad term that can be used to describe people whose gender identity is different from the gender they were thought to be when they were born

Gender identity: a person's internal knowledge of their gender

Gender expression: how a person presents their gender on the outside, often through behavior, clothing, hairstyle, voice or body characteristic

Sex: The classification of a person as male or female based on what our bodies look like at birth.

Gender Diverse: equitable or fair representation between genders, most commonly the ratio of men and women and may also include non-binary gender categories.

RECOMMENDED POLICY FOR PARTICIPATION

A minor transgender athlete member of a swim club should be allowed to participate in accordance with his/her/their gender identity, irrespective of the sex listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any medical procedure.

This means an athlete who is biologically female but identifies as a boy/man should be allowed to participate in men's events and an athlete who is biologically male but identifies as a girl/woman should be allowed to participate in women's events.

RECOMMENDED PRACTICES FOR CLUBS AND MEETS

1. When a current minor member athlete transitions and wishes to compete in his/her/their gender identity, the athlete or his/her/their designee should request a change of the athlete's gender in SWIMS by contacting Diversity & Inclusion staff at USA Swimming at inclusion@usaswimming.org. Once this [process](#) is completed, the athlete will be able to be entered and compete in events that match his/her/their gender identity.

2. At all times, teammates, coaches, and all others should respect the confidentiality of an athlete. Discussion or disclosure of an individual's gender identity should only take place after expressed permission is given by the individual or the individual's parent or another designee.
3. In all cases, teammates, coaches, and all others should refer to an athlete by the name and pronoun they go by.
4. An athlete should be able to use the locker rooms, changing facility, and restroom that is consistent with his/her/their gender identity. When requested and/or where available, an athlete should be provided access to a gender-neutral bathroom or changing facility (i.e., family restroom, gender neutral bathroom).
5. When overnight travel is involved, an athlete should be assigned to share a hotel room based on his/her/their gender identity. An athlete who requests extra privacy should be accommodated whenever possible.
6. An athlete should be permitted to dress consistently with his/her/their gender identity, including warm-ups and team gear.
7. Per USA Swimming's Rule Book in article 102.8.1 B "In swimming competitions, the swimmer must wear only one swimsuit in one or two pieces, except as provided in 205.10.1. All swimsuits shall be made from textile materials. For men, the swimsuit shall not extend above the navel nor below the knees, and for women, shall not cover the neck, extend past the shoulder, nor extend below the knee" Any athlete requesting a deviation from this policy must submit a swimsuit waiver to the Chair of Rules and Regulations Committee. The current Chair is Clark Hammond (ruleregs@gmail.com). No exemption to the swimsuit rule will be made that gives a swimmer a competitive advantage (i.e. tech suits). It is important for all members to be aware of relevant state laws with regards to appropriate coverage.
8. Meet Directors and Club Leadership should identify and publicize available gender-neutral bathroom and changing room options at the host facility for meets and practice. Where possible, include information about availability and location of gender-neutral facilities in meet information and on the club's website.
9. Meet Directors and Club Leadership should be aware of and abide by the relevant state and local laws and the rules of the host facility for meets and practice.
10. Clubs should provide training to their staff and regular volunteers regarding their responsibilities to prevent, identify, and respond to bullying, harassment, and discrimination. Such topics should include terms and concepts of gender identity and expression and bystander intervention strategies related to bullying. Contact USA Swimming Diversity & Inclusion staff for training program recommendations.

The US Center for Safe Sport and USA Swimming prohibit discrimination against any member or participant on the basis of gender, sexual orientation, gender expression and gender identity is prohibited (304.3.3). In the event that a question should arise about whether an athlete's request to participate in a manner consistent with his/her/their gender identity is bona fide, USA Swimming will refer to the Code of Conduct and follow its standard procedures of enforcement.

ADDITIONAL RESOURCES

Trans*Athlete: a resource for students, athletes, coaches, and administrators to find information about transgender inclusion in athletics at various levels of play.

www.transathlete.com

NCAA Inclusion of Transgender Student-Athletes:

<http://www.ncaa.org/about/resources/inclusion/lesbian-gay-bisexual-transgender-and-questioning-lgbtq>

National Center for Transgender Equality:

<https://transequality.org/>

GLAAD Reference Guide (updated 2016):

<https://www.glaad.org/reference>



The purpose of this resource is to assist meet directors, officials, and volunteers run an inclusive meet consistent with recommended best practices.

Meet Info Packets:

When working with the facility that will host a competition, the meet director should identify if the facility has gender-neutral restrooms for anyone who might need it: families, guests who might prefer single accommodations, gender diverse individuals, etc. Once the space is identified, information about where it is located, number of accommodations, and description should be published in the meet information typically under the “Facility” section. Suggested wording is below:

(Number of facilities) gender neutral/family facilities are available at this facility. Locations of these facilities can be found : _____ or you can contact the meet director directly at _____.

If gender neutral/family facilities are not available due to the age of the facility, the following can be used:

Gender neutral/family facilities are not available at this facility since it was built before current codes applied. To accommodate the needs of individuals, please contact _____ if you need family or gender-neutral changing spaces.

In this instance, it is the responsibility of the meet director and facility manager to work toward finding reasonable accommodations to fit the needs of individuals. One example that could fulfill this need is deliberately changing a men’s/women’s facility to a gender neutral/family facility for the duration of the meet, utilizing staff bathrooms, or providing pop-up or temporary changing and or bathroom options.



Other Meet Information to Include

Summer Junior Nationals or Above

Athletes attending the Summer Junior National meet or higher competition must abide by IOC policies that state:

2.0 Those who transition from male to female are eligible to compete in the female category under the following conditions:

2.1. The athlete has declared that her gender identity is female. The declaration cannot be changed, for sporting purposes, for a minimum of four years.

2.2. The athlete must demonstrate that her total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to her first competition (with the requirement for any longer period to be based on a confidential case-by-case evaluation, considering whether or not 12 months is a sufficient length of time to minimize any advantage in women's competition).

2.3. The athlete's total testosterone level in serum must remain below 10 nmol/L throughout the period of desired eligibility to compete in the female category.

2.4. Compliance with these conditions may be monitored by testing. In the event of non-compliance, the athlete's eligibility for female competition will be suspended for 12 months.

Any athlete who desires to submit medical records to stay in compliance to the IOC rule shall submit to USA Swimming's National Team Managing Director:

- (1) a signed declaration that the member's gender identity is female and (2) an attestation from a medical professional that the member's total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to the member's first competition. USA Swimming will not accept actual test results or other medical records from a member and any such documents received by USA Swimming will be destroyed immediately.

As a transitioning athlete you may need to utilize a medication/substance that is prohibited and would require approval for use. To ensure compliance with these rules please contact the U.S. Anti-Doping Agency (USADA) at 719-785-2000.



Meet Director Warm-up Announcements:

During the warm-up announcements prior to the commencement of the start of competition the meet director can use the following script. The facilities announcement should flow seamlessly with the other warm-up announcements.

“The concession stand is open and located in the right-hand corner of the pool deck. Parents, please no flash photography during the heats. Gender neutral/family facilities are located next to the entrance of the facility. Please refer to our website for upcoming events and meet results.”

Head Referee’s Pre-Competition Meeting:

Prior to the start of the session, during the pre-meet officials meeting, the head referee can use the following script when discussing exemptions:

“I have received 1 exemption for this session. The athlete is swimming in the following girls’/women’s’ events: 200 free and is in H2, L4, 50 free and is H6, L8, and the 200IM and is in H6 L4. This athlete will be wearing a body skin swimsuit and has submitted the proper paperwork.”

If the head referee is approached by a fellow official, parent, volunteer, coach from another team, etc. about the status of the exemption or specific reason behind it, the head referee could respond:

“All information during the pre-meet check has been verified. All athletes are in the correct events, heats and lanes and any exemptions granted were properly submitted. I am unable to disclose any other information.”

Head Referee’s Gender-Related Protests

As per the Rule Book (also located in the blue pages) any gender-related protests lodged against an athlete will be handled after competition. An athlete will be allowed to swim under protest without any further disruption of the competition. Individuals filing a complaint may do so in writing to the Chair of the Rules & Regulations Committee.



Volunteer Timer's Pre-Meet Training:

Swimmer-Heat Verification:

It's recommended that these instructions are distributed to the team prior to the start of the season and prior to the start of every meet in addition to being covered during the pre-meet timer's meeting. It is also recommended that these instructions are on any of the timing sheets used by the timers if a volunteer timer was not present during the pre-meet training.

Timers are to verify an athlete is in the correct heat and lane by using the athlete's **name** printed on the timing sheet. No other comments or questions should be made to the athlete regarding swimmer-heat verification (i.e. appearance or gender assumptions, appropriate swimwear, etc.) For example:

If you are a timer verifying an athlete is in the right heat and lane, simply ask: "Are you Bobby Smith"? If the athlete responds in the affirmative, the athlete is in the correct heat or lane.

Volunteer Clerk of Course Training:

Handling on-deck entries:

When verifying on-deck entries, the clerk of course, can verify if information is correct by using the following script. It is important to keep tone, matter of fact, and as if running down a checklist of information. The Clerk of Course is merely reading off the information that the athlete has entered. No other commentary or assumptions should be made.

"Annie Smith? Event 19, Women's 200 Free? Thank you!" or "John Deer? Event 6, 22, and 40, Men's 50, 100, and 200 Free? Thank you!"

Volunteer Safety Marshalls Training:

Fielding questions about restrooms/changing rooms, perceived safety issues:

The Safety Marshall should read the meet information about restrooms and facilities to familiarize oneself with what's available at the pool should questions arise. If this information is not posted in the meet packet, you can use the script above from the Meet Info Packets document to familiarize oneself about the kind of information you'd need to seek out that pertains to locker rooms and all gender spaces. It is important that the Safety Marshall seek out this information should it not be provided. It is also recommended that the Safety Marshall review the Meet Director Warm-up Announcements provided above.

If the Safety Marshall suspects inappropriate behaviors in the locker room areas (harassment, bullying, inappropriate relations between individuals, adults in athlete spaces, etc.) the Safety Marshall should



notify the Meet Director or Head Referee immediately. It is recommended that a Meet Marshall never confront a situation without the Meet Director and/or the Meet Referee with them. The reasoning behind this is that Meet Marshalls are not necessarily registered non-athlete members and attempting to confront a situation without the Meet Director or Meet Referee could have some unintended consequences.