



COVID Vaccination Policy
Effective October 1, 2021
Amended March 7, 2022

USA Swimming is committed to protecting the health and well-being of our employees, their families, and members of our community against COVID-19. This Policy is based on guidance and recommendations issued by the Centers for Disease Control and Prevention and other public health authorities. The COVID-19 vaccine has been determined to be a safe and effective measure for preventing COVID-19 infection.

As of October 1, 2021, USA Swimming will require up-to-date vaccinations for the following individuals:

- Consultants and contractors who visit the USA Swimming office, attend USA Swimming national events, and/or travel with the National Team; and
- National USA Swimming events and camp staff (both paid and volunteer).

These individuals must provide written proof of vaccination to USA Swimming. Proof of vaccination should not include any genetic information (e.g., family medical history). Any documentation received will be kept confidential to the extent required by law.

USA Swimming will consider requests for reasonable accommodations. An exemption as a reasonable accommodation may be provided as long as it does not cause an undue hardship to USA Swimming or pose a direct threat to others' health and safety. This determination will be made on a case-by-case basis. Any medical information concerning an applicant's reasonable accommodation needs will be kept in strict confidence in compliance with applicable federal and state law. Applicants may request a reasonable accommodation without fear of retaliation.

Vaccination is strongly encouraged for athletes and coaches, but it is not required under this Policy

Government and public health guidelines, restrictions, and best practices regarding COVID-19 vaccines are changing rapidly. USA Swimming reserves the right to modify this Policy at any time in its sole discretion to adapt to changing circumstances and business needs, consistent with its commitment to maintaining a safe and healthy workplace and to protecting our athletes.