



**SWIM•NATATION
MANITOBA**

Provincial Team Handbook

2013-2017

Our Partners:



Thank you for your support.

Swim Manitoba Provincial Programming Overview

Greater detail can be found within the following pages of this document

TEAM	PURPOSE	SELECTION CRITERIA	AGE	SIZE	PROGRAMS & Funding
Manitoba Team - Core Program					
Senior Replacing the Tier 1 program	<ol style="list-style-type: none"> 1. To encourage Manitoba swimmers to perform to their fullest potential at major competitions. 2. To elevate the performances of Manitoba swimmers to an international level. 3. To provide a program that allows elite Manitoba swimmers to remain in the province for the duration of their swimming careers. 4. To provide technical and financial support to allow elite swimmers to reach their full potential. 	<p>Sr. National qualifying time <u>Olympic Events Only</u></p> <p>First time qualifiers are selected based on achieving either a SC or LC Senior National QT Swimmers need to achieve one of the following to stay on the team:</p> <ol style="list-style-type: none"> 1. <u>18 & U</u> demonstrated improvement on a yearly basis - meaning either a PBT in their National QT event or a new National QT 2. <u>19 & O</u> must equal or better a performance of top 30 in Canada based in any Olympic event on all age groups yearly 	No age restriction	approx 10 -15	MB Team LC Competition Tour MB Team Camps Athlete support (funding) program Performance (funding) Program Post- Secondary Scholarship Program
Junior Replacing the Tier 2 program	<ol style="list-style-type: none"> 1. To facilitate the pathway for Manitoba swimmers to perform to their full potential at Canadian Age Group Championship. 2. To elevate the performances of Manitoba Junior swimmers to the Swimming Canada Senior National Level. 3. Develop the skills needed for podium performances at Western Canada Games and Canada Games. 4. To provide technical and financial support to the clubs of junior elite/developing swimmers. 	<p style="text-align: center;">Top 30 ranking on the "Swimming Canada Rankings" list by single age groups based on <u>YOB</u></p> <p>Selected yearly after Aug 31 (LCM) based on <u>Olympic Events Only</u></p>	YOB - Female 98, 99, 00, 01 15, 14, 13, 12 yrs of age & YOB - Male 97, 98, 99, 00 16, 15, 14, 13 yrs. of age	approx 24	MB Team Camps & Activities Age Group Club Nationals Support (funding) Program

Canada Summer Games Team	Games Team Performance	Selected based on Canada Summer Games selection criteria	19 & under Based on YOB	12 F & 12 M Able-bodied athletes 4 Parawimmers 4 SOM swimmers	Canada Summer games Competition & Staging Every 4 years 2013, 2017
Western Canada Summer Games	Games Team Development	Selected based on Western Canada Summer Games selection criteria	17 & under Based on YOB	8 F & 8 M Able-bodied athletes 4 Parawimmers 4 SOM swimmers	Western Canada Summer games Competition & Staging Every 4 years 2015, 2019
Interprovincial Summer Games ID Teams for Western & Canada Summer Games	Games Team Development	Selected based on the Summer Games selection criteria	Based on YOB determined by Games Selection Criteria	Determined by the selection criteria	Activity throughout the 2012-2013 swim season. Culminating with final team selection on June 1, 2013
SNM Special Development Programs					
Prospects West Team	SNC Youth National Team Development	Selected based on SCM performances and on the Prospects West selection criteria	F: 13 & 14 M: 14 & 15	4 F & 4 M	Annual Camp with the Prospects West Teams from BC, AB, SK
Regional Development Camps <u>Replacing the Tier 3 program</u>	Swimmer Skill Development and coach mentorship based on specific regional needs	Regional selection criteria - developed by each region	Ages may vary slightly by region but generally U12 girls & U13 boys	Each region sets its team size to a maximum of 40 swimmers	Swim Manitoba Technical Director will provide regional support by helping to organize stroke/skill development camps
PowerSmart Manitoba Summer	Regional Sport Development, swimmer education & coach mentorship	Selected will be based on the MB Summer Games selection criteria as published by Swim Manitoba	F: 11-12 M: 12-13	8 per region	regional swimmer camps and coach educational development opportunities
Junior			F: 13-14 M: 14-15	8 per region	
Special Performance Development Opportunities	Swimmers identified as potential medalists @ Senior SNC Designated meets	Selection is based on national ranking relative to best events & the ability to win a medal	No age restriction	Very select group	Programming is based on specific athlete need in discussion with their coach

Introduction

The Swim Manitoba Provincial Teams are selected based on minimum performance criteria. These Teams' primary objective is to identify top swimmers in Manitoba and to facilitate a culture and commitment to excellent performance.

Qualifying swimmers may be eligible for the following:

1. Senior National Championship travel support
2. Senior National Championship individual performance award
3. Canadian Age Group Championships - Club Grant support
4. Post-secondary scholarship support
5. Manitoba Senior Team competition tour
6. Manitoba Senior and Junior Team developmental activities
7. Canada Summer Games Team Activities
8. Western Canada Summer Games Team Activities
9. Prospects West tour
10. Performance Enhancement Program (Sport Science Support)
11. Regional developmental camps
12. PowerSmart Manitoba Games

Our Basic Tenets:

1. Swim-Natation Manitoba (SNM) believes in identifying and rewarding swim performances based on merit within the criteria that are set out in this document.
2. SNM will reward swimming performances that demonstrate success at major national competitions with potential for international level podium performances.
3. SNM will provide a program of financial and technical support that will allow identified Manitoba swimmers to reach their full potential.
4. SNM will only identify and support swimmers training on a full time basis in Manitoba.
 - a) Manitoba post-secondary athletes, who train a portion of the year outside Manitoba, may become eligible for provincial team programming and funding upon their return to Manitoba. (see Appendix A).

Provincial Team Expectations

1. Swimmers must follow a year-round training program.
2. A swimmer must attend all Manitoba Team activities for which they are selected.
 - a. Exemptions may be granted on an individual basis with a written request to the SNM Executive Director.
3. Provincial Team Members are expected to follow a healthy lifestyle and take the necessary steps and precautions to remain performance-ready, healthy and injury free.
4. All Provincial Team Members must abide by the SNM Athlete Code of Conduct found in Appendix D, of this document.

Swim Natation Manitoba (SNM) Senior Team

LTAD Stages are: Train to Compete and early Compete to Win:

Program Goals:

1. To encourage and facilitate the pathway for Manitoba swimmers to perform to their full potential at Swimming Canada designated events and international competitions.
2. To elevate the performances of Manitoba swimmers to the international level.
3. To provide a program that allows elite Manitoba swimmers to remain in the province for the duration of their swimming careers.
4. To provide technical and financial support to allow elite developing swimmers to reach their full potential.

Selection to the SNM Senior Team:

1. The following criteria will apply to either LC or SC performances done in any year between September 1 and August 31
 - a. The Senior Team is selected in the fall based on the Senior National qualifying standards published by Swimming Canada for that season.
 - i. Occasionally, the selection of the team may be delayed when/if Swimming Canada is delayed in producing these time standards
 - b. Swimmers must be registered with a SNM member club and be training full-time in Manitoba.
2. **Out of province post-secondary students** will qualify for programming and funding upon their return to Manitoba provided that:
 - a. They register with a SNM member club.
 - b. Commence full time training with that club.
 - c. Out of province post-secondary student-swimmers must notify Swim Manitoba, **prior to February 1** each season, of their intention to return to Manitoba to register and participate in SNM programming, once their school year is complete.
 - d. There may be additional deadlines imposed on Senior Team member with respect to booking travel and logistical arrangements for Provincial Team Programming.
3. First time qualifiers are selected based on achieving either a SC or LC Senior National Qualifying Time (QT).
4. Other Senior National qualifiers need to achieve one of the following to stay on the team:
 - a. As of September 1, swimmers aged 18 & under must show a **demonstrated improvement** on a yearly basis meaning:
 - i. Either a lifetime personal best time in their National QT event;

- ii. Or achieve new National Qualifying Time in a different Olympic event.
 - b. As of September 1, swimmers aged 19 & over must:
 - i. Achieve an absolute individual ranking of “top 30” in Canada (Swimming Canada results data base for all age groups) in the previous season in any Olympic event.
 - c. Swimmers are evaluated and ranked yearly in the new season, on LC or SC performances between Sept 1 and August 31 of the previous season.
5. There are no age restrictions for the SNM Senior Team.

Programming for the Manitoba Senior Team:

1. MB Team LC Competition Tour
 - a. There will be a yearly LC Manitoba Senior Team Competition tour usually in the training cycle ending with the summer Senior National Championships.
 - i. The goal of this event is to get Manitoba Senior National Qualified athletes to race at a meet that is outside of their comfort zone.
 - ii. To enable them to practice performance reliability skills in high pressure / emotionally intense situations, prior to Canadian National Championships.
2. MB Team Camps
 - a. Camps will be held throughout the season, both in the fall and spring training macro-cycles.
 - i. The goal of these camps is to provide both learning and skill-polishing opportunities needed to race with confidence at the Senior National level.
 - ii. These camp opportunities will include support from our Sport Science Performance Enhancement Team
3. Season Schedule of Events
 - a. Please see Appendix C for the schedule of events for the current swimming season.

Financial Support for the Manitoba Senior Team

1. Athlete Performance Development Assistance Fund (funding program)
 - a. Outlined in the APDA Policy document - See Appendix A
 - b. Detailed in the Procedure document – See Appendix B
 - i. Travel allowance to Senior National Championships.
 - ii. Performance award based on individual results at Senior National Championships.
2. Post- Secondary Scholarship Program
 - a. Swimmers are selected by application with a performance based component.

Swim Natation Manitoba (SNM) Junior Team

LTAD Stages are: Late Train to Train & Early Train to Compete

Program Goals:

1. To encourage and facilitate the pathway for Manitoba swimmers to perform to their fullest potential at Canadian Age Group Championship.
2. To elevate the performances of Manitoba Junior swimmers to the Swimming Canada Senior National Level.
3. Developing the skills needed for podium performances at Western Canada Games and Canada Games are also a priority for this team.
4. To provide technical and financial support to the clubs of junior elite/developing swimmers.
 - a. To aid these clubs in helping those athletes reach their full potential at Senior National Championships and beyond.

Selection to the SNM Junior Team:

1. Swimmers must be registered with a SNM member club and be training full-time in Manitoba to qualify.
2. Swimmers must achieve a top 30 ranking on the Swimming Canada results database as listed by single age groups, based on the swimmer's year of birth. (age as of Dec. 31 in any given year)
 - a. Females are considered in the following age groups :
 - i. 15, 14, 13, 12 yrs of age
 - b. Males are considered in the following age groups:
 - i. 16, 15, 14, 13 yrs of age
3. Swimmers are selected to the team yearly, at the end of each season (after August 31) based on their single best performance in an Olympic event:
 - a. This selection will be based on LCM results from Sept 1-August 31 of the previous swim season.
4. Only performances swum in Olympic events are considered for selection.
5. Once a swimmer is selected to the team, they stay on the team for the remainder of that swim year in which they were selected.
6. Swimmers may re-qualify for the Junior Team yearly, until they reach the maximum age for their gender.

Programming for the Manitoba Junior Team:

1. MB Team Camps
 - a. These camps will be held throughout the season, both in the fall and spring training macro-cycles.
 - i. The goal of these camps is to provide both learning and skill-polishing opportunities needed to race with confidence at the Age Group level progressing towards the Senior National level.
 - ii. These camp opportunities will include support from our Sport Science Performance Enhancement Team.
2. Season Schedule of Events
 - a. Please see Appendix C for the schedule of events for the current swimming season.

Financial Support for the Manitoba Junior Team

1. Athlete Performance Development Assistance Fund (funding program)
 - a. Outlined in the APDA Policy document - See Appendix A
 - b. Detailed in the Procedure document – See Appendix B
 - i. Funds a performance award given to the home club of each swimmer who attains a podium result (gold, silver, and bronze) in any individual Olympic event at each year's Canadian Age Group Championships.
 - c. This award, designed for club program enhancement, has no further restriction as to how the money is spent.

Inter-Provincial Team Tour Events:

Inter-Provincial Multi-Sport Games:

Canada Summer Games

1. The Canada Summer Games are held every four years, the summer after the Olympic Summer Games. (2013, 2017, 2021 etc.).
2. The team combines able-bodied, Para and Special Olympics swimmers into one team.
3. Canada Games is largely viewed as a “stepping stone” to international competition.
4. Canada Summer Games is heavily supported by Sport Canada and Sport Manitoba.

Swimmer Selection

1. Swimmers are selected based on criteria published on the SNM website.
2. Athlete eligibility is governed by Canada Games Council rules.
3. Team size is limited by Canada Games Council rules.
4. There are qualifying age restrictions.

Western Canada Summer Games

1. Western Canada Summer Games are held every four years, as follows. (2015, 2019, 2023 etc.).
2. The team combines able-bodied, Para and Special Olympics swimmers into one team.
3. Western Canada Games is largely viewed as a “stepping stone” to Canada Summer Games which held two years later.
4. Western Canada Summer Games is heavily supported by Sport Canada and Sport Manitoba.

Swimmer Selection

1. Swimmers are selected based on criteria published on the SNM website.
2. Athlete eligibility is governed by Western Canada Summer Games rules
3. Team size is limited by Canada Games Council rules.
4. There are qualifying age restrictions.

Prospects West Team

1. *Prospects West* is a cooperative venture between Swimming Canada and the four western Provincial Swimming Offices.
2. It is a learning and skill development opportunity for swimmers at the elite Canadian Age Group Championship level.
3. The activity is held each spring.
4. The location rotates by agreement of the Western Provincial Swim Offices.

Program Goals

1. To create a competitive learning opportunity that develops skills necessary to be successful at the Western Canadian and Senior National Championship levels.
2. To bring the best Youth swimmers in Western Canada together once a year to help with talent ID for the Swimming Canada National Youth team.
3. To expose the athletes to new ideas and methods of training with the help of Sport Science Performance Enhancement Programs.
4. To provide coaching mentorship opportunities led by Swimming Canada mentor coaches.

Swimmer selection

1. Swimmers are selected based on criteria published on the SNM website.
2. Age eligibility is based on agreement between Swimming Canada and the four Western Provincial Swim Offices.

Additional - Swim Manitoba Athlete Development Opportunities.

Regional Development Camps (Replaces the Tier 3 program)

Program Goals

1. The goal of these camps is to promote regional development and coach mentorship opportunities and prepare athletes for success at the Man/Sask Championship and the Canadian Age Group Championship level.
2. This program also provides opportunities for both coaches and swimmers to learn new skills and perfect skill development, at a regional level.
3. To retain regional momentum generated by the PowerSmart Manitoba Games

Swimmer Selection

1. Swimmer selection criteria will be developed by each region based on their needs
2. This program will be most beneficial for Junior Provincial Championships qualifiers.
3. Ages may vary slightly by region, but generally the ages envisioned are:
 - a. 12 & under girls
 - b. 13 & under boys

These camps can be scheduled by the regional clubs by contacting the SNM office.

PowerSmart Manitoba Summer Games

Program Goals

1. Regional sport & legacy development
2. Regional swimmer development
3. To provide coach mentorship opportunities
4. As an introduction of multi-sport games to the athletes

Swimmer Selection

1. As stated in the selection documents to be published on the SNM website. (summer 2015)
 - a. Swimmers are selected by region, to be part of their regional team.
 - b. Regional eligibility, by Sport Manitoba rule, is based on the athlete's home address.
 - c. Teams will be selected every 4 years to participate in the games in the summer of 2016, 2020, 2024 etc.

Provincial Games ID Teams

This is a group of athletes that SNM has identified that will likely qualify for either the Western Canada or Canada Summer Games Provincial Teams.

Program Goal

The goal of this program is to give the athletes the specialized tools and education they will need to successfully represent Manitoba at the specific Games.

Swimmer Selection

1. The selection procedure for these teams is specific to each team and will be published in a separate document on the SNM website. (in 2014 for WCSG and 2016 for CSG)
2. The Canada Summer Games ID team is selected every four years in the swim season of the scheduled Canada Summer games.
 - a. Teams will be selected in September of 2013, 2017, 2021 etc.
3. The Western Canada Summer games ID Team is selected every 4 years as follows:
 - a. 2015, 2019, 2023 etc.

Special Performance Development Opportunities

1. Manitoba swimmers, who have been identified as having significant potential for International, Senior National, or Canada Summer Games podium performances, may be given additional access to top calibre competition and/or training mentorship opportunities, as funding permits.
2. These opportunities will be directed to the individual coach/athlete tandem, with emphasis on their participation in new initiatives that are significant to the continued development of the athlete.
3. These opportunities may be either as part of a smaller provincial team selection, or on an individual basis, as approved by the SNM Executive Director.
4. Requests /submissions for additional program access are to be made with plans and rationale, directly to the SNM Executive Director.

Appendix A

Athlete Performance Development Assistance Policy & Procedure

Approved by the SNM Board: November 12, 2012

In each fiscal year, Swim Natation Manitoba (SNM) must disburse monies received from Sport Manitoba for high performance programming. The Athlete Performance Development Assistance (APDA) is one part of the Team Manitoba Performance Development Program supported by SNM.

During its annual budget process, the SNM Board will designate an amount that is to be allocated to the APDA budget line item. The APDA will be awarded in a manner that is consistent with the stated purpose of the Team Manitoba Performance Development Program. Disbursement of monies will be structured to achieve the following objectives:

1. Provide monetary incentive/reward for the top-level performances needed to achieve the international swimming goals for Manitoba athletes.
2. Create the desire for individual swimmers to succeed at multiple events through a reward-based system. The goal is to increase the number of Manitoba athlete's achieving scoring swims at Nationals.
3. Create the desire for more individual swimmers to achieve senior national podium performances and scoring standards (top 16 and above)

The program will be administered using criteria developed by the Sport Committee. Athlete assistance monies will be awarded only for performances that meet these stated criteria. At the beginning of each swim year, the Sport Committee will designate the meets for that swim year that will count toward the financial assistance calculation, and what percentage of the APDA budget each meet will receive.

Swimmers training out of province must meet **ALL** of the following requirements to be eligible for APDA:

1. Attending university or post secondary educational institution.
2. Return to their Manitoba home club or another Manitoba winter swim club to continue their regular training and upon verification of their attendance after completion of their school year.
 - a. Swimmers are not eligible for APDA funding while they are residing/ training outside Manitoba, unless special consideration is granted by the Sport Committee.
3. In order to be eligible for APDA, swimmers registered with both a CIS Varsity team and with a SNM member club, must represent that Manitoba member club at APDA funded SNC meets.

Any APDA payments allocated to a swimmer training out of province (as a result of 2a above) **during the university school year** (September 1 to April 30), will be paid to the swimmer upon his/her return to

their Manitoba winter club and upon verification of attendance (i.e. transcripts) at a university or post secondary institution. If the swimmer does not return to a Manitoba winter club after the completion of the school year, or does not provide verification of attendance, no monies will be paid to him/her.

Distribution of the monies available for athlete financial assistance will be guided by the following:

1. Funding will be divided between Spring National Championships, Summer National Championships, and Canadian Age Group Championships. The share of the APDA budget allocated to each of these events can be changed each swim season by the Executive Director, on the advice of the Sport Committee.
 - a. At the beginning of each swim season, the Sport Committee may at its discretion, advise the Executive Director to fund other Swimming Canada Designated competitions out of the APDA budget. These competitions may replace or be in addition to competitions listed in Article 1 above.
2. Please refer to Appendix B for details on the APDA fund disbursement procedure.
 - a. Appendix B will be amended yearly by the Sport Committee and published at the start of each swim season by SNM.
3. If there is funding left in the APDA budget at the end of a swim season, the Sport committee has the authority to allocate remaining funds to any component(s) of the Team Manitoba Performance Development Program or next season's APDA budget as it sees fit.

Appendix B

2013-14 APDA Fund Disbursement Formula and Procedure

I. Senior National Championships & Trials

1. For the 2013-14 swim season, the total APDA money available for Senior National Championships is \$17,000.00, divided as follows:
 - i. 55% of the \$17,000.00 or \$9350.00 will be allocated to Spring National Championships/Commonwealth Trials in Victoria.
 - ii. 45% of the \$17,000.00 or \$7650.00 will be allocated to Summer National Championships in Saskatoon.

2. Senior National Championship funds will be divided into 2 allocations and distributed as follows:
 - i. New Qualifier and Travel Assistance Funding
 1. \$500.00 is awarded automatically to every first time Sr. Nat. Qualifier attending that meet.
 2. \$500.00 travel assistance is awarded to every person, attending their second or subsequent senior National Championship (Trials) who achieves a National Qualifying Time at the meet, in an individual Olympic event.
 - ii. Performance Funding
 1. Performance awards are based on a **swimmers single highest placing in an individual Olympic Event**, at the funded meet.
 2. Points will be assigned to **each athlete's BEST SCORING swim** at Spring or Summer Senior National Championships (Olympic events) for 1-16 place only, as follows:
 - i. 50-First Place, 30-Second Place, 20-Third Place, 15-Fourth Place, 14-Fifth Place, 13-Sixth Place, 12-Seventh Place, 11-Eighth Place, 9-Ninth Place, 7- Tenth Place, 6-Eleventh Place, 5-Twelve Place, 4-thirteenth Place, 3-Fourteenth Place, 2-Fifteenth Place, 1-Sixteenth Place.

3. **To score points, all swims must equal or better the respective event qualifying standards.** Points will not be awarded for results that do not meet the entry standard for that event.
4. The total points scored for all Manitoba swimmers will be divided into the total monies available to calculate a dollar point average. (For example, assume a total of \$7,000 is available for performance award for a designated championship, and swimmers, using the formula in 2 (i) above score 79 points. In this example, \$7000 divided by 79 equals a point average of \$88.61.)
5. The dollar point average will then be multiplied by each swimmer's individual point score to calculate each individual swimmer's award.
6. The total funds disbursed will be based on the number of swimmers that accumulate performance points at a Senior National Championships.

Number of Swimmers with Performance Points	% of available funds allocated for disbursement
1	60%
2-3	80%
4 or more	100%

3. The Performance Funding award will be calculated and distributed after the New Qualifier and Travel Assistance Award money is allocated and distributed.
 - i. In the example of 2012/13 Summer Nationals, if ten (10) swimmers have new QT and/or are returning, \$5000.00 would be first deducted from the \$7650.00 available, leaving \$2650.00 for performance awards.
4. APDA payments for Senior National Championship performances are made directly to each qualifying athlete.
5. In the case where less than 100% of available funds are not disbursed, the remaining funds will be added to the monies available for the next SNC designated meet

II. Canadian Age Group Championships

1. For the 2012-13 swim season, the total money available for Canadian Age Group Championships (CAGC) is \$2,000.00.
2. For CGAC, funds will be disbursed to the club(s) where the scoring swimmer is registered at the time of the CGAC meet.
3. Points will be assigned to **each athlete's BEST SCORING podium swim** in any Olympic event at CAGC as follows.
 - i. 5 points for Gold
 - ii. 2 points for Silver
 - iii. 1 point for Bronze
4. **To score points, all swims must equal or better the respective CAGC qualifying standards.** Points will not be awarded for results that do not meet the entry standard for the event.
5. Award calculation:
 - a. Divide the total points scored for all Manitoba swimmers into the total monies available to calculate a dollar point average. (For example, assume a total of \$2,000 available for athlete assistance for a designated championship, and assume that swimmers, using the formula in 1 above scored 79 points. In this example, \$2000 divide by 79 equals a point average of \$25.32.)
 - b. Multiply this dollar point average by each swimmer's individual points to calculate their performance award. Then add all of the performance award dollars together for each swimmer of the same club to calculate the disbursement of funds to each club that produces a CGAC medalist.
6. The total funds disbursed is based on the number of swimmers that accumulate performance points at CGAC:

# of swimmers with points	% of available funds allocated for disbursement
3 or less	60%
4-6	80%
7 or more	100%

7. In the case where less than 100% of available funds are not disbursed, the remaining funds will be added to the monies available for the next SNC designated meet.

Appendix C

Swim Manitoba Provincial Team 2013 - 14 Program	
September	Review and Plan
October	MB Team Camp (Oct. 5) - TT
November	
December	MB Team Camp (Dec 21) - TT
January	
February	
March	MB Team SR & JR Team Camp - March 1 - TT (Jr Prov Weekend) – Coach Mentorship Opportunity for rural coaches between Saturday sessions
April	Pan Pac/Commonwealth Trials (Apr 2-5) - Victoria (Funding for qualified swimmers)
	Prospects West in Saskatoon - April 10-13 13 - 15 yrs – Maximum of 8 Manitoba swimmers, must be CGAC Qual to be in selection pool (complete qualifying criteria on SNM website)
	MCSA - Coach /Swimmer Clinic (any swimmer with a CACG QT) April 25-26 Special guest coach TBC
May/June	Sr. Team Meet (time frame is May 15 to June 15 – exact dates TBC)
July	
	Summer Nationals (July 16-19) Saskatoon (Funding for Qualified Swimmers)
	Cdn Age Group Champs (July 23-28) -Winnipeg - Performance Funding Available
	Swim Canada East / West Dual Meet Winnipeg - July 28-29 - <u>SNC Selection Criteria</u>

Appendix D

Swim Manitoba Code of Conduct - Provincial Team

Provincial Team members are ambassadors for the sport of swimming and the province of Manitoba. Provincial Team members include athletes, team coaches, personal coaches, team managers, chaperones and other team support staff. This code outlines the expected conduct of swimmers selected to Provincial Teams while travelling and competing as a member of the Provincial Team or while otherwise engaging in Provincial Team activities. This code also identifies the consequences of failing to meet the standards of conduct.

Conduct of Provincial Team Swimmers:

1. Swimmers are expected to consistently display high personal standards and project a favorable image of the sport, and of the team, to the swimming community, the media and the general public. This includes, but is not limited to, keeping team areas and rooms clean and orderly, adhering to the team dress code, and being respectful of others.
2. The use of tobacco, alcohol and/or any substance prohibited by law under federal drug legislation is PROHIBITED.
3. The use or possession of drugs banned or restricted by the IOC, WADA, FINA, CCES, Swimming/Natation Canada, Swim/Natation Manitoba ("SNM") or any Act of Parliament is PROHIBITED.
4. Swimmers will abide by the curfews set out by coaches and team managers.
5. Criminal behaviours such as, but not limited to, vandalism and theft are PROHIBITED.
6. Sexual activity is PROHIBITED.
7. Male and female swimmers require permission from a team coach or chaperone to be in each other's rooms.
8. Visitors in team rooms, except for other team members, are PROHIBITED. Swimmers shall not visit rooms other than those of the team.
9. Swimmers are expected to remain with the team for the duration of the trip, unless a written request has been submitted to, and approved by, the team manager prior to the start of the trip.
10. Swimmers acknowledge that they may be removed from the team if, in the opinion of the team head coach, an illness or injury compromises the swimmer's ability to perform at his or her best.

A swimmer who fails to adhere to the code of conduct may be summarily disciplined by the team head coach, team manager or by other members in a supervisory role with the team after consultation with the head coach and team manager.

Summary discipline may include, but not be limited to:

1. A verbal and/or written warning
2. Exclusion from Provincial Team activities (e.g. excursions, dinners)
3. Removal from one or more races

4. Being sent home. All costs associated with a swimmer returning home for reasons of discipline are the responsibility of the swimmer and parent/guardian. Swimmers engaging in criminal behaviour will be sent home immediately. Swimmers may also be sent home, for any actions that contravene any other provision of this Code of Conduct.

A swimmer who has failed to follow the Code of Conduct must be told the nature of the infraction by the head coach and team manager, and must have an opportunity to provide information concerning the incident. Disciplinary actions taken by the head coach and team manager apply only for the duration of the event. Further sanctions may be determined by SNM in accordance with the SNM Discipline Policy.

Every athlete will be asked to sign a copy of this code each time they are selected to a Provincial Team