

IPC Swimming Technical Officials Operating Manual

November 2015

International Paralympic Committee

Adenauerallee 212-214 Tel. +49 228 2097-200
53113 Bonn, Germany Fax +49 228 2097-209

www.ipc-swimming.org
info@paralympic.org

Table of Contents

Table of Contents	2
Message from IPC Swimming.....	4
SECTION 1	5
Introduction	5
Philosophy of officiating.....	6
Classification.....	7
Sport Classes	7
Physical impairment	8
Visual impairment.....	8
Intellectual impairment.....	9
Codes of Exception	9
During competition	10
SECTION 2	10
Referee.....	10
Before the competition.....	11
During the competition.....	11
After the competition session	13
Conclusion	13
SECTION 3	13
Control-Room Supervisor (CRS)	13
SECTION 4	14
Judge of Stroke (JoS)	14
During the competition	16
SECTION 5	17
Starter	17
Duties of a Starter.....	18
During the Session	20

SECTION 6	21
Chief Inspector of Turns – CloT	21
Inspector of Turns – IoT	21
Before the daily competition.....	21
During the daily competition.....	21
SECTION 7	24
Clerk of Course – CoC	24
Marshalling Area / Call-up Room.....	24
March on for the Start.....	26
SECTION 8	27
Victory Ceremonies.....	27
SECTION 9	28
Two-Way Radio Procedures.....	28
Background	28
The basics.....	28
Push to Talk Button (PTT).....	28
General usage process	29
Prior to and during competition	30
SECTION 10	31
Appendix 1	31
Technical Disqualification Form.....	31
Appendix 2	32
Codes of Exception.....	32
Appendix 3	35
Tapping Devices.....	35
Appendix 4	36
IPC Code of Ethics.....	36
Appendix 5	40

IPC International Officials' Engagement Protocol 40

Message from IPC Swimming

IPC Swimming has the pleasure of presenting the IPC Swimming Technical Officials' Operating Manual. The material has been developed to assist in the instruction of swimming technical officials to officiate at competitions. It is the goal of IPC Swimming to provide an instructional manual that will support consistent officiating throughout the world.

This manual describes the procedures and responsibilities when working at IPC Swimming recognised competitions. National and local meets (even those that are IPC Swimming approved events) may use different procedures and responsibilities to cater for the experience, expertise and number of qualified para-swimming officials.

The manual presents information and checklists of the responsibilities for the preparation and officiating at competitions.

IPC Swimming

SECTION 1

Introduction

This manual will assist Technical Officials to officiate at any event where para-swimmers are competing. It is important that it be read in conjunction with the current IPC Swimming Rules and Regulations. IPC Swimming has used FINA rules as a basis for the swimming and stroke rules; adding exceptions in accordance with the athletes' abilities to perform the stroke.

IPC Swimming has its own Rules and Regulations (The Rulebook). The IPC Swimming Rules and Regulations should be at hand when officiating at competitions where para-swimmers are participating. The rulebook is available to download from <http://www.paralympic.org/swimming/rules-and-regulations>

The knowledge you have from officiating at competitions swum under FINA rules will assist you greatly in looking for and understanding the IPC Swimming Rules and Regulations.

It is very important however, that all officials read, study, understand and refer to the IPC Swimming Rules and Regulations for all rulings.

- IPC Swimming compiled a list of exceptions to FINA rules which shall be used when officiating para-swimmers; this is known as the 'Codes of Exception' and can be found in Appendix 2.
- Rule violation decisions made as an official must ensure any applicable codes of exception have been considered. You may note that some codes of exception that have been discontinued or are obsolete may still appear on some documents from time to time. These are no longer applicable and may be disregarded.
- Any disqualification should be reported to the Referee, on the IPC Swimming Disqualification Form, a sample form can be found in Appendix 1.
- The Disqualification Form should be clearly and neatly completed with no corrections, filling out all the sections required. Note: If the relevant rule has more than one part then it is necessary to make clear in the additional information which section of the rule the violation occurred.

All swimmers are to be judged fairly, without exception and treated equally within the rules and regulations of IPC Swimming.

- It is important that you as an official are able to carry out your duties without distraction or influence of feelings for the athlete in or out of the swimming pool, and to remain completely independent from any affiliation or association.

- All assistance must be the responsibility of the authorised volunteers or team support staff (SS). Refer to Rule 2.15
- As an official you are to refrain from giving assistance to the swimmer into or out of the pool. Swim officials may, if asked, 'give a helping hand' to a swimmer getting up onto the starting platform.

Philosophy of officiating

To be an official is a privilege and honour. It is a job which will give you immense satisfaction, admiration for the athletes and a sense of personal accomplishment.

All officials should strive to:

- Have the knowledge required to perform all duties efficiently
- Plan ahead and be proactive
- Be unobtrusive and not be obvious on deck
- Be honest and fair to all
- Be consistent, all competitions should be ruled the same
- Give maximum effort, ensure you are rested and ready
- Never anticipate a violation or target a swimmer
- Look professional and conduct yourself calmly and consistently
- Always use common sense
- Remember you are part of a team
- Reflect on how you performed, self-evaluate and learn from each experience on pool deck
- Enjoy all aspects of the competition

Officials Engagement Protocol and Code of Ethics

All certified Technical Official's (TO's) and Technical Officials in Training are required to read, sign and adhere to the IPC Officials Engagement Protocol and IPC Code of Ethics prior to attendance at an IPC Swimming Training Course. (Appendix 4 & 5)

Classification

To ensure competition is fair and equal, all Paralympic sports have a system in place which ensures that winning is determined by skill, fitness, power, endurance, tactical ability and mental focus, the same factors that account for success in sport for able bodied athletes.

This process is called classification and its purpose is to minimise the impact of impairments on the activity (sport discipline). Having the impairment thus is not sufficient. The impact on the sport must be proved, and in each Paralympic sport, the criteria of grouping athletes by the degree of activity limitation resulting from the impairment are named 'Sport Classes'.

Through Paralympic swimming categories - or classification - it is determined which athletes are eligible to compete in a sport and how athletes are grouped together for competition. This, to a certain extent, is similar to grouping athletes by age, gender or weight.

Classification is sport-specific because an impairment affects the ability to perform in different sports to a different extent. As a consequence, an athlete may meet the criteria in one sport, but may not meet the criteria in another sport.

To compete at international level, an athlete must be classified by an International Classification Panel and their decision overrules any previous classification decision taken by a national classification panel.

Swimming caters for three impairment groups - physical, visual and intellectual.

To ensure that a competition runs according to IPC Swimming Rules and Regulations, it is essential that technical officials have a basic understanding of classification and sport classes.

Technical Officials and Classifiers work as a team to ensure that a competition runs efficiently and according to the defined rules and regulations.

Sport Classes

The sport class names in Swimming consist of a prefix "S", "SM", or "SB" and a number. The prefixes stand for the event and the number indicates the sport class the athlete competes in the respective event.

The prefixes are:

- S: Freestyle, Butterfly and Backstroke events
- SB: Breaststroke

- SM: Individual Medley

The numbers are:

- Physical impairment: 1 – 10
- Visual impairment: 11 – 13
- Intellectual impairment: 14

Physical impairment

There are ten different sport classes for athletes with physical impairment, numbered 1-10. A lower number indicates a more severe activity limitation than a higher number.

You will notice athletes with different impairments compete against each other. The impact of their impairment on swim performance, however, is similar.

Classification is carried out by a Classification Panel, which comprises of a Medical Classifier and a Technical Classifier.

There is a three part process to classification:

- Physical Assessment
- Technical Assessment
- Observation in Competition

During the Technical Assessment (water test) the classifiers are identifying any potential for disqualifications due to stroke rule violations. Based on their assessment they will allocate possible rule exceptions called 'Codes of Exception' (Appendix 2). The swimmer will be informed of this.

During competition classifiers are located at a suitable viewing position in the stands to observe the athletes and confirm their sport class.

Visual impairment

Swimmers with visual impairment compete in sport classes 11, 12 and 13, with 11 meaning a complete or nearly complete loss of sight and 13 describing the minimum eligible visual impairment.

For athletes in sport class 11, it is mandatory for them to have a tapper, who indicates to the swimmer that they are approaching the end of the pool and must turn or finish. Additionally S11, SB11 and SM11 athletes are required to compete with blackened goggles, with the exception of those athletes who have prosthetics in both eyes.

Vision is impacted by either an impairment of the eye structure, optical nerves or optical pathways, or visual cortex of the central brain. The classification panel consists of an ophthalmologist and an optometrist. Observation assessment is not required for athletes with a visual impairment.

Intellectual impairment

Sport Class 14 is for athletes with Activity Limitations that result from an Intellectual Impairment.

Physical & Technical assessment is referred to as the 'Sport Cognition Test Battery' consists of a series of tests on 4 different components of sport cognition.

Observation assessment consists of a video race analysis for the purpose of determining the relative stroking speed of the swimmer.

Codes of Exception

- Based on the swimmer's abilities assessed during classification, the exceptions are coded using the Codes of Exception (Appendix 2).
- Codes indicate the requirements and exceptions that may apply to individual swimmers.
- Codes are made up of capital letters for the start and numbers for the swimming strokes.
- Knowledge and understanding of these codes will assist you in the overall officiating and ruling throughout the competition.
- The codes of exception should be included on your start lists alongside the applicable swimmer
- The codes of exception are referred to if a rule violation has occurred – do not use this information on its own to officiate: it is a **guide**.

Some tips:

- Even numbers generally refer to the right side.
- Odd numbers generally refer to the left side.
- Numbers 1- 7 apply to the upper limb(s).
- Numbers 8 –12 apply to the lower limb(s) - breaststroke only.

- The codes are best transferred into the meet manager program to produce the start lists for competitions. If no such software is available, the classifiers and technical officials should work together to code the start lists, prior to the session.
- All codes of exceptions for swimmers who have an international classification and are licensed may be found on the IPC Swimming website.

During competition

The assigned Chief Classifier will have the classification information available on all international level swimmers at the competition and the Meet Management has to ensure that the appropriate information about the sport classes is available on the start lists. If there is no Chief Classifier assigned to the meet, the Meet Management still has to ensure that the appropriate information about the sport classes is available on the start lists (which can be found on-line).

- The Chief Classifier can verify the information on the start lists and confirm the coding to the technical officials via headset communication (at selected meets).
- The primary purpose of contacting the classification team is to verify information in order to assist a technical official in making a decision.
- Classifiers are not permitted to officiate.

SECTION 2

Referee

The Referee has to have a working knowledge of:

- Codes of Exception (Appendix 2).
- Referees are required to attend the Team Managers' Technical Meeting.
- This meeting is to explain to Coaches, Team Managers and Referees where offices are located and the protocols to be followed for medals, protests, anti-doping etc. and to check starting and tapping devices.
- Introduce yourself to the Automatic Officiating Equipment (AOE) Personnel, Announcers and pool staff members that are responsible for the equipment, etc.
- Introduce yourself to the Clerks of Course, and become familiar with their procedures.

Before the competition

- Check all the equipment on the pool deck; ensure that it conforms to the requirements of the competition. Confirm the starter/s have checked the starting equipment and are satisfied that all is okay, both ends if necessary.
- You are in control and have authority over all swim deck officials that have been appointed for the competition.
- It is important that your officials know what will be required of them.

During the competition

- As a Referee for a competition you will need to be aware of the IPC Swimming Rules and Regulations, and the Codes of Exception.
- You will need to take note from your programme which swimmer/s may be using a Support Staff (SS) or starting device for support.
- Ensure there is no “coaching” between the swimmer and the SS - only directional information may be communicated.
- It is important that the competition starts on time.
- The Referee’s whistle is the key communication to swimmers, officials and the public. It should be loud, clear and definite.
- When ready to start the race, a series of four or more short blasts on the whistle will indicate to swimmers that they should prepare for the start.
- Swimmers starting in the water should be entering the water and getting into position while the other swimmers are ready behind the starting platforms.
- Those who have difficulty getting themselves onto the starting platforms may also prepare by mounting the platform.
 - The first long, loud whistle indicates to swimmers to take their positions on the starting platform or against the wall for a water start, or foot start.
 - A second long, loud whistle, similar to the first, brings swimmers to the starting position for backstroke and medley relay.
- When the swimmers and officials are prepared for the start, hand the race over to the Starter by outstretching your arm closest to the Starter.
- The arm should stay outstretched until the race has started and the swimmers have had a fair start.
- If you wish to interrupt the starting process, drop your arm and the Starter should stop their activity.

- After the start, check with the Starter that all is okay or receive any recommendation(s) they may make. When making a “starting before the starting signal” DSQ both the Referee and Starter need to be in agreement.
- During the race, the technical officials should be observing the swimmers in the areas they are responsible for and your supervision should ensure this is happening.
- At the end of the race, check with the technical officials that all is clear (no DSQs).
- Blow two short, loud, definite whistles to clear the pool.
- Signal to the AOE operator that all is okay. If there is a DSQ on its way, indicate to the AOE which lane has a DSQ pending.
- It is important that you record the finish order on your program.

In the case of a DSQ being reported you will need to confirm the following:

- Does the wording clearly indicate what the violation is and does it relate to the rule?
- Do you understand exactly what the violation is and what the official observed?
- Has a rule number been correctly quoted?
- Have all areas on the Disqualification Form been completed accurately?
- If you are satisfied with all this, sign the form and give to the Control Room Supervisor.

1. During the heat session, keep the competition moving;

- This is mostly in your hands and controlled by you and your whistle.
- When the swimmers are on the deck in the starting area, the series of short whistles will start the action needed to get the next race underway.
- If you have trouble clearing the water of swimmers from the previous race, ask the Inspector of Turns to remain at the finish and encourage the swimmers to leave the water after the Referee has blown the two short whistles to clear.

2. In the finals the pace of the competition will be dictated mainly by the timetable for medal presentations, speeches, and/or VIPs visits. Refer to the Technical Delegate (TD) if there are concerns or undue delays in the timetable;

- You as the Referee will need to be aware of when the next race can take place.
- The arrival of the swimmers on the deck at the start end will normally be that time.
- The Announcer will introduce each swimmer and their lane from one to eight. When this is completed, you will be free to blow the whistle.

3. Normally there are two Referees appointed to each session;

- One will be appointed to look after the women's races and the other the men's races.
- The off duty Referee may be asked at any time to look after the other Referee's race/s while they attend to an issue.
- In 50 metre events it is preferable to have the additional Referee finish each race and signal by way of the whistle for the swimmers to leave the water. This avoids the necessity of each Referee having to walk the length of the pool to finish their race. In practice, make sure you agree beforehand which areas you both will be responsible for covering (eg. Starting Referee - takes responsibility for Start only, or until the head breaks the surface, or after the first arm stroke has been completed. The finishing Referee – takes control of the race and finish).

After the competition session

Take part in the debriefing;

- Discuss any problems that occurred during the session and the resolution (DSQs, protests, electronics, timing, etc).
- Time for the next session briefing.
- Report to the TD regarding DSQ's protests, other problems during the session.

Conclusion

- A good Referee will be able to ensure the competition runs smoothly and on time.
- By having your officials do their job efficiently, all activity on the deck should fall into place nicely and without being obvious.
- You need to be knowledgeable of all the IPC Swimming Rules and Regulations as you are the official in charge of the swimming events.
- Questions will be referred to you for an answer from all directions and you will need to be able to answer each one with confidence and authority.
- Your relationship with your fellow officials, AOE personnel, Announcer/s and TD should be professional at all times. Words of encouragement, support, and direction will assist in achieving a happy, confident and willing team resulting in a successful competition.

SECTION 3

Control-Room Supervisor (CRS)

The control room supervisor:

- Is responsible for the accuracy of the start and result lists (including medical withdrawals, disqualification, outcomes of protests, classification class changes)
- Shall supervise the automatic timing operation including the review of backup timing cameras
- Is responsible for checking the results from computer printouts
- Is responsible for checking early take-offs in relay events and report potential rule violations to the referee.

The CRS may be called upon to inform the pool personnel when and where a strobe is needed – make sure you mark up your start sheet/programme with this information.

SECTION 4

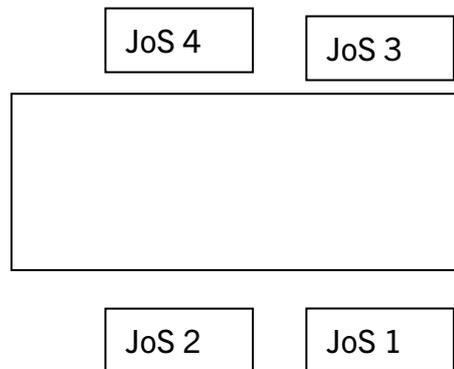
Judge of Stroke (JoS)

- A Judge of Stroke has to be knowledgeable in all of the strokes, turns, touches, and finish rules.
- This position is a very visible one as it requires the official to walk the poolside of each lap to be able to observe the stroke that is being swum in accordance with the rules for that event. It is therefore important that the official be conscious of their appearance and demeanour on pool deck.
- The responsibilities as a JoS include observing the swimmers' stroke in the 4 or 5 lanes on your side of the pool, i.e. lanes 1 – 4 and 5 – 8 or lanes 0 – 4 and 5 - 9 and assisting the inspector of turns in observing the turns and finishes.
- It is sometimes hard to see clearly into the middle lanes;
 - It is important that this does not deter you from judging those inner lanes any less than the outer lanes.
 - On most occasions the middle lanes are the faster ones and it is unfair that they would not receive equal attention.
- It is important that each JoS is directed by the Referee or organised amongst each other as to how they should best cover the observation of the race. All decisions must be made independently.
- When you have a DSQ, be discrete and refrain from using hand signals to describe the infringement, and advise the Referee of the violation as soon as possible.
- Complete the DSQ form in its entirety, sign and present to the Referee for their action.
- It may be necessary to check (normally by radio) with the classification team to ensure that the swimmer you have DSQ is capable of performing the required movement/s.
- The Referee oversees all other activities while the JoS's concentrate on their responsibilities.

The Position

To describe the positions covered let's give each JoS a number, starting from the Referee's side of the pool at the finish end:

- JoS 1 finish end on the side of the Referee
- JoS 2 false start rope on the side of the Referee
- JoS 3 finish end on the opposite side to the Referee
- JoS 4 false start rope on the opposite side to the Referee



JoS 1 and 3:

- Should be positioned around the 5 metre mark from the start to best observe the first stroke and then walk down the pool with the following group of swimmers, ideally slightly behind, to best view the whole of the body and stroke.
- Should check the applicable stroke rules for each stroke are complied with throughout the race.
- May be responsible for activating the False start rope, and this should be determined with the Referee prior to the start of competition.

JoS 2 and 4:

- Should be positioned at the 15 metre mark at the start; except for breaststroke where you should be positioned approximately 10 metres from the start and the turn end.
- Follow the first group of swimmers to the turn end and observe the turns.
- Follow the following group of swimmers to the 15 metre mark at the start end.
- Should check the applicable stroke rules for each stroke are complied with throughout the race.

During the competition

- Some events are conducted with multiple classes so it is important to judge everyone fully.
- Each JoS should have a whistle, rule book, pen and DSQ Forms. JoS 1 could be called on by the Referee to take over that role while he/she attends to another matter.

To ensure the competition flows without too much change and disruption it is advisable that when the 50 metre events are run, the Referee arranges for JoS 1 to finish each race and blow the whistle to clear the pool. This would be if the off duty Referee has not already been designated to do this.

- For S/ SB/ SM 11 events JoS 1 and 3 (JoS 2 and 4 for 50m events) will check the goggles of the relevant swimmers;
 - Wait at the finish end until the swimmers have exited the pool; ask the swimmer (not the SS) for their goggles.
 - Hold the goggles up to the light to ensure no light penetrates them.
 - Place the goggles back into the hand of the swimmer (the swimmer cannot see to take it from your hands) and thank them.
- The Codes of Exception (Appendix 2) contains the exceptions to the IPC Swimming Rules and Regulations and should be on your start sheets;
 - Confirmation of the swimmers capability may be required, before writing up a DSQ.
- Remember, as a JoS, you are very obvious on the pool deck;
 - The fact that you are moving up and down with the swimmers progress draws attention to you.
 - The spectators, managers, coaches, parents and other swimmers will notice inattention on your part so it is important that you be constantly aware of what you are doing, where you should be positioned and where you are watching.

As in all roles of officiating, it is important to ensure that each swimmer has a fair and equal chance to perform and your judgment is made with confidence, fairness and without any doubt in what you have observed.

- Protocol procedures are included to keep officials from being caught on TV in a compromising position;

- Sit in the chairs provided at the side of the pool, both feet on the floor.
- The chairs should be placed as follows: two at the 15m mark.
- Stand when judging and sit when finished judging. If you are standing when not judging the Referee may think you have a DSQ and hold up the competition.
- Be careful where you sit to write a DSQ – TV cameras will pick up on your activity.
- Expect to work alongside TV and camera tracks / personnel – be tolerant of their needs, but you still need to be able to do your job.

SECTION 5

Starter

- A Starter should have good eyesight, good peripheral vision, quick reactions and be capable of making good decisive decisions;
 - You only have a very brief time when the race is under your control and most incidents will happen quickly while everything else is going on at the start.
- The Starter at any swimming competition is an important and critical position;
 - The competition will give you an opportunity to test your skills and ability to a level that requires concentration, fine judgment and awareness of starting swimmers in all different positions.
- The duties of a Starter are to ensure that each swimmer has a fair and equal opportunity for a good start.
- Starting looks, to most people, simple, straight forward and easy, BUT it can also include several difficult situations and the need for split second decision making;
 - It is very easy to find yourself in a situation of not knowing whether to start the race or stand the swimmers up, to ask them to relax or stand them down. This may also depend on the impairment (i.e. those who have had difficulty getting up onto the starting platform would not be asked to stand down but rather relax swimmers)
 - Because para-swimmers can, in some instances, take some time to become stationary, it may be difficult to decide how long they should be held.
- Your voice, cadence or command must be clear and calm;
 - There should be no emphasis on any specific word.
 - Requests, commands or instructions should be at the same pace, the same level and given in the same manner at all times.

- Remember you are trying to keep the swimmers relaxed and ready, not to make them nervous, unsure or hesitant.
- The Referee will only hand the swimmers over to you when they are relaxed and ready;
 - When this happens you must also decide if you feel they are ready and then give your command "Take Your Marks".
 - Only when all swimmers are stationary should the starting signal be given.
 - If the swimmers do not settle, the command "Relax Swimmers" should be given.
 - You then make the choice to ask them to "Hold Steady" or ask them to "Take Your Marks" again.
 - On the occasion that some of the swimmers step down from the starting platform you will then have to issue the "Stand down swimmers" command. Again this would depend on the impairment of the swimmers. "Relax" can also be used as the command.
 - This will return the swimmers back to the control of the Referee.
 - Those who are starting in the water, as well as those who have had trouble and need assistance to get onto the starting platform, are not required to clear the pool or step down.
- Be firm and clear on your comments and recommendations to the Referee;
- It can be a very satisfying job when you know the start was fair, equal, and a good one.

Duties of a Starter

- Normally two Starters are appointed (i.e. one for men's events and one for women's events);
 - Report to the Referee one hour and a half before the first session and at least one hour before for the subsequent sessions.
 - Discuss the procedures and requirements you or the Referee may wish to follow.
 - Check to see where the Referee will be standing at the start of the race.
 - Your success will largely depend on how well you work as a "team" with the Referee(s).
- Check all equipment involved in the start before each session;
 - Starting platforms should be firm and not slippery.
 - The starting sound system needs to be checked at both ends before each session to ensure the instructions can be heard at each starting platform.
 - Check the starting signal and the recall signal.

- Check to see if starting lights (strobe) are available, how many, and that they will function throughout each session. They will be positioned so the Swimmer, Starter, and Referee can see them. Ensure you know who will put them in place and that person has all the information necessary to place them in the right heat / lane).
- Find out how the clearance to proceed from the Automatic Officiating Equipment (AOE) will operate;
 - It is usually through your handset, but may also be through the scoreboard.
 - Timing systems vary from one manufacturer to another.
- Ensure the False Start rope works and how it is released. The false start rope should;
 - Cover all lanes across the pool when it is dropped.
 - It often happens that the rope holds up on the lanes nearest the poles because of lack of length or the rope is not weighted enough.
- You will also need to find out who will be responsible for activating it if necessary;
 - This could range from being the Starter, the off duty Starter, the Referee, or the JoS.
 - This shall be determined **BEFORE THE COMPETITION STARTS**.
- Make sure you have a programme and know what events you are starting (i.e. men or women);
 - Be aware of the race you are about to start.
 - A Referee may rely on you to advise which event is next if they have been distracted to discuss some problem or incident.
- Ensure you understand the IPC Swimming 'Codes of Exception' at the start & during swimming (Appendix 2);
 - You must be aware of how each swimmer in each race is permitted to start.
- Check your starting position and podium to ensure you can see all lanes clearly and fully without restrictions;
 - Always have your IPC Swimming Rules and Regulations at hand.
 - The rules of starting are fairly brief in IPC Swimming rules but you will need to be aware of any exceptions or allowances provided for starting swimmers elsewhere in the rules.

During the Session

- As with all swimming officials, a high standard of expertise, attitude, and personal appearance is expected in order to convey to the swimmers and public that you are proud and confident with yourself, your position and the sport.
- You must set an example of fairness, consistency, and decisiveness.
- Mark in your programme the races completed, and any relevant notes you wish to record of incidents, violations or decisions. This could be very useful in the case of a protest.
- When you are in the role of starting it is at a time when nothing else is happening;
 - The noise level from the crowd should have subsided after the Referee's whistle and all the attention and eyes are concentrating on the swimmers, on you and the start procedure.
 - This can be a pressurised time for you but it must not affect your job to ensure that each swimmer has a fair and equal opportunity for a good start.

- When all swimmers are ready to start the race, a series of short blasts on the whistle from the Referee will indicate to the swimmers that they should prepare for the start.
- Swimmers starting in the water should be getting into position at the side of the pool and commence entering the pool before the second signal is given for the swimmers to take their positions on the starting platform.
- Those who have difficulty getting onto the platform may also prepare by mounting the starting platform.
- All others will be ready behind the starting platforms.
- Some swimmers will be accompanied by a SS. They are not allowed to “coach” their swimmers but may provide directional information only (to the swimmers with visual impairment) and to inform the swimmer of the position of the other teams swimmer/s and when they are to commence their leg of a relay event.
- During feet starts (S/SB/SM 1, S/SB/SM 2 & S/SB/SM 3's) the swimmer's foot/feet are held to the wall. SS may only hold the foot/feet.
- Sculling is not allowed after the command “Take Your Marks”. The swimmers must be stationary.
- If there is no strobe light available or the swimmer is blind and deaf, SS will accompany the swimmer and indicate the start to the swimmer by a non-verbal instruction (holding the heel and releasing at the start is one way).

SECTION 6

Chief Inspector of Turns – CloT

There are two (2) Chief Inspectors of Turns (CloT) located at the start and turn end of the pool;

- CloT 1 is positioned at the start end on the opposite side from the Referee.
- CloT 2 is positioned at the turn end on the opposite side from the Referee.

CloTs will be positioned at the side of the pool and will be responsible for all the IoTs.

CloT Duties:

- To organise rotation of IoTs for each lane and end, from session to session and day to day
- To ensure that the inspectors of turns fulfil their duties during the competition
- To confirm the DSQ from an IoT and assist in completing the DSQ reports. An IoT standing at the end of the race indicates a possible DSQ
- Indicate to the Referee that a DSQ is in process.

Inspector of Turns – IoT

Before the daily competition

- To officiate as an Inspector of Turns (IoT) you need to have full knowledge of the rules for swimming which involve starts, turns and finishes;
 - This includes the IPC Swimming rules and codes of exception for each of the swimming strokes. These exceptions will be listed on your start lists (Appendix 2).
- Your appointment to this position will mean that you will be responsible for a lane(s) at either the turn end or the finish end of the pool;
 - You should report to the Chief Inspector of Turns (CloT) or Referee at least an hour before the start of a daily competition to find out to which lane and end you have been appointed
 - The CloT will direct you in the procedure they wish to use to indicate a violation report.

During the daily competition

- As an IoT you may be required to act as a Timekeeper as well;

- The IoT will record the finish with a stopwatch and/or one of the Semi-Automatic Equipment Timing buttons along with the other two timekeepers.
- The IoT will need to observe the finish to ensure the rules have been adhered to and take the time at the finish.

- Your position on the deck will be indicated to you by the CloT as to which side of the starting platform you are to position yourself;
 - This is normally on the side of the platform that the CloT is closer to, however, a video backup system can dictate the position
 - When observing the turns and finishes you must be in a position to see down the whole of the wall/touch pad surface
 - This will ensure that the observation covers all areas of the finish
 - Do not stand behind the starting platform to avoid getting wet. This position will not enable the whole of the turn/finish surface to be observed. The position of IoT will mean that at times you are likely to get wet from the swimmer's turn or finish
 - It is important that you remain standing in position to ensure your observation is not interrupted or distracted.

- The IoT at the start end shall ensure that the swimmers comply with the relevant rules from the start and ending with completion of the first arm stroke.

- The Referee will blow a series of short whistles to indicate to all to be ready for the start;
 - Any swimmers who are water starting, may proceed to their start position on the series of short whistles.
 - On the long whistle from the Referee the swimmers will mount the starting platform and take up the ready position in the water or beside the starting platform. The IoTs will stand and take up a position behind the starting platform, so as not to interfere with the swimmer and/or the SS.
 - The IoT may be asked by the swimmer for assistance to mount the starting platform. This is acceptable.
 - When the start signal has been given the IoT shall move forward to observe the swimmer until the end of the first arm stroke.
 - If all is satisfactory then return to your seat.
- If you have a DSQ, remain standing at the pool edge at the end of the race, look directly at and face the CloT responsible for your lane. This advises them that you have a possible DSQ.

- In the heat sessions when the Referee blows the whistle to clear the pool the finish end IoTs should indicate to the swimmers to exit to the side of the pool. This reduces time and ensures the swimmers do not attempt to exit over the touch pads.
- If you have a possible DSQ do not assist with clearing the pool.

- The turn end IoTs shall take up their positions as the swimmers pass though the 15 metre mark heading to the turn end;
 - Observe from the beginning of the last stroke, the touch and then to the end of the first stroke out from the wall.
 - If all is satisfactory then return to your seat.

- The IoTs observing the finish should take up their position when the swimmers pass through the 15 metre mark;
 - There are many exceptions to stroke finish rules.
 - Each IoT will need to be conversant with these rules as many will apply in the IoT's jurisdiction.
 - Any rule violations shall be reported to the CloT. The IPC Swimming Technical Disqualification form (Appendix 1) shall be completed fully accurately and handed to the CloT who will pass it onto the Referee.

- In the 800 and 1500 metre freestyle events the start end IoTs will indicate, by blowing a whistle or ringing a bell, when a swimmer has two lengths and five metres to go;
 - The turn end IoTs will indicate with lap counters the remaining number of laps to be completed.
 - These should be turned as the swimmer is going through the 15 metre mark after the turn.
 - The lap counters should be placed on the same side of the starting platform as the IoT.

- In the relay events, the IoTs will be required to observe the relay take-offs;
 - It is important to observe the take-off swimmer leaving the wall or starting platform first before observing if the incoming swimmer has touched.

- With S11, SB11 and SM11 events it is the responsibility of the IoT's to observe that the Tappers (Appendix 4) make contact with the swimmer to warn them of the pool end both at the turn end and finish
- Tappers are only allowed to communicate with the swimmer during the race to indicate that they are in the wrong lane by voicing the swimmers name and indicating which lane to move to. In relays the SS may inform their swimmer of the relay position as well as when to take off.

- When the event is completed SS may need to get to their swimmers quickly and therefore the IoT's must be observant and not obstruct those assisting the swimmers.
- The jurisdiction of the IoT is being assisted by the CloT and JoS
 - Always, if in doubt do not rule, but do not hesitate to ask for confirmation from any of these officials.

As an official there should be no physical contact with the swimmers. No assistance should be given to enter or exit the pool. However, you are able to help, if requested, to assist the swimmers mounting or adjusting the starting platform.

SECTION 7

Clerk of Course – CoC

The Clerk of Course (CoC) is in control of the marshalling area, and will assemble the swimmers in readiness for their race.

- This position is normally undertaken with the assistance of two or more marshals.
- It is preferable to have the same people for this position for the duration of the competition so that the swimmers get to know and feel comfortable with the procedure and the officials.
- The CoC and Marshals will need to be present from the beginning of the warm up session to ensure the swimmers, coaches, managers, and SS know where and who you are.

Marshalling Area / Call-up Room

The marshalling area can be a lonely, stressful place for a swimmer and it is important to ensure they are comfortable and as relaxed as you can make them.

- The marshalling area or room is usually away from the competition pool to ensure there are no distractions, outside influences or interference;
 - There should be sufficient room to allow for wheelchairs, up to a minimum of sixteen at a time (two heats)
 - The configuration of the room is preferably to be a U shape, therefore allowing sufficient space for SS and wheelchair users. Chairs would be placed against the walls with swimmers facing the centre of the room
 - The SS can stay with the swimmer but there is to be no coaching or massaging.
- This area is off limits to coaches and managers

- It is the responsibility of the individual swimmer to ensure they report to the CoC at the required time and number of heats/races ahead of their event

- When the swimmer reports;
 - The CoC will check the swimmers accreditation and record that the swimmer is present. Inform the swimmer of the lane they are to swim in and direct them to the seat/place alongside the other swimmers in the heat/final.
 - From then on the swimmers will remain in that area until directed to leave.
 - Swimmers may not leave the marshalling area for any reason, without first obtaining permission from the CoC.
- Leaving without permission, or any incident that is not respecting the CoC position or other swimmers, is not acceptable and may result in the swimmer missing their event/race. Any problems with coaches, team managers, or individuals who have no right to be in the call room needs to be reported to the TD and/or the Referee. These are all serious problems, and must be reported immediately for their resolution.
- While the swimmers are in the marshalling area/room the CoC or Marshal will check the swimmers goggles, caps, warm-up jacket/pants, towels, tattoos, bags or any other apparel/equipment for advertising that may exceed the measurements as set out in the advertising rules.
- Swimsuits should be checked to ensure only those on the IPC Swimming Approved List are worn.
- Any swimmer who has not reported by the required time or due to a medical withdrawal shall be reported to the Referee.
- There will be several heats or finals lined up in your area so it is important to keep that area organised, orderly and tidy.

March on for the Start

- The SS will join their swimmer prior to the march on in the correct position as directed by the CoC;
 - The SS should not get in the way of the spectators viewing of the swimmers or the media being able to gain shots of the swimmer.
 - The SS is permitted to talk to the swimmer to provide directional information (i.e. to a blind athlete).
 - SS can then tell the swimmer the change of surface (i.e. step) or any other information that is relevant to the safety of the swimmer.
 - SS are not allowed to be carrying bags, clipboards or have stopwatches.

- At the appropriate time the CoC or a representative will lead the swimmers, in order of their lane numbers, out of the marshalling area, onto the pool deck to the area behind the starting platforms and ensure the swimmers are in their lanes;
 - As a leader, the image conveyed should be one of pride, pleasure, authority, and control.
 - As the first in line you are the first image to appear on the pool deck and leading a very special group of individuals who the audience and officials are waiting to welcome.
- In the heats the swimmers will need to be in this position before the previous race is finished;
 - This allows the Referee to keep the meet flowing and avoid drawn out sessions.
- For the finals, the signal to lead the swimmers out will be given to you by the person designated to control this function;
 - This will be determined by such things as protocol, medal ceremonies, VIP visits/arrivals, readiness of the race officials and automatic timing system/scoreboard.
 - When you march out with the swimmers you will need to position yourself alongside lane eight or lane one following the parade.
 - The Announcer will introduce the swimmers one by one starting with lane one.
 - Remain in position to assist with any problems, until all swimmers have been introduced.
- The role of CoC and Marshal can be a very rewarding one;
 - The swimmers tend to treat you as a friend and recognize your position to be one to assist them and prepare them for their race.

SECTION 8

Victory Ceremonies

Victory Ceremonies (VC's) are held throughout the finals session. All Technical Officials (TO) are expected to show no favouritism during VC's. TO's stand for the victory ceremonies and during the anthems turn towards the flag.

Please do not sing along with the anthem or make any gestures of patriotism unless you can do so for all anthems.

SECTION 9

Two-Way Radio Procedures

Background

Two-way radios are considered essential tools at IPC Swimming competitions for the effective communication between technical officials on the deck and Classifiers. Essentially they are used to clarify certain aspects of a swimmers' classification with a Classifier or communicate with each other around the pool deck.

Improper use of radios by the any member of the officials' team will only serve to discredit the officials using them. This document introduces the way to use two-way radios and the accepted etiquette/protocol that should be maintained at all times.

The basics

A two-way radio is not a telephone. In essence, only one person can speak at a time, thus the idea of being brief and only talking when absolutely necessary.

Two-way radios have several channels that may be used; however, to communicate with another two-way radio/s they must be using the same channel. All two-way radios should be set to the same channel identified before the competition commences by testing in the area to be used. Testing identifies the most favourable channel to use and if there are other two-way radio users in the vicinity that may interfere with the communications and identifies areas that may not be accessible/ in range for receiving.

Push to Talk Button (PTT)

The PTT button can normally be found on the side of your radio or can sometimes be extended into a headset lead. Remember that you must wait a second before you begin to speak after "keying" the PTT transmit button. Only use it when you want to transmit and don't forget that it is also the "Release to Listen" button, so release it afterwards to receive a response.

Some two-way radios have a voice-activated feature (VOX) or switch that when "on" will transmit any audible activity and can cause embarrassing situations. Therefore, it is critical that you are aware of how these two-way radios are set up and only use them in the "manual" mode or deactivate this feature before use.

It is worth noting that all communications are NOT private and can be heard by anyone with a two-way radio tuned to the same channel.

General usage process

Proper two-way radio technique simply translates into being better understood. Spend less time "on-the-air", leave the channel open for potentially more important messages.

Understand that voice communication is never reproduced with studio quality or clarity. Remember that a simple message such "Go" may be heard as "No" and try to use unambiguous phrases that will reproduce without ambiguity.

The most important factor in your outgoing transmission quality is the relative position of your mouth to the two-way radio microphone. Know where it is and speak directly into it at a distance of about 2-3cm. Speak at a moderate pace, neither too slow nor too fast, avoid slurring your words and never shout - increasing your voice level will only cause distortion of your voice by the microphone.

When you wish to make a transmission follow these steps:

- Listen to ensure the channel is free
- Form a concise, brief and compact thought
- Push the PTT button
- Pause briefly, allowing other radios to receive your signal and open their speakers
- Say who is calling and to who.
- Articulate your message clearly
- Release the PTT button
- Wait for a response

If there are several users with two-way radios, it may be necessary to establish contact with the desired recipient first by using an introductory "Mickey calling Peter". If Peter is available they respond with "Peter here, Mickey". This protocol ensures the message is not lost if the recipients attention is elsewhere.

Some suggested useful words and their meaning are:

- Negative =No
- That is correct =Yes
- Affirmative =Yes
- Say again =Repeat last message
- Go ahead =Proceed with your message
- Correction =Mistake made
- Do you read =Reply please

- Stand by =Pause a moment
- Out =Message complete no reply expected
- Over =Message complete reply expected

Prior to and during competition

One person is designated responsibility for the radios for the duration of the competition.

Responsibilities are as follows:

- Ensure you understand the workings of the radios – read the instructions.
- Check to see if there is sufficient number of batteries for the duration of the competition. If not then report this to the Technical Delegate (TD).
- Check all radios and ear pieces are in working order.
- Test the radios at the venue and identify and report possible areas that are out of range or poor reception areas.
- Responsible to allocate the radios to the designated people per session.
- Responsible to ensure all radios are returned after each session.
- Ensure that at the end of each session the radios are turned off, put on charge or stored away satisfactorily, ready for the next session.
- At the completion of the competition ensure that all batteries are removed from the radios and reusable batteries and radios are stored correctly for travel.
- Ensure that all old batteries are thrown out.
- You are responsible for any queries or difficulties that anyone has with their designated radio for the duration of the competition.

Summary

- Agree in advance on key phrases
- Be brief and to the point
- Speak directly and clearly with an even tone into the microphone
- Acknowledge the receipt of all messages directed to you
- Only one person talks at a time
- Listen before you begin your transmission and always wait a split-second before you speak after keying the push to talk button
- Conversations are public - avoid discussing sensitive issues on open channels
- Don't shout into the radio

SECTION 10

Appendix 1

Technical Disqualification Form

Technical Disqualification Form

Event No.	Heat No.	Lane No.
Stroke (tick all that apply)		
<input type="checkbox"/> Freestyle	<input type="checkbox"/> Backstroke	<input type="checkbox"/> Breaststroke
<input type="checkbox"/> Ind. Medley	<input type="checkbox"/> Freestyle Relay	<input type="checkbox"/> Butterfly
	<input type="checkbox"/> Medley Relay	

Swimmer did not comply with IPC Swimming Rule Number: _____

Additional relevant information: _____

Printed Name of Official:	Signature:
Officials Position: <input type="checkbox"/> Turn <input type="checkbox"/> Stroke <input type="checkbox"/> Starter <input type="checkbox"/> Referee <input type="checkbox"/> Control Room	

Printed Name of Referee:	Signature:
--------------------------	------------

Time the disqualification was posted:

Appendix 2

Codes of Exception

CODES OF EXCEPTION

STARTS

- A** ASSISTANCE REQUIRED
- B** BLACKENED GOGGLES
- E** UNABLE TO GRIP FOR BACKSTROKE START
- H** HEARING IMPAIRED LIGHT OR SIGNAL REQUIRED
- T** TAPPERS
- Y** STARTING DEVICE

DURING SWIMMING

- 0** NIL
- 1** ONE HAND START
- 2** RIGHT HAND TOUCH
- 3** LEFT HAND TOUCH
- 4** RIGHT HAND TOUCH WITH SIMULTANEOUS INTENT TO TOUCH WITH OTHER
- 5** LEFT HAND TOUCH WITH SIMULTANEOUS INTENT TO TOUCH WITH OTHER
- 6** SIMULTANEOUS INTENT TO TOUCH
- 7** PART OF UPPER BODY MUST TOUCH
- 8** RIGHT FOOT MUST TURN OUT
- 9** LEFT FOOT MUST TURN OUT
- 12** LEG DRAG OR SHOW INTENT TO KICK
 - + DOLPHIN KICK IS ABLE TO BE PERFORMED

STROKES

- | | |
|-----------|-------------------------------|
| FREE | NO EXCEPTIONS ('NIL') |
| BACK | ONLY EXCEPTION '1' MAY APPLY |
| BUTTERFLY | EXCEPTIONS '2'-'7' MAY APPLY |
| BREAST | EXCEPTIONS '2'-'12' MAY APPLY |

Codes of Exception

The Codes of Exception are assigned to an athlete by the classifiers and are only to guide the technical officials. The technical official shall officiate by the IPC Swimming Rules and Regulations and NOT by the Codes of Exception. The Codes of Exception are referred to within the IPC Swimming Rule and Regulations within Section 7 Definitions.

Code	Exception	IPC SW Rule	Interpretation and Guidance
H	Hearing Impaired – Light or Signal Required	3.1.7 3.1.8 5.4.4.3	Swimmer with hearing impairment and requires a light, signal or touch start. A strobe light may be placed by the starter or beside the relevant swimmers blocks. Other signals can be used such as an arm gesture. Support Staff may be used to perform a touch start.
Y	Starting Device	3.1.3.7 3.3.1.3	Swimmer uses a device when starting. A starting device is any assistive device that enables the swimmer to perform an effective start. Typical devices include straps, cords or towels which enable swimmers to grip effectively for back stroke or forward starts. Starting devices must be approved by IPC Swimming prior to use.
E	Unable to Grip for Backstroke Start	3.3.1.2	Swimmer is unable to hold the backstroke grips due to missing or weak hands and/or wrist. This code means a swimmer is permitted to start in backstroke without using the backstroke grips, holding the top of the starting/timing pad instead.
A	Assistance Required	3.1.3.2 3.1.3.7 3.1.8 3.3.1.3	Swimmer requires assistance at the start or finish. Swimmers are entitled to a Support Staff who provides assistance at the start, to enter the pool or access the starting blocks prior to commencing the race and/or to assist exiting the pool at the end of the race.
T	Tappers	2.15.1 3.7.10	Swimmer with visual impairment who require a tapper. A tapper will use a tapping device to notify the swimmer when they are approaching the turn, by a single or double tap to the head or shoulder of the swimmer. A tapping device is typically homemade consisting of a rod or pole long enough to reach out into the lane with a soft end piece. Tappers are compulsory for S/SB/SM11 swimmers. If a tapper is required at both ends, a separate tapper must be used. Tapping devices must be approved by IPC Swimming prior to use.
B	Blackened Goggles	3.8.8	For S/SB/SM11 swimmers it is compulsory to wear blackened goggles unless they have two (2) prosthetic eyes. The goggles should be checked at the end of the race by a technical official. If the swimmer has no eyes they are not required to wear blackened goggles.
0	Nil	N/A	No exceptions apply to the swimmer.
1	One Hand Start	3.3.1.1	The swimmer cannot grip the start with 2 hands. They will place one hand/arm on the start, but the other arm may sit next to the gripping arm, be in the water, or be non-existent.
2	Right Hand Touch	3.4.6.3 3.5.4.3	The swimmer uses right arm to perform the swim stroke, so must touch at the turn and finish with the right hand or arm.
3	Left Hand Touch	3.4.6.3 3.5.4.3	The swimmer uses left arm to perform the swim stroke, so must touch at the turn and finish with the left hand or arm.
4	Right Hand Touch With Simultaneous Intent To Touch With Other	3.4.6.1 3.5.4.1	The swimmer must attempt to touch the wall with both arms/hands stretched forward. This exception allows the swimmer to touch with the right hand/arm while simultaneously extending the left arm forward, even if the left hand does not touch the wall.

5	Left Hand Touch With Simultaneous Intent To Touch With Other	3.4.6.1 3.5.4.1	The swimmer must attempt to touch the wall with both arms/hands stretched forward. This exception allows the swimmer to touch with the left hand/arm while simultaneously extending the right arm forward, even if the right hand does not touch the wall.
6	Simultaneous Intent To Touch	3.4.6.4 3.5.4.4	The swimmer must attempt to touch the wall with both hands simultaneously. A swimmer who uses both arms during the stroke and has some restriction in the shoulder/elbow must try and touch with both arms stretched forward simultaneously. Only the longer arm may touch the wall, but both arms must be stretched forward simultaneously.
7	Part of Upper Body Must Touch	3.4.6.2 3.5.4.2	Allows for any part of the swimmers upper body to touch the wall at the turn or finish. Athletes will typically touch with their head or shoulders or their shortened arm(s).
8	Right Foot Must Turn Out	3.4.5.1	The swimmer must turn out their right foot when performing the propulsive part of the breaststroke kick.
9	Left Foot Must Turn Out	3.4.5.1	The swimmer must turn out their left foot when performing the propulsive part of the breaststroke kick.
12	Leg Drag OR Show Intent To Kick	3.4.4.1	The swimmer may choose to either drag both legs or show intent to kick. The swimmer must maintain the leg drag or the intent to kick throughout the race and may not change. E.g. a swimmer cannot drag legs for first 50m then begin kicking in the last 50m.
+	Dolphin Kick Is Able To Be Performed	3.4.1 3.4.5	The '+' code is not so much a rule exception but rather informs officials the swimmer is physically capable of performing a butterfly kick. If this action is observed during the normal breaststroke cycle, it is a violation of IPC Swimming rule 3.4.5. Remember: Any swimmer is permitted to take a single butterfly kick at any time prior to the first breaststroke kick after the start or turn as detailed in IPC Swimming Rule 3.4.1
Freestyle		No Exceptions (Nil)	
Backstroke		Only Exception '1' may apply	
Butterfly		Exceptions '2 – 7' may apply	
Breaststroke		Exceptions '2 – 12 and +' may apply	

This resource is to be used as a guide only and does not substitute for thorough knowledge and application of the IPC Swimming Rules and Regulations.

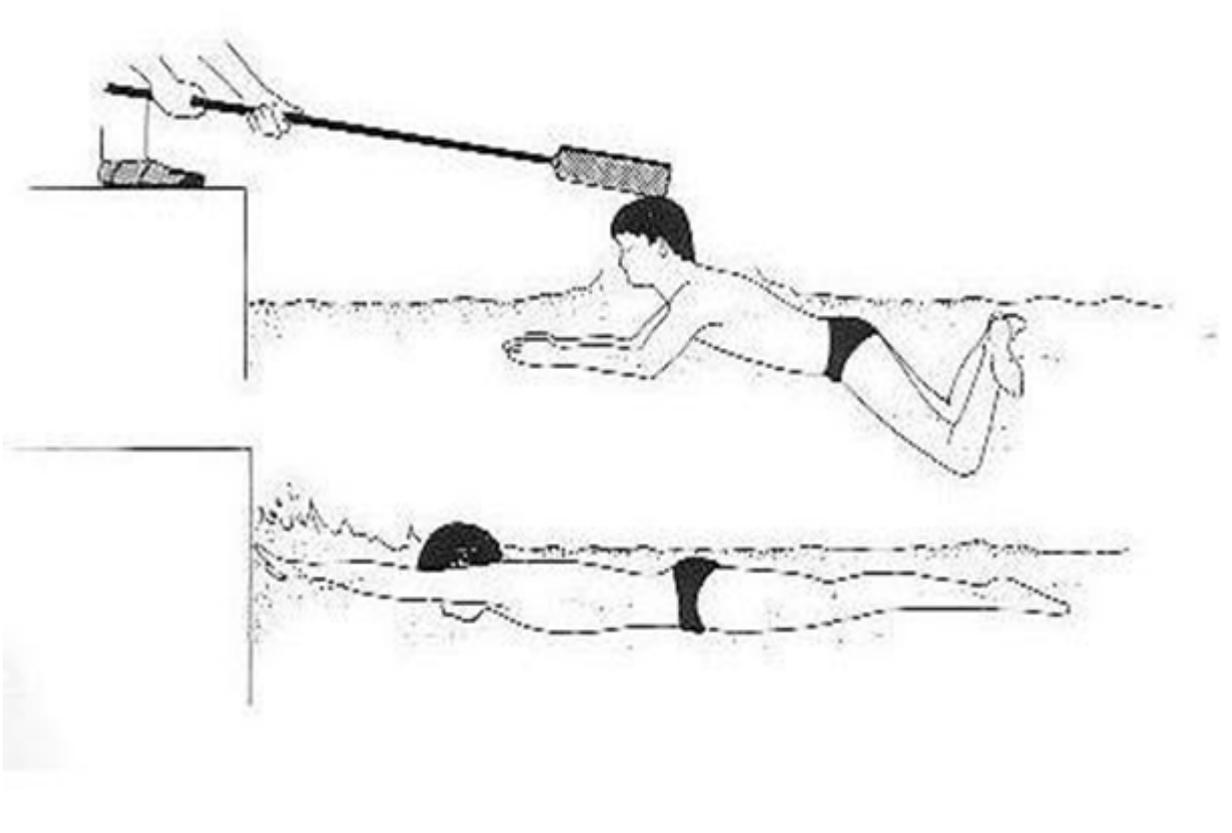
Appendix 3

Tapping Devices

A tapping device is an adapted 'pole' used to indicate to the swimmer when they are approaching the wall at the turn or finish. A tapping device shall be deemed to be safe after it has been checked and approved prior to the race.

The length of the 'pole' is required to be sufficient in length for the person tapping to be able to tap the swimmer and to be a satisfactory length for the distance from the wall that the swimmer wishes to be tapped.

At the end of the 'pole' a soft implement is required to be fixed. The soft implement can be a tennis ball or a piece of high density foam. The implement must be firmly fixed to the 'pole'.



Appendix 4

IPC Code of Ethics

The following is an extract of the IPC Code of Ethics (2013). For the complete text please refer to the IPC Handbook which can be found on the IPC website <http://www.paralympic.org/the-ipc/handbook>.

Preamble

The International Paralympic Committee (IPC), its Members, partners, officials, sportsmen and sportswomen affirm their commitment to the Paralympic ethos, which is rooted in the history of the Paralympics and the tradition of fair and honourable sports competition. Paralympic history and tradition are based on the principles of excellence in sport, opportunity to participate in fair competition, and enhancement of the dignity of athletes and sport. This necessitates acceptance of the fundamental values of honesty, human rights, fairness, justice, non-discrimination and personal integrity.

Members of the Paralympic Family shall endorse the Vision, Mission and values of the IPC and shall respect all IPC Codes, Policies and Rules.

The IPC is an athlete centred organization. The athletes' interests, priorities, and opportunity to participate in fair competition and excel in sport are the main objectives of the IPC.

Scope

The IPC Code of Ethics shall apply to the Paralympic Games, all IPC organized or sanctioned competitions, and any other IPC event or activity, and it shall overrule any local or national practices, traditions, or customs.

Any Member of the Paralympic Family, i.e., a person who accepts and assumes a function in the IPC, or in association with the IPC, regardless whether it is a voluntary or paid position, elected or appointed, an athlete or team official, shall be subject to the provisions as laid down in this IPC Code of Ethics.

Dignity, Integrity and Equality

Members of the Paralympic Family shall abide by and respect the IPC Code of Ethics at all times and, in particular, adhere to the following ethical standards:

- Safeguard the dignity of the individual and of the sport.
- Fight against any discrimination on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinion, marital status or sexual orientation. In particular, discrimination on the basis of impairment or impairment is forbidden by the Paralympic ideals. Athletic classification, which promotes sport participation of athletes with disabilities, is not discrimination but empowerment.
- Work for the benefit of the entire Paralympic movement and all its athletes and not just for a particular constituent such as an NPC, IOSD, Sport or Region.
- Safeguard the athletes' interests, priorities and opportunity to participate in fair competition and excel in sport.
- Safeguard the athletes' physical and mental health and equilibrium.
- Contribute to the creation of a drug free sport environment for all Paralympic athletes in conjunction with the World Anti-Doping Agency (WADA).
- Not tolerate any practice constituting any form of physical or mental injury. All forms of harassment including physical, mental, professional, or sexual, are prohibited. Behaviours that are humiliating, intimidating, or insulting will not be tolerated.
- Conduct business with integrity, maintain a high standard of personal conduct and avoid any behaviour or action that would tarnish or give the impression of tarnishing the reputation of the Paralympic movement.
- Refrain from being involved with any firms, organizations or persons whose activity is inconsistent with the IPC Constitution, Bylaws, Codes and Policies.
- Abstain from participating in, supporting, or promoting betting related to Paralympic Games or any other IPC sanctioned event.
- Refrain from using the Paralympic Games and the Paralympic Movement to promote any political agenda, other than the advancement of sport for persons with an impairment and democracy, empowerment, equality, and the protection of human rights.

Conflict of Interest

Members of the Paralympic Family shall have no undisclosed direct or indirect interest in or any relationship with any outside organization or person that might affect, or be reasonably misunderstood by others to be affecting his/her objectivity, judgement, or conduct in carrying out the duties and responsibilities that he or she has in conjunction with the Paralympic

activities. This also applies to spouses, family members, businesses, or organizations to which Members of the Paralympic Family may belong.

In the following non-exhaustive list of examples, the circumstances in which a conflict of interest could arise and which persons should avoid being involved in or create the appearance of, are:

- personal and/or material involvement (salary, shareholding, services, loans or any other benefit) with sponsors, suppliers, vendors, contractors.
- using association with the IPC for private gain or preferential treatment.
- impeding the IPC's efficiency, or economy, or service loss of independence, or impartiality.
- adversely affecting public confidence in the integrity or reputation of IPC.
- endangering life, health or safety.

It is the personal responsibility of each Member of the Paralympic Family to avoid any case of conflict of interest. Faced with a situation of a potential conflict of interest, the person concerned must refrain from expressing an opinion, from making, or participating in making, a decision or accepting any form of benefit whatsoever. However, if the person wishes to continue to act or if the person is uncertain as to the steps to take, the person must inform the IPC Legal and Ethics Committee of the situation; the Legal and Ethics Committee is responsible for advising persons, at their request, in a situation of a potential conflict of interest.

Improper use of Assets

Members of the Paralympic Family shall do all in its power to avoid any loss, damage, misuse or theft of property, records, funds or other assets belonging to the IPC that may be in their possessions. All IPC assets must be used exclusively for conducting IPC activities.

Proper use of funds is a fiduciary responsibility. No Member of the Paralympic Family shall make any illegal or unethical payments including, without limitation, bribes, kickbacks, grafts, unauthorized commissions or finder fees from the assets or resources of the IPC or otherwise.

Improper use of Information

Members of the Paralympic Family shall safeguard confidentiality. No person shall use for her/his personal gain or disclosure outside the IPC any confidential information obtained

through her/his association with the IPC. This includes spoken, written and computer generated data relating to IPC business. It includes not only material marked as “confidential” but all IPC material and information that a member should reasonably understand to be subject to a duty of confidentiality.

Members of the Paralympic Family shall respect and protect from any inappropriate disclosure, by oral, written or electronic means, the confidentiality of any private and personal information concerning athletes and other Members of the Paralympic Family that is shared within the scope of their function.

Members of the Paralympic Family shall accept and respect that any intellectual property (including copyrights, trademarks and other material subject to protection) that is created and used by the IPC is the property of the IPC.

Gifts, Gratuities and Prizes

Members of the Paralympic Family shall not seek or accept gifts or gratuities for him/herself, his/her family or friends from any outside organization or person having or seeking to have an involvement with the IPC. Only gifts of nominal value that shall be determined by the IPC Governing Board in accordance with prevailing local customs may be given or accepted by the IPC representatives in the spirit of respect or friendship. Any other gift must be immediately turned over to the IPC. This includes entertainment, non-business travel or other favours such as loans, services or non-approved compensation.

The IPC, recognizing that the honour of winning competitions lies in sporting performance and excellence, will award only prizes of nominal value such as medals to the athletes. Prizes including money prizes given by others, such as sponsors and organizing committees, are not promoted by the IPC, but are acceptable if given in accordance with the spirit of sportspersonship and fair competition.

Code of Conduct for Sports Technical Officials

In addition to the principles mentioned above:

- Sports technical officials shall apply the respective rules consistently for all athletes and ensure fair play at all times.
- Sports technical officials must make all decisions with absolute impartiality and objectivity.
- Sports technical officials must declare any potential conflict of interest that would prevent them from being impartial.

Appendix 5

IPC International Officials' Engagement Protocol

The IPC International Officials' Engagement Protocol confirms the protocol relating to the Official's conduct and obligations, and the commitments that the IPC makes to the Official. These matters concern all officials appointed to serve the Sport and should be viewed as an overview of the general expectations.

This engagement protocol is given to all IPC Swimming Technical Officials to sign when they become a TO or a Technical Official in Training. For more information about the IPC International Officials' Engagement Protocol please contact the IPC Swimming office: ipcswimming@paralympic.org.