

Policy Title:	<i>Medical Accommodation</i>	Pages: 2 pages
Approved:	2019	Waterloo Region Artistic Swimming Club
Current version approved: <i>February 2019</i>		
Date of last review: <i>February 2019</i>		

Medical Accommodation Policy

The Medical Accommodation Policy has been developed to support the registered member (athlete) of Waterloo Region Artistic Swimming Club who has a medically supported injury or illness or disability that impacts their ability to resume all aspects of their duties as an artistic swimmer that extends beyond 3 consecutive practices.

During the course of an athlete involvement in a medical accommodation program, private and sensitive information may be encountered. Reasonable steps will be taken to maintain the confidentiality of any athlete information received, which will not be released to anyone other than the Head Coach authorized to receive it, including those authorized by law. Only information pertaining to the individual's abilities and limitations will be shared. An athlete suffering from an injury, illness or disability who chooses to communicate diagnosis or details of their injury/illness, disability does so of their own accord and Waterloo Region Artistic Swimming Club is not responsible for any information shared from that communication.

The Head Coach can request medical documentation that: supports an athlete ability (or inability) to return to activity; outlines what the accommodation needs are related to the medical condition to return back to activity; strategies; what person can do (physical limitations) and timelines for re-evaluation.

The Head Coach, and Executive where required, will review if they have the ability to accommodate (accommodations can vary) without putting the athlete or others at risk and is not to the detriment of the club (ie purchase of equipment that may cause financial hardship)

The Head Coach will outline a plan and expectations. If the athlete cannot be accommodated, the athlete may not enter the pool until reassessed and limitations change (supported by medical documentation). Alternate activities may be provided if within limitations.

There should be an outlined written progression plan that parent/guardian, athlete and the Head Coach agree to.

The progression plan should be monitored so long as it is within the limitations provided. In the case where an athlete's condition deteriorates and cannot fulfill the outlined expectations, the

athlete may be asked to seek further medical attention. The athlete is required to document any activities that may cause increase in pain or increase in symptoms and report it in a timely manner to the team coach. At end of each practice, a review should take place between the coach and athlete and any removal or addition of activities within the limitations should be documented. This same documentation is valuable for the doctor to also have at follow ups. The Head Coach, coach, athlete, parent/ guardian can amend the plan to gradually increase activity provided it is within limitations and/or new medical documentation has been received.

The athlete must provide medical documentation of “fitness to return” related to said injury, illness or disability. If recovery occurs during off season, a medical note of “fitness to return” is required prior to registration of the next season.