

ROWING AUSTRALIA

NATIONAL SELECTION POLICY – SENIOR PARA-ROWING TEAM

PART 1 INTRODUCTION

1.1 Objective

The objective of the Selection Policy is to select the best possible team to represent Australia with the best chance of producing podium performances and winning Gold medals at the 2020 Paralympic Games, and the World Championships leading up to the Games.

1.2 Application

- 1.2.1 The Selection Policy applies to all Athletes who nominate for selection in the National Team and also those who are members of the National Team.
 - 1.2.2 The Selection Policy does not apply to officials and coaches. The HPC has responsibility for and discretion in respect of the selection and removal at any time of officials and coaches, and any decision by RA in that regard is final and not subject to any approval or appeal under the Selection Policy.
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PART 2 GUIDING PRINCIPLES OF SELECTION

2.1 Mandatory Requirements

- 2.1.1 All Athletes wishing to be considered for selection must satisfy and continue to satisfy the conditions of the Nomination and Eligibility Requirements.
- 2.1.2 All Athletes seeking selection to the National Team must satisfy the requirements set out in the Selection Policy including the Event Requirements.

2.2 Primary Selection Criteria

The Selection Criteria that must be taken into account by the Selectors in selecting rowers and coxes for the National Team include the following:

- (a) performance in trialling and competition specified in the Event Requirements;
- (b) current national and international performances.

2.3 Further Selection Criteria

When the primary Selection Criteria do not provide sufficient evidence to make a conclusive selection decision, the Selectors may take into account one or more of the following further Selection Criteria in selecting rowers and coxes for the National Team:

- (a) past national and international performances;
- (b) the Athlete's current level of skill and physical fitness;
- (c) any current injury or condition, which will impair or prevent the Athlete's performance;

- (d) factors relevant to crew combination, namely crew compatibility, technical compatibility, and team balance and harmony;
- (e) relevant rowing conditions in relation to any trialling or results (e.g. wind and stream effects);
- (f) coach input;
- (g) potential development of crew combinations for subsequent National Teams;
- (h) equipment breakages or malfunctions;
- (i) for coxes only, maintaining specified weight profiles;
- (j) for coxes only, consultation with rowers;

Notwithstanding anything in this Selection Policy, in selecting a reserve or reserves, the Selectors may take into account one or more of any of the Selection Criteria in sections 2.2 and 2.3, including the additional Selection Criterion of “athlete versatility” (which shall mean performances that demonstrate an athlete’s ability to row one or more of the following: (i) both sweep and scull; (ii) in both big and small boats; and (iii) on both bow and stroke sides). For the avoidance of doubt, the Selectors may give precedence to the additional Selection Criterion of “athlete versatility” or one or more of the further Selection Criteria in section 2.3 over the primary Selection Criteria in section 2.2 when considering the selection of a reserve or reserves.

2.4 Consideration of Data and Information

In applying any of the Selection Criteria, the Selectors may consider results and reports recorded from collated data and information including ergometer results, past race results, sports science or medical tests or considerations, training camps, ability to maintain required training loads, and weight profiles (for coxes).

2.5 Extenuating Circumstances

- 2.5.1 In considering the performances of Athletes at events, trials, training camps or other attendances required under the Selection Policy or the Event Requirements, the Selectors may in their discretion give weight to Extenuating Circumstances.
- 2.5.2 Any Athlete unable to compete at events, trials, training camps or satisfy other attendances required under the Selection Policy or the Event Requirements must advise the Performance Director of this fact in writing, including all relevant reasons. The written advice must where practicable be given within 24 hours of the commencement of the event, trial, training camp or other attendance and in all other cases within a reasonable time of becoming aware of the failure to meet the particular requirement.
- 2.5.3 In the case of illness or injury, Athletes will be required to undergo a medical examination by a medical practitioner or other health professional nominated by RA, and must consent to the provision of information from any such practitioner or professional to the Selectors and RA.
- 2.5.4 Where any Athlete seeks consideration of Extenuating Circumstances, a decision in each case will be made by the Selectors (or their delegate) in their sole discretion on an individual basis.

2.6 Selectors’ Discretion

- 2.6.1 The Selectors have discretion in selection of Athletes to, or removal of Athletes from, a National Team having regard to the Selection Criteria. These criteria are set out in sections 2.2 and 2.3 of the Selection Policy.
- 2.6.2 The Selectors may apply a standard which calls for a value judgment and overall assessment of the relevant criteria. In the exercise of their discretion, the Selectors are expected to bring to account those matters within the criteria that they consider to be relevant to the determination, in achieving the overall objective of the Selection Policy. When comparing Athletes' performance, the predominant function of the Selectors' discretion is to determine the relevance of each of the Selection Criteria and the weight attributable to them. For the Selectors to exercise their discretion prudently, judiciously and with sound judgment they are required to:
- (a) act reasonably and justly;
 - (b) act in good faith and for proper purposes;
 - (c) consider the Selection Criteria; and
 - (d) consider the relevant materials and disregard irrelevant considerations.

2.7 The Event Requirements

- 2.7.1 RA shall issue Event Requirements for international events.
- 2.7.2 The Event Requirements shall form part of the Selection Policy and shall bind each Athlete that nominates for consideration for selection to the National Team for the event and RA may issue the Event Requirements wholly or partially by way of updates or bulletins.
- 2.7.3 Without limiting RA's discretion in deciding what material is relevant for inclusion in the Event Requirements, RA may nominate a Priority Boat or Priority Boats and the ranking of boats and events in the Event Requirements. RA may also, as a matter of policy, elect not to send a boat or boats to an event in which case it shall announce such election in the Event Requirements. To the maximum extent possible, RA will make these nominations as soon as practicable in the circumstances for the event.
- 2.7.4 Athletes are required to meet the Event Requirements for the events for which they have nominated. This will include mandatory trialling, testing, camps and regattas, including those requirements specified in the NTC Invitation Guidelines.
- 2.7.5 On occasions, progression through the Event Requirements will be subject to invitation by the Selectors to the next stage of the activity plan within the Event Requirements. The Event Requirements may specify the manner in which progression and invitation is determined. Subject to any specific directions or requirements, the Selectors will consider the Selection Criteria set out in the Selection Policy and use their discretion in inviting Athletes to progress to the next stage.
- 2.7.6 RA and the Selectors may name a Priority Boat or Priority Boats for an event or events, and also give priority to one event over another. Where an Athlete meets the nomination and Event Requirements for a Priority Boat or Priority Boats, but fails to gain selection in that boat, the Selectors at their discretion can (for that Athlete) waive the prerequisites and criteria to that point for any other boat or another event.

2.8 Pre-Paralympic Requirements

The requirements for consideration for nomination to a Paralympic Team may include an Athlete meeting the Event Requirements for an international event in the preceding season and making themselves available for selection to compete at that international event.

2.9 Non-Disrepute

Without limiting the powers of the Selectors, the RA Board may remove an Athlete from consideration for selection to the National Team, the National Squad or (if applicable) from the National Team or National Squad itself if RA determines in its sole discretion that the Athlete:

- (a) has at any time engaged in conduct (whether publicly known or not), which has brought or would have the tendency to bring the Athlete or rowing into disrepute or censure, or which would be inconsistent with, contrary to or prejudicial to the ARTeam Code of Conduct, the best interests, image or values of RA, or as a result of which the Athlete's membership would not be in the best interests of the National Team; or
- (b) has at any time been convicted of a charge of any serious offence involving alcohol or drugs, or any sex offence, or any offence which is punishable by imprisonment.

PART 3 THE HIGH PERFORMANCE COMMISSION

3.1 Powers of the High Performance Commission

So far as selection is concerned, the powers of the HPC include without limitation:

- (a) determining and approving changes or additions to the Nomination and Eligibility Requirements;
- (b) determining and approving changes or additions to the Event Requirements;
- (c) appointing the Chair of Selectors;
- (d) appointing a Selector delegate or delegates to assist with the selection of overseas based Athletes and crews to the National Team, and with such powers delegated by the Selectors;
- (e) appointing a Selection Ombudsman who will have the powers and functions specified in Part 5 of the Selection Policy;
- (f) reviewing decisions of the Selectors referred to the HPC by the Selection Ombudsman, especially where the Selectors have applied the further Selection Criteria in section 2.3 of the Selection Policy;
- (g) determining, at the HPC's sole and absolute discretion, minimum performance standards and/or benchmarks required by the HPC for selection;
- (h) determining, at the HPC's sole and absolute discretion, guidelines to be followed by the Selectors in determining adjustments (if any) to the HPC's minimum performance standards and/or benchmarks for the relevant rowing conditions in relation to any trialling or results;

- (i) approving Athletes selected by the Selectors in accordance with the Selection Policy and the applicable Event Requirements as members of a National Squad or the National Team.
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PART 4 THE SELECTORS

4.1 Composition of Selection Panel

- 4.1.1 The selection panel for the Senior Para-Rowing Team will be comprised of three Selectors as follows:
 - (a) two Non-Executive Selectors, one of whom shall be the Chair of Selectors; and
 - (b) the current Para-Rowing Head Coach; and
- 4.1.2 The Non-Executive Selectors (including the Chair of Selectors):
 - (a) will be chosen at the sole discretion of the HPC, having the qualifications and experience that meet the requirements of the HPC; and
 - (b) must not be an employee of RA, and must not have any direct role with a rowing club, State or Territory rowing association or SIS/SAS.
- 4.1.3 A quorum for any meeting of Selectors will be a minimum of two Selectors, including the Chair of Selectors and the Para-Rowing Head Coach. The Selectors are otherwise empowered to make their own rules on process, procedure and voting subject however to approval or veto by the HPC.

4.2 Powers of the Selectors

- 4.2.1 The powers of the Selectors shall include without limitation:
 - (a) making all selection decisions (including decisions not to select an Athlete to, and decisions to remove an Athlete from, a National Squad or the National Team) unless otherwise expressly reserved to the RA Board or the HPC;
 - (b) exempting an Athlete from the requirements of the Selection Policy or the Event Requirements, on the basis of Extenuating Circumstances or any other conditions of the Event Requirements;
 - (c) engaging experts, including medical or health professionals to provide reports or conduct examinations of an Athlete, with further authority to provide such reports and information to RA solely for the purpose of considering selection to or removal from the National Team, a National Squad, or named crew or boat, and for the purpose of monitoring the performance and attitude of any such member or Athlete;
 - (d) requesting an Athlete to attend specific or individual sports science testing and/or medical examinations to assist the Selectors in considering any of the Selection Criteria in section 2.3 and the Athlete's condition;
 - (e) determining, in accordance with the guidelines advised by the HPC, adjustments (if any) to the HPC's minimum performance standards and/or benchmarks for the relevant rowing conditions in relation to any trialling or results.

- (f) the early selection of an Athlete to the National Team as a single sculler (prior to the completion of all activities listed in the Event Requirements), based, in the opinion of the Selectors, on recent outstanding international performances at any one or more of the activities listed in the Event Requirements (To be clear, the “outstanding performance” would be considered for an athlete who had been on the podium for at least the last two World Championships, who performed at a listed event in the ER to a level considered consistent with the most recent podium performance);
- 4.2.2 Subject only to the right of appeal in accordance with Part 6 of the Selection Policy and the Appeals Policy, each decision by the Selectors shall be final and binding on the Athletes and each member of any National Team or National Squad.
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PART 5 THE SELECTION OMBUDSMAN

5.1 Powers of the Selection Ombudsman

- 5.1.1 The powers of the Selection Ombudsman shall include without limitation:
- (a) to investigate an act or omission of the Selectors or seek more information from the Selectors in relation to the exercise of their powers under the Selection Policy, in respect of which:
 - (i) a complaint or an inquiry has been made to the Selection Ombudsman;
 - (ii) the Selectors seek clarification; or
 - (iii) the Selection Ombudsman wishes to investigate of his or her own motion;
 - (b) for the purpose of promoting and monitoring compliance with the Selection Policy, to observe and attend (at the Selection Ombudsman’s discretion):
 - (i) event, trials and other attendances required under the Selection Policy or the Event Requirements;
 - (ii) meetings of the Selectors (at which the Selection Ombudsman may require the Selectors to produce to the Selection Ombudsman a record or document excluding sensitive information (as defined in the Privacy Act 1988 (Cth)) within a specified period);
 - (iii) any debriefing session between an Athlete who has failed to be selected and one or more of the Selectors;
 - (c) to give a recommendation to the Selectors that addresses an act or omission of the Selectors that relates to the exercise of their powers under the Selection Policy (which recommendation must be given due consideration by the Selectors).
- 5.1.2 The Selection Ombudsman is not required to investigate all complaints or inquiries. For example, the Selection Ombudsman may refuse to deal with a matter if the Selection Ombudsman considers:
- (a) it is trivial; or
 - (b) it is frivolous or vexatious or is not made in good faith; or
 - (c) it lacks substance or credibility; or

- (d) the subject-matter of the complaint or inquiry has already been investigated or otherwise dealt with by the Selection Ombudsman.

5.1.3 Investigations conducted by the Selection Ombudsman will generally take place during the relevant event, trial or other attendance and must be completed by no later than 48 hours after the announcement (in accordance with the Selection Policy) of the relevant selection decision. The Selection Ombudsman is not authorised to make selection decisions.

PART 6 APPEALS

Appeals will be addressed in accordance with the Appeals Policy. The terms of the Appeals Policy form part of the Selection Policy and apply to and are binding on all Athletes.

PART 7 GENERAL

7.1 Notification and Announcements

RA will deliver a notification or announcement made under or pursuant to the Selection Policy or the Event Requirements to an Athlete via the RA Website. The notification or announcement will be taken to be duly made or announced in accordance with this Selection Policy at 9am on the next day following publication on the RA Website.

7.2 Amendments

Any change or addition to the Selection Policy or the Event Requirements must be approved by the RA Board (in the case of the Selection Policy) or the HPC (in the case of the Event Requirements) and notified to Athletes via the RA Website. The change or addition will take effect at 9am on the next day following publication on the RA Website.

PART 8 INTERPRETATION

8.1 Meaning of Expressions and Words

In this Selection Policy the following expressions, abbreviations and words shall have the following respective meanings (unless the context dictates otherwise):

Appeals Policy means the RA Appeals Policy as issued and amended by RA from time to time.

ARTeam Code of Conduct means the Code of Conduct for Australian Rowing Teams as issued and amended by RA from time to time.

Athletes include rowers and coxes.

Event Requirements means the requirements for the World Championships and any preliminary event including World Cups, set out in documentation issued and amended from time to time by the HPC.

Extenuating Circumstances means an inability to compete and/or attend at an event, trial, training camp or satisfy any other attendance required under the Selection Policy or the Event Requirements arising from:

- (a) injury or illness;
- (b) equipment failure;
- (c) travel delays;

- (d) bereavement; and/or
- (e) any other factors reasonably considered by the Selectors to constitute extenuating circumstances.

HPC means the High Performance Commission established by the RA Board.

National Squad means the national squad (if any) for formation prior to selection of Athletes in a National Team.

National Team means the national team selected to compete at the World Championships, and any preliminary event including World Cups.

Nomination and Eligibility Requirements means the nomination and eligibility requirements for selection set out in documentation issued and amended from time to time by the HPC.

Priority Boat means a boat nominated by the HPC to be given priority for selection over another boat or boats.

RA Website means www.rowingaustralia.com.au.

Selection Criteria means the criteria specified in sections 2.2 and 2.3 of the Selection Policy.

Selection Policy means the Selection Policy and includes without limitation any annexures and the Event Requirements and the Appeals Policy.

Selectors means the panel of selectors under the Selection Policy.

Selection Ombudsman means a person or persons appointed by the HPC under the Selection Policy.