

ROWING AUSTRALIA
NATIONAL SELECTION POLICY – SENIOR 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 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. It also applies to all Athletes wishing to be considered for nomination to the AOC for selection by the AOC to the Team and also those who are members of the 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.

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 and/or nomination to the AOC for selection to the Team must satisfy the requirements set out in the Selection Policy including the 2024 Event Requirements.

2.2 Primary Selection Criteria

The selection criteria that must be taken into account by the RANSP (Rowing Australia National Selection Panel) in selecting rowers and coxes for the National Team include the following:

- (a) an Athlete's performance in trialling and competition specified in the 2024 Event Requirements; and
- (b) an Athlete's national and international performances at any time.

2.3 Further Selection Criteria

If the RANSP considers that the criteria in section 2.2 do not provide sufficient evidence to make a conclusive determination with respect to an Athlete, the RANSP may have regard to the following considerations, in its absolute discretion:

- (a) the Athlete's current level of skill and physical fitness;
- (b) any current injury or condition, which, in the RANSP's discretion, will impair or prevent the Athlete's performance;
- (c) factors relevant to crew combination, namely crew compatibility, technical compatibility, and team balance and harmony;
- (d) relevant rowing conditions in relation to an Athlete's performance in trialling or results, for example wind and stream effects;

- (e) coach input. For the avoidance of doubt the reference to coach input may include the Athlete's club coach, the State head coach and/or the National Team crew coach;
- (f) the potential development of crew combinations for subsequent National Teams following the Games;
- (g) equipment breakages or malfunctions during the events and performance set out in section 2.2;
- (h) maintaining specified weight profiles (applicable only for lightweight Athletes and Athletes that are coxes);
- (i) consultation with an Athlete's crew members (applicable only for Athletes that are coxes).

For the avoidance of doubt, the RANSP may, in its absolute discretion rely on any one or more of the criteria and also may in its absolute discretion decide in the case of each Athlete the relevant weighting of each consideration where it relies on two or more criteria. Further, the RANSP may consider the data and information set out in section 2.4 of the Selection Policy.

Notwithstanding anything in this Selection Policy, to determine the reserves, the RANSP may take into account one or more of any of the criteria in sections 2.2 and 2.3, including the additional 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 RANSP may give precedence to the additional criterion of "athlete versatility" or one or more of the further criteria in section 2.3 over the criteria in section 2.2 when considering the determination of reserves.

2.4 Consideration of Data and Information

In applying any of the selection criteria in sections 2.2 and 2.3 of the Selection Policy or any of the nomination criteria in clause 6 of the Nomination Criteria, the RANSP 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 lightweights and coxes).

2.5 Extenuating Circumstances

- 2.5.1 In considering the performances of Athletes at events, trials, training camps or other attendances for the purposes of the Selection Policy, the Nomination Criteria or the 2024 Event Requirements (**Nomination Event**), the RANSP may, in its absolute discretion, have regard to Extenuating Circumstances.
- 2.5.2 In the event that an Athlete determines that he or she is unable to compete at a Nomination Event, that Athlete must notify the Performance Director of RA of his or her non-attendance in writing, including all relevant reasons. The written advice must where practicable be given within 24 hours of the commencement of the Nomination Event and in all other cases within a reasonable time of becoming aware of the failure to meet the particular requirement.
- 2.5.3 RA may consider an Athlete's non-attendance at a Nomination Event to be an Extenuating Circumstance in its absolute discretion. RA may require an Athlete to undergo a medical examination by a medical practitioner or other health professional nominated by RA and/or seek additional information or documentation as a condition of treating the Athlete's non-attendance at a Nomination Event as an Extenuating Circumstance. The Athlete must also consent to the provision of information from any such practitioner or professional to the RANSP and RA.

2.6 Selectors' Discretion

- 2.6.1 The Selectors have discretion in:
 - (a) selection of Athletes to, or removal of Athletes from, a National Team having regard to the selection criteria set out in sections 2.2 and 2.3 of the Selection Policy; and

- (b) nomination of Athletes to the AOC for selection to the Team having regard to the nomination criteria set out in clause 6 of the Nomination Criteria.

2.6.2 The RANSP may apply a standard which calls for a value judgment and overall assessment of the relevant criteria. In the exercise of its discretion, the RANSP is expected to bring to account those matters within the criteria that it considers to be relevant to the determination, in achieving the overall objective of the Selection Policy. When comparing Athletes' performance, the predominant function of the RANSP's discretion is to determine the relevance of each of the criteria and the weight attributable to them. For the RANSP to exercise its discretion prudently, judiciously and with sound judgment it is required to:

- (a) act reasonably and justly;
- (b) act in good faith and for proper purposes;
- (c) consider the criteria in the Selection Policy or Nomination Criteria (as the case may be); and
- (d) consider the relevant materials and disregard irrelevant considerations.

2.7 The Event Requirements

2.7.1 RA shall issue requirements for international events.

2.7.2 The 2024 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 2024 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 2024 Event Requirements, RA may nominate a Priority Boat or Priority Boats and the ranking of boats and events in the 2024 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 2024 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 2024 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 2024 Event Requirements will be subject to invitation by the RANSP to the next stage of the activity plan within the 2024 Event Requirements. The 2024 Event Requirements may specify the manner in which progression and invitation is determined. Subject to any specific directions or requirements, the RANSP will consider the selection criteria set out in the Selection Policy and the nomination Criteria in the Nomination Criteria (as the case may be) and use their discretion in inviting Athletes to progress to the next stage.

2.7.6 RA and the RANSP 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 2024 Event Requirements for a Priority Boat or Priority Boats, but fails to gain selection in that boat, the RANSP at its discretion can (for that Athlete) waive the prerequisites and criteria to that point for any other boat or another event.

2.8 Pre-Olympic Requirements

The requirements for consideration for nomination to an Olympic 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 RANSP, the HPC 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

The powers of the HPC include without limitation:

- (a) determining and approving changes or additions to the Rowing Australia Nomination and Eligibility Requirements;
- (b) determining and approving changes or additions to the 2024 Event Requirements;
- (c) appointing the Chair of the RANSP;
- (d) appointing an RANSP 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 RANSP;
- (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 RANSP referred to the HPC by the Selection Ombudsman;
- (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 RANSP 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 RANSP in accordance with the Selection Policy and the applicable Event Requirements as members of a National Squad or the National Team;
- (j) approving Athletes recommended by the RANSP in accordance with the Nomination Criteria for nomination to the AOC for selection to the Team.

PART 4 THE SELECTORS

4.1 Composition and Procedures of the Rowing Australia Nomination and Selection Panel (RANSP)

4.1.1 There will be separate nomination and selection panels for male and female Athletes. Each panel will be comprised of four Selectors as follows:

- (a) the Chair of the RANSP;
- (b) the current Head Coach of the National Training Centre (*NTC*); and
- (c) the two current Senior Coaches of the NTC.

- 4.1.2 The Chair of the RANSP will be chosen at the sole discretion of the HPC, having the qualifications and experience that meet the requirements of the HPC. The Chair of the RANSP 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 The procedure for conducting a meeting of the RANSP shall be:
- (a) a quorum for any meeting of the RANSP will be a minimum of three members, including the Chair of the RANSP;
 - (b) a majority decision of members attending the meeting of the RANSP is required;
 - (c) the Chair of the RANSP shall have a casting vote in addition to a deliberative vote in the case of an equality of votes.

The RANSP is otherwise empowered to make its own rules on process, procedure and voting subject however to approval or veto by the HPC.

4.2 Powers of the RANSP

- 4.2.1 The powers of the RANSP shall include without limitation:
- (a) making all selection decisions under the Selection Policy (including decisions not to select an Athlete to, and decisions to remove an Athlete from, a National Squad or the National Team) and all nomination decisions under the Nomination Criteria (including decisions not to nominate an Athlete to the AOC for selection to the Team) unless otherwise expressly reserved to the RA Board or the HPC;
 - (b) exempting an Athlete from the requirements of the Selection Policy, the Nomination Criteria or the 2024 Event Requirements, on the basis of Extenuating Circumstances or any other conditions of the 2024 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 RANSP in considering any of the selection criteria in sections 2.2 and 2.3 of the Selection Policy or any of the nomination criteria in clause 6 of the Nomination Criteria 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.
- 4.2.2 Subject only to the rights of appeal in accordance with Part 6 of the Selection Policy or clause 9 of Nomination Criteria (as applicable) and the Appeals Policy, each decision by the RANSP shall be final and binding.

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 RANSP or seek more information from the RANSP in relation to the exercise of their powers under the Selection Policy or Nomination Criteria, in respect of which:

- (i) a complaint or an inquiry has been made to the Selection Ombudsman;
 - (ii) the RANSP seeks 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 and the Nomination Criteria, to observe and attend (at the Selection Ombudsman’s discretion):
- (i) event, trials and other attendances required under the Selection Policy, Nomination Criteria or the 2024 Event Requirements;
 - (ii) meetings of the RANSP (at which the Selection Ombudsman may require the RANSP 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 RANSP members;
- (c) to give a recommendation to the RANSP that addresses an act or omission of the RANSP that relates to the exercise of their powers under the Selection Policy or Nomination Criteria (which recommendation must be given due consideration by the RANSP).
- 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 decision. The Selection Ombudsman is not authorised to make selection or nomination decisions.

PART 6 APPEALS

Appeals for non-selection by RA will be addressed in accordance with the Appeals Policy. Appeals for non-nomination to the AOC and non-selection by the AOC will be addressed in accordance with the Nomination Criteria and AOC Olympic Team Nomination and Selection By-Law.

PART 7 GENERAL

7.1 Notification and Announcements

RA will deliver a notification or announcement made under or pursuant to the Selection Policy, Nomination Criteria or the 2024 Event Requirements to an Athlete via the RA Website. A notification or announcement published prior to midday will be deemed to have been made at 5pm on the day of publication on the RA Website. A notification or announcement published at or after midday will be deemed to have been made at 9am on the next day following publication on the RA Website.

7.2 Amendments

Any change or addition to the Selection Policy, Nomination Criteria or the 2024 Event Requirements must be approved by the RA Board (in the case of the Selection Policy and the Nomination Criteria) or the HPC (in the case of the 2024 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):

2024 Event requirements means RA's requirements for the Games and any preliminary event including World Cups, set out in documentation issued to Athletes as amended from time to time by RA.

Appeals Policy means the RA Selection 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.

Extenuating Circumstances means:

- (a) injury or illness;
- (b) equipment failure;
- (c) travel delays;
- (d) bereavement or disability arising from death or serious illness of an immediate family member, which means a spouse, de facto partner, child, parent, grandparent, grandchild or sibling; or
- (e) any other factors reasonably considered by RA to constitute extenuating circumstances.

Games means Paris 2024 Olympic Games.

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 an event.

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.

Nomination Criteria means the document titled "Nomination Criteria" approved by the AOC, which includes the nomination criteria for the Games.

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

RA means Rowing Australia Limited.

RANSP means Rowing Australia Nomination and Selection Panel, which comprises of the members set out in section 4.1.1 of the Selection Policy.

RA Website means www.rowingaustralia.com.au.

Selection Policy means the Selection Policy and includes without limitation any annexures and the 2024 Event Requirements and the Appeals Policy.

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



Team means the team of athletes and officials selected by the AOC to participate in rowing at the Games.