

ROWING AUSTRALIA 2024 NATIONAL SELECTION POLICY – SENIOR PARA-ROWING TEAM AND PARALYMPIC TEAM

PART 1 INTRODUCTION

1.1 **Objective**

The objective of the Selection Policy is to nominate and select the best possible team to represent Australia with the best chance of producing podium performances and winning Gold medals at the 2024 Paralympic Games.

1.2 Application

- 1.2.1 RA will select Athletes for the National Team, and nominate Athletes to PA for the Paralympic Team, in accordance with this Selection Policy.
- 1.2.2 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 PA for selection by PA to the Paralympic Team and also those who are members of the Paralympic Team.
- 1.2.3 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 and requirements of each of the following:
 - (a) the Nomination and Eligibility Requirements (refer to **Annexure A**);
 - (b) the Selection Policy including the Event Requirements (refer **Annexure B**);
 - (c) the Paralympic Nomination Criteria (refer to **Part 3**).



2.2 Primary RA Selection Criteria

The Selection Criteria that must be taken into account by the Selectors in selecting Athletes for the National Team and the nomination of Athletes by RA to PA for selection to the Paralympic 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 RA 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 RA Selection Criteria in selecting Athletes for the National Team and the nomination of Athletes by RA to PA for selection to the Paralympic 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:

(k) in selecting a reserve or reserves, the Selectors may take into account one or more of any of the RA Selection Criteria in sections 2.2 and 2.3, including the



additional RA 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 RA Selection Criterion of "athlete versatility" or one or more of the further RA Selection Criteria in section 2.3 over the primary RA Selection Criteria in section 2.2 when considering the selection of a reserve or reserves;

(l) when the only available trial data relates to different rowing skills or disciplines, then the Selectors are directed to exercise their judgment in selecting optimum crew combinations (having regard to any of the RA Selection Criteria in section 2.2 and section 2.3).

2.4 Consideration of Data and Information

In applying any of the RA 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, Paralympic Nomination Criteria 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, Paralympic Nomination Criteria 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, provided however that any such decision will not be binding on PA.



2.6 **Selectors' Discretion**

- 2.6.1 The Selectors have discretion in:
 - (a) selection of Athletes to, or removal of Athletes from, a National Squad or National Team having regard to the RA Selection Criteria set out in sections 2.2 and 2.3 of the Selection Policy; and
 - (b) nomination of Athletes to PA for selection to the Paralympic Team having regard to Paralympic Nomination Criteria.
- 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 RA 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 RA 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 priority categories, a Priority Boat or Priority Boats and the ranking of boats and events in the Event Requirements, or by way of update or subsequent bulletin or publication. 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, or by way of update or subsequent bulletin or publication. 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 RA Selection Criteria set out in the Selection Policy and use their discretion in inviting Athletes to progress to the next stage. Failure to progress or be invited to the next trial or stage of the activity plan within the Event Requirements (without written approval or exemption) shall also mean that the Athlete has been removed from the Long List.
- 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 RA Selection Criteria 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 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 RA Team 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 RA PARALYMPIC NOMINATION CRITERIA

3.1 Nomination General Information

- 3.1.1 RA will include Athletes in the Long List and nominate Athletes to PA for selection to the Paralympic Team in accordance with Part 2 and Part 3 of the Selection Policy. Officials (including Coaches) will be nominated to the PA at the sole discretion of RA.
- 3.1.2 PA is solely responsible for the selection and removal at any time of Athletes to and from the Paralympic Team. Athletes will be selected by PA in accordance with the PA General Selection Criteria (refer to **Annexure C**). RA may request the removal of any Athlete selected in the Paralympic Team where RA determines that the Athlete has breached the provisions of the RA National Selection Policy, however any decision to remove an Athlete selected in the Paralympic Team will be determined by PA in its sole and absolute discretion.

3.2 **Inclusion in the Long List**

- 3.2.1 RA will choose Athletes from within its sport to be members of PA's Long List. The Long List will include:
 - (a) all Athletes who were selected in the Senior Para-Rowing Team to compete at the 2023 World Rowing Championships; and
 - (b) any additional Athletes that are deemed by the Selectors to have the capability to effectively compete at the 2024 Paralympic Games as assessed under the RA Selection Criteria outlined in Part 2 of this National Selection Policy.
- 3.2.2 PA may also recognise other Athletes from within this sport to be members of the Long List.
- 3.2.3 RA will advise PA of the Athletes that it has nominated as members of the Long List at such time as required by PA.
- 3.2.4 If an Athlete breaches the requirements of the Selection Policy or the PA General Selection Criteria, RA or PA may suspend or terminate the Athlete's membership of the Long List.
- 3.2.5 RA may include additional Athletes to the Long List based on performances. RA will advise PA of additional Athletes who have met the requirements at such time as required by PA.
- 3.2.6 RA intends to reduce the size of the Long List progressively throughout the activity plan within the Event Requirements, including at the conclusion of the Selection Trial



(to be held from 18 March 2024 to 24 March 2024 in Penrith), based on the RA Selection Criteria outlined in Part 2 of this Selection Policy.

3.3 Nomination by RA to PA for Selection in the Paralympic Team

- 3.3.1 In accordance with the Qualification System:
 - (a) where Australia qualifies a quota place in a certain event at the 2023 World Rowing Championships (held from 3 September 2023 to 10 September 2023 in Belgrade, Serbia), then (subject to paragraph 3.3.2) RA will nominate Athletes for that boat based on the recommendations of the Selectors made in accordance with Selection Policy, and in particular the RA Selection Criteria in Part 2.
 - (b) where Australia qualifies a quota place for a boat at the Final Paralympic Qualification Regatta (to be held from 19 to 21 May 2024 in Lucerne, Switzerland), then (subject to RA, at its discretion, choosing to nominate the boat for the event at the 2024 Paralympic Games) the Athletes who achieved the qualification will be nominated by RA to PA for selection to the Paralympic Team and required to row in that boat event at the 2024 Paralympic Games.
- 3.3.2 For the purposes of nomination to the PA for selection to the Paralympic Team, RA will:
 - (a) only nominate those Athletes who to the satisfaction of RA on the recommendation of the Selectors:
 - (i) will contribute to the achievement of Australia's performance objectives at the Paris 2024 Paralympic Games (paragraph 1.1); and
 - (ii) have met the requirements of this Selection Policy (including the Event Requirements) for the National Team in a boat for which Australia has qualified quota places for the 2024 Paralympic Games.
 - (b) only nominate Athletes who:
 - (i) meet the PA General Selection Criteria for the 2024 Paralympic Games;
 - (ii) meet the Classification and Games eligibility requirements as set out in the IPC Qualification Regulations;
 - (iii) are, and continue to be, eligible to participate in the 2024 Paralympic Games as an Australian athlete:



- (iv) are internationally classified either with a 'Confirmed' sport class status or a 'Review' sport class status with a review date after 31 December 2024;
- (v) agree to abide by the World Rowing Para-Rowing classification rules and regulations, the IPC Athlete Classification Code and any relevant RA or PA classification policies and requirements, including attending classification assessment as required;
- (vi) complete any classification education modules as released by PA;
- (vii) agree to disclose previous classification documentation and/or medical diagnostic documentation from relevant specialists for classification which may include:
 - (A) providing medical diagnostic information detailing the Athlete's underlying health condition and eligible impairment;
 - (B) undertaking any additional medical assessment or provide further medical diagnostic information as required by RA, PA or World Rowing for the purpose of classification;
 - (C) if an Athlete has any medical intervention, or if changes occur to the Athlete's impairment which may impact on their classification, Athletes must provide medical documentation to PA, RA or World Rowing;
- (viii) agree to notify RA, PA and World Rowing if there is any change to assistive devices, or equipment used, which may impact their classification in any way, and agrees to undergo further classification assessment if required.
- (ix) have not breached the World Rowing Para-Rowing classification rules and regulations, or the IPC Athlete Classification Code, unless the Athlete has been sanctioned for the breach and has completed the sanction imposed (unless the sanction was equal to or greater than 2 years, in which case the athlete is ineligible for nomination). For purpose of this clause, a breach may include, among other things:
 - (A) an Athlete under investigation for International Misrepresentation where a notice has been issued, or the Athlete has been sanctioned under the World Rowing Para-Rowing Classification Rules and Regulations; or



- (B) failure to comply with an Athlete's obligations under the World Rowing Para-Rowing Classification Rules and Regulations;
- (x) has not committed any offence under the anti-doping policy of SIA, WADA, PA or RA for which a sanction imposed has not been discharged;
- (xi) has from the date on which he or she was nominated to the Long List, been available for sample collections as required by SIA and if requested by SIA, provided up-to-date information regarding their whereabouts on a regular basis;
- (xii) has completed the appropriate SIA anti-doping education as required by RA;
- (c) only nominate Athletes who are, or are recognised by PA as, members of the Long List;
- (d) only nominate those Athletes it honestly believes have met the requirements described in the RA Selection Criteria and the PA General Selection Criteria:
- (e) not nominate more Athletes (including reserves) than the maximum number permitted under the Qualification System.

3.4 **Reserves or Alternates**

RA will use this Paralympic Nomination Criteria (Part 3) to determine reserves. Reserves will not be members of the Paralympic Team unless and until they replace another Athlete.

Any reserves or alternates will be nominated in accordance with World Rowing regulations (refer to FISA Website; www.worldrowing.com).

3.5 **Making of Nominations**

RA must nominate Athlete and crew combinations to PA before 22 July 2024 (**Nomination Deadline**).

Nominations submitted to PA after the Nomination Deadline will not be accepted unless RA has been granted an extension of time in writing by PA prior to the Nomination Deadline or RA's nominations are delayed due to a Nomination Appeal that was commenced prior to the Nomination Deadline and that PA was notified of by RA prior to the nomination Deadline.



3.6 Amendments to Nomination Criteria

This Paralympic Nomination Criteria may be amended by RA with the prior written approval of PA. Any amended Paralympic Nomination Criteria will be notified to Athletes.

3.7 **Appeals**

Appeals from a decision by PA not to select, or to deselect, an Athlete who was nominated by RA to PA for selection to the Paralympic Team, must be dealt with in accordance with the PA appeals process set out in the PA General Selection Criteria.

All other appeals will be addressed in accordance with RA's Appeals Policy. The terms of the Appeals Policy form part of this Selection Policy and apply to and are binding on all Athletes. A copy of the Appeals Policy can be found at **ANNEXURE D**.

There is no appeal against the selection, non-selection, dismissal or removal of officials and coaches. Other important limitations on the rights of appeal are contained in the PA General Selection Criteria and the RA Appeals Policy themselves.

PART 4 THE HIGH PERFORMANCE COMMISSION

4.1 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 6 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 RA 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.

PART 5 THE SELECTORS

5.1 Composition and Procedures of Selection Panel

- 5.1.1 The selection panel 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.
- 5.1.2 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.
- 5.1.3 The procedure for conducting a meeting of Selectors shall be:
 - (a) 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;
 - (b) a majority decision of Selectors attending the meeting of Selectors is required;



(c) the Chair of Selectors shall have a casting vote in addition to a deliberative vote in the case of an equality of votes.

The Selectors are otherwise empowered to make their own rules on process, procedure and voting subject however to approval or veto by the HPC.



5.2 **Powers of the Selectors**

- 5.2.1 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 RA 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.
- 5.2.2 Subject only to the right of appeal in accordance with Part 7 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.

PART 6 THE SELECTION OMBUDSMAN

6.1 **Powers of the Selection Ombudsman**

- 6.1.1 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:

ABN 49 126 080 519



- (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).
- 6.1.2 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.



6.1.3 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 7 APPEALS

Appeals from a decision by PA not to select, or to deselect, an Athlete who was nominated by RA to PA for selection to the Paralympic Team, must be dealt with in accordance with the PA appeals process set out in the PA Paralympic Team Nomination, Selection & Appeals By-Law (available at https://www.paralympic.org.au/about-us/policies-resources/).

All other appeals will be addressed in accordance with the Appeals Policy. The terms of the Appeals Policy form part of this Selection Policy and apply to and are binding on all Athletes. A copy of the Appeals Policy can be found at ANNEXURE D.

There is no appeal against the selection, non-selection, dismissal or removal of officials and coaches. Other important limitations on the rights of appeal are contained in the PA General Selection Criteria and the RA Appeals Policy themselves.

PART 8 GENERAL

8.1 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. 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 of 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.

8.2 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 9 INTERPRETATION

9.1 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 attached as Annexure D.



Athletes include rowers and coxes.

Event means World Championships, Paralympic Games, international regatta or event for which the Athlete seeks selection.

Event Requirements means the requirements for an Event set out in documentation issued and amended from time to time by the HPC.

Extenuating Circumstances means an inability to compete in, or attend, an event, trial, training camp, competition 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 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 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, and includes the Long List.

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.

PA means Paralympics Australia.

PA General Selection Criteria means the PA "General Selection Criteria – 2024 Australian Paralympic Team" attached as Annexure C to this Selection Policy.

Paralympic Nomination Criteria means the criteria specified in Part 3 of this Selection Policy adopted by RA and approved by PA for the nomination of Athletes to PA for the Long List and the Paralympic Team.

Paralympic Team means the team of athletes and officials selected by PA to participate in rowing at the 2024 Paralympic 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.

RA Selection Criteria means the criteria specified in paragraphs 2.2 and 2.3 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 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.