



TRI NZ HIGH PERFORMANCE
2019 ITU ELITE U23 WORLD CHAMPIONSHIPS
SELECTION POLICY

1. Introduction

- 1.1. **Scope:** This Selection Policy explains how Tri NZ will select Athletes for the elite U23 men's and women's triathlons ("the Team") at the 2019 ITU World Championships ("the Event").
- 1.2. **Aim:** The primary aim of Tri NZ in selecting the Team is for athletes to challenge for a top 15 performance at the Event.
- 1.3. **Application:** This Selection Policy is issued by the Tri NZ Elite Selection Commission ("the Selectors") and takes effect from 1st January 2019. This Selection Policy applies to:
- (a) all Athletes wishing to be considered for selection to the Team; and
 - (b) the Selectors, in undertaking their role and responsibilities in considering selections to the Team.
- 1.4. **Steps:** Consideration to represent New Zealand in men's and women's elite triathlon is a three-step process:
- (a) **Step 1 – Eligibility:** Eligibility of the Athlete to be considered for selection to represent Tri NZ;
 - (b) **Step 2 – Selection:** Selection by Tri NZ to the Team; and
 - (c) **Step 3 – Agreement:** Acceptance by the Athlete of the Team Agreement.
- 1.5. **Status:** This Selection Policy overrides all other correspondence, discussions, and representations (whether written or oral) by Tri NZ regarding selection to the Team. This Selection Policy forms part of the Team Agreement.
- 1.6. **Definitions:** Clause 12 of this Policy sets out the meaning of certain words used in this Policy.

2. Qualification of Quota Places

- 2.1. **Qualification Criteria:** New Zealand must qualify quota places in the Event in accordance with the ITU Rules. The securing of a quota place in the Event by an

Athlete (whether or not they are an Eligible Athlete) does not guarantee that the Athlete will be selected to compete in the Event.

- 2.2. **Number of Quota Places:** Quota places will be qualified through results in the 2018 ITU U23 World Championships, up to a minimum of 2 and maximum of 3 men's and 3 women's places. Tri NZ may approach the ITU for invitations additional to the places described above. This will be at the sole discretion of the Selectors to enhance the achievement of the Aim of this Policy, and confirmation of such places is unlikely to be known at the time of selection.
- 2.3. **Reserves:** At the time of selection, Tri NZ may or may not consider the selection of reserves. In either case, should reserves be needed prior to the Event, their selection will be considered consistent with the entirety of this Policy.
- 2.4. **No Obligation:** Tri NZ is not obliged to select the maximum number of Athletes permitted under the ITU Rules to fill the quota places available.

3. Step One – Eligibility for Selection

- 3.1. **Eligibility:** The Selectors may only consider an Athlete for selection who is an Eligible Athlete as at the Selection Date. An Athlete will only be an Eligible Athlete if the Athlete:
 - (a) is a member of Good Standing of Tri NZ; and
 - (b) meets the eligibility requirements of the ITU Rules for the Event; and
 - (c) has demonstrated to the satisfaction of the Selectors they are not suffering any physical or mental impairment that would prevent them from competing in the Event to the best of their ability; and
 - (d) has completed an Athlete Application form by the 1st February 2019; and
 - (e) has in the view of the Selectors not acted in such a manner so as to bring the Athlete, the sport, Tri NZ or the ITU into public disrepute; and
 - (f) to Tri NZ's knowledge, has not used or administered any substance which, if it had been detected as being present in the Athlete's body tissue or fluids, would have constituted doping, or used any prohibited method or committed any other doping offence as defined in Tri NZ's, ITU's or WADA's regulations.
- 3.2. **No Selection:** If an Athlete does not meet all of the eligibility requirements specified in clause 3.1 by the Early Selection Date, the Athlete cannot be considered by Tri NZ for selection to the Team, unless there are exceptional reasons agreed by the Selectors.

4. Step 2 - Selection by Tri NZ

- 4.1. **Selection:** Tri NZ will decide if it will select Athletes to the Team, and if it does, it will do so by the Selection Dates.
- 4.2. **Selection Dates:** The Selection Dates are as follows:
- (a) **Early Selection:** 15th April 2019 for early selection of Athletes under clause 5(a); and
 - (b) **Late Selection:** 30th June 2019 for any other Athletes under clause 5.1(b).
- 4.3. **Selectors:** The Selectors shall decide on the Athletes to be selected in accordance with the process set out in the Selectors' Terms of Reference.
- 4.4. **Selection Criteria and Factors:** In deciding on the Athletes to select, the Selectors, must:
- (a) apply the Selection Criteria in clause 5;
 - (b) consider any Extenuating Circumstances in accordance with clause 6;
 - (c) consider any Other Factors in accordance with clause 7; and
 - (d) in all other respects, comply with this Selection Policy.

5. Selection Criteria

5.1 Selection Criteria:

- (a) for Early Selection of athletes to the men's and women's Teams, athletes will be considered for selection based on being the first New Zealand athlete (male & female) and within 3% of the winner at the 2019 Moreton Bay OTU Triathlon Oceania Cup, 14 April 2019.
 - (b) for Late Selection at Selectors' discretion. The Selectors will take into account results at any other Olympic Distance ITU event (WTS, World Cups, Continental Cups or Oceania Championships) from 1 January 2019 up until 30th June 2019.
- 5.2. **Tied Athletes:** If in the Selection Criteria in clause 5.1 above, there are more Athletes who meet the criteria than quota places available, selection will be decided by the Selectors having regard to one or more of the following factors:
- (a) the Athletes' comparative performances in the specified events which are likely to have similar circumstances to those in the Event in terms of factors such as, but not limited to, the course, the distance, and the climate;
 - (b) developing the potential of an Athlete for the High Performance Programme;

- (c) an Athlete's attendance, attitude, and conduct at past competitions, training sessions, training camps, trials and other events; and
- (d) any other information the Selectors consider relevant.

6. Extenuating Circumstances

- 6.1. **Application:** The Selectors may, in their sole discretion, consider and place weight upon any Extenuating Circumstances when considering an Athlete for selection under this Selection Policy.
- 6.2. **Notification:** An Athlete who wishes the Selectors to take Extenuating Circumstances into account in considering that Athlete's potential selection, must advise the Chair of Selectors of the specific Extenuating Circumstances in writing, with as much advance notice as possible, and:
 - (a) if the Extenuating Circumstances prevent an Athlete from competing or performing in a race, then ideally 7 days and no later than 2 hours prior to the relevant race;
 - (b) if the Extenuating Circumstances occur during a race then as soon as practicable but in no event later than 24 hours after of the completion of the race;
 - (c) if the Extenuating Circumstances occur at any other time, then as soon as practicable after it occurs.
- 6.3. **Where no Notification:** If the Chair of Selectors is not notified of any Extenuating Circumstances in accordance with clause 6.2, then the Selectors may choose not to consider such circumstances.
- 6.4. **Injury/Illness:** If the Extenuating Circumstances are injury or illness, Athletes may be required by the Selectors to provide a medical certificate and/or to undergo an examination by a health practitioner(s) nominated by the Selectors, and to provide that opinion and/or report to the Selectors. Any failure to agree to such a request may result in the Selectors being unable to consider the injury or illness as an Extenuating Circumstance.
- 6.5. **Verification:** If the Extenuating Circumstances are circumstances other than injury or illness, the Selectors may request evidence to verify the existence and details of the Extenuating Circumstances.

7. Other Factors

- 7.1. **Demonstration:** In considering any Athlete for selection, the Selectors must, in their sole discretion, be satisfied that each Athlete has demonstrated:
 - (a) the commitment to maintain an appropriate level of fitness, training and competition to compete in the Event to the best of their ability; and

- (b) a strong team ethic, including, a commitment to attend relevant Tri NZ training camps, to promote Tri NZ in a positive manner, and to uphold Tri NZ team agreements.

7.2. **Opportunity to be Heard:** If the Selectors consider that an Athlete, who they are considering for selection, has not or may not have demonstrated the requirements in clause 7.1, the Selectors shall, prior to any selection:

- (a) inform the Athlete of the specific requirement in clause 7.1 which the Selectors consider has or may not have been demonstrated;
- (b) give the Athlete an opportunity to respond, including an opportunity to provide evidence demonstrating they have satisfied the requirements.

7.3. **Actions:** If, having received and considered the Athlete's response in clause 7.2(b), the Selectors consider the specific requirement has not, in their discretion, been met or a satisfactory response given, the Selectors may:

- (a) decide not to select that Athlete;
- (b) require the Athlete to take specific steps to satisfy the requirements before the Selection Date;
- (c) select the Athlete but with conditions relating to that requirement; or,
- (d) select the Athlete.

8. Step 3 - Process & Agreement of Selection

8.1. **Notification:** All Eligible Athletes with reasonable consideration for selection will be informed by Tri NZ whether or not they have been selected to the Team.

8.2. **Requirements:** Every Selected Athlete must:

- (a) Complete the Athlete Application and submit to Tri NZ by 1st of February 2019
- (b) Return a completed Athlete Agreement to the Tri NZ within 7 days of being notified of their selection;
- (c) maintain an appropriate level of fitness, training and competition as determined by the Tri NZ;
- (d) fully participate in any Team training camps or designated competitions as directed by the Tri NZ;
- (e) keep the Selectors apprised of their fitness via Tri NZ. Ordinarily this will include race results and/or training data provided on a monthly basis;
- (f) immediately inform Tri NZ and the Tri NZ HP Chief Medical Officer of any illness or injury that could impact on the Athlete's capability to compete to

the best of their ability, on the understanding that the Tri NZ Chief Medical Officer will inform the Selectors of any fitness concern while upholding confidentiality; and

(g) comply with their obligations to Tri NZ.

8.3. **Conditions:** Tri NZ may select an Athlete, subject to conditions. For example, conditions of selection may include those noted below or any other conditions specified by the Selectors:

(a) recovery from injury to the satisfaction of the Selectors, after consultation with Tri NZ, by a specified date;

(b) qualification of a quota place for the Event under the ITU Rules system by a specified date; and/or

(c) meeting a specified performance or testing requirement.

8.4. **Satisfying Conditions:** If selection of an Athlete is conditional, the specified conditions must be met to the satisfaction of the Selectors before that Athlete's selection is made unconditional. If they are not met, then the Athlete will immediately cease to be a Selected Athlete.

8.5. **Replacement Athlete:** If prior to the Selection Date, a Selected Athlete does not satisfy a requirement of their selection the Selectors may, in their sole discretion, select another Athlete in accordance with this Selection Criteria.

8.6. **Announcement of the NZ Team:** Tri NZ shall, within reasonable time of the Selection Date, publicly announce the Team.

9. Appeals

9.1. **Non-Selection Appeal:** An Athlete may appeal to Tri NZ against their non-selection in accordance with the Tri NZ Selection Appeals Policy.

10. Inconsistencies

10.1. **Inconsistency:** In the event there is any inconsistency between this Selection Policy and any other policy or agreement, this Policy shall prevail.

10.2. **Higher Standard:** If this Selection Policy imposes a higher qualification standard or a lesser number of participants than stated by the rules of the Event, this shall not be regarded as an inconsistency.

11. Amendments to this Selection Policy

- 11.1. **Amendment:** This Selection Policy may be amended from time to time by the Tri NZ Elite Selection Commission, provided the prior approval of the Tri NZ Board has been obtained.
- 11.2. **Notice:** Tri NZ will give as much notice as possible of any amendment to this Selection Policy to persons it considers may be affected by any such amendment.

12. Definitions

In this Selection Policy the following definitions apply:

- 12.1. **Athlete** means a person seeking selection in the Event Team, and other than in clauses 1.3(a), 2 and 3, means an Eligible Athlete, unless stated otherwise.
- 12.2. **Athlete Application** form means the form athletes are required to fill out for consideration for selection
- 12.3. **Athlete Agreement** means the agreement that must be completed by any Selected Athlete wishing to take their place on the Team.
- 12.4. **DFSNZ** means Drug Free Sport New Zealand.
- 12.5. **Eligible Athlete** means an Athlete who meets the eligibility requirements in clause 3, unless specified otherwise.
- 12.6. **Event** means the elite U23 men's triathlon and the elite U23 women's triathlon at the 2019 ITU World Championships, unless specified otherwise.
- 12.7. **Extenuating Circumstances** means the inability of an Athlete to compete or perform to an optimum level due to factors which occur to them (during a race, event, in testing or at any other time) including, but not limited to, the following:
- (a) Injury or illness;
 - (b) Travel delays;
 - (c) Equipment failure;
 - (d) Bereavement or personal misfortune; and/or
 - (e) Any other factors reasonably considered by the Selectors to constitute extenuating circumstances.
- 12.8. **Good Standing** means the Athlete must be a current registered member of Tri NZ and/or of a club affiliated to Tri NZ, and not be subject to any sanction or disciplinary action from Tri NZ or their club.

- 12.9. **High Performance Programme** means Carded athletes within Tri NZ's Elite programme
- 12.10. **ITU** means the International Triathlon Union being the international federation of Tri NZ.
- 12.11. **Selected Athlete** means the Athletes which Tri NZ selects, including those selected subject to any conditions.
- 12.12. **Selection Date(s)** means the applicable date specified in clause 4.2 by which Tri NZ will select and notify athletes.
- 12.13. **Selectors** means the members of the Tri NZ Elite Selection Commission appointed by the Tri NZ Board in accordance with Selectors' Terms of Reference. The names of each of the Selectors are on the Tri NZ website.
- 12.14. **Selectors' Terms of Reference** means the terms of reference of the Tri NZ Elite Selection Commission dated June 2015, and as amended by the Tri NZ Board.
- 12.15. **Tri NZ** means Triathlon New Zealand Incorporated.
- 12.16. **Tri NZ Selection Appeals Policy** means the Selection Appeals Policy as published on the Tri NZ website.
- 12.17. **Tri NZ Board** means the Board of directors of Tri NZ.
- 12.18. **WADA Code** means the World Anti-Doping Code published by the World Anti-Doping Agency.