

TRIATHLON NZ SELECTION POLICY

WORLD TRIATHLON ELITE JUNIOR WORLD CHAMPIONSHIPS 2025



1. INTRODUCTION

- 1.1. **Scope:** This Selection Policy (**Policy**) explains how Tri NZ will select Athletes to compete in the Elite Junior men's and Elite Junior women's categories (**Team**) at the World Triathlon Elite Junior World Championships in Wollongong, Australia, 17 October 2025 (**Event**).
- 1.2. **Aim:** The primary aim of Tri NZ in selecting the Team is for athletes to be capable of finishing within the top half of the field at the Event.
- 1.3. **Application:** This Policy is issued by Tri NZ and takes effect from 24 February 2025. This 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. **Status:** This Policy overrides all other correspondence, discussions, and representations (whether written or oral) by Tri NZ regarding selection to the Team. This Policy forms part of the Athlete Agreement.
- 1.5. **Definitions:** Clause 11 of this Policy sets out the meaning of certain words used in this Policy.

2. PROCESS OF SELECTION TO REPRESENT NEW ZEALAND AT THE WORLD TRIATHLON ELITE JUNIOR WORLD CHAMPIONSHIPS

- 2.1. Consideration to represent New Zealand at the World triathlon Elite Junior men's and women's World Championships is a five step process:
 - a. **Step 1 – Nomination:** Athlete Nomination Form to be completed and submitted by 5:00pm on 10 March 2025.
 - b. **Step 2 - Eligibility:** Eligibility of the Athlete to be considered for selection to represent Tri NZ. 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:

- is a member of Good Standing of Tri NZ; and
 - meets the eligibility requirements of World Triathlon and the World Triathlon Rules for the Event; and
 - 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
 - has completed an Athlete Nomination form as per clause 2.1.a by 10 March 2025; and
 - has in the view of the Selectors not acted in such a manner so as to bring the Athlete, the sport, Tri NZ or World Triathlon into public disrepute; and 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, World Triathlon or WADA Regulations.
- c. **Step 3– Selection:** Tri NZ will decide if it will select Athletes to the Team, and if it does, it will do so by 5:00pm on 16 May 2025.
- The Selectors shall decide on the Athletes to be selected in accordance with the process set out in the Selectors' Terms of Reference.
- In deciding on the Athletes to select, the Selectors, must:
- apply the Selection Criteria in clause 4 (**Selection Criteria**);
 - consider any Extenuating Circumstances in accordance with clause 5;
 - consider any Other Factors in accordance with clause 6; and
 - in all other respects, comply with this Policy.
- d. **Step 4 – Notification:** Notification of athletes as to the outcome of their nomination.
- e. **Step 5 – Agreement:** Acceptance and execution by the Athlete of the Athlete Agreement.

2.2. **No Selection:** If an Athlete does not meet all of the eligibility requirements specified in clause 2.1.b by the Selection Date, the Athlete cannot be considered by Tri NZ for selection to the Team, unless there are exceptional reasons agreed by the Selectors.

3. QUALIFICATION OF QUOTA PLACES

3.1. **Qualification Criteria:** New Zealand must qualify quota places in the Event in accordance with the World Triathlon 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.

3.2. **Number of Quota Places:** Quota places (up to a maximum of 3 men's and 3 women's places) are subject to New Zealand earning quota spots through top 5 placings at the Oceania Triathlon Elite Junior Championships at Devonport, Australia on 15 March 2025 (**Qualification Event**).

3.3. **Additional Quota Places:** Tri NZ may approach World Triathlon for additional invitations 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.

4. SELECTION CRITERIA

4.1. For the men's and women's Teams, Eligible Athletes must meet the following criteria in order to be considered for selection:

a. Each Eligible Athlete in their respective gender must record a time that is within 3% of the winner's finishing time at the Qualification Event,

and

b. Within the period 1 February to 9 May 2025, Eligible Athletes must record times in an event or time trial (**Performance Standards**), and that can be verified by an approved Tri NZ delegate, that are equal or better to:

| | 400m swim (SC) | 1500m track run |
|-------|----------------|-----------------|
| Women | 5:00:00 | 4:51:00 |
| Men | 4:42:50 | 4:17:00 |

4.2. If following the application of the Selection Criteria in clause 4.1 above, there are more Eligible Athletes than available quota places, Eligible Athletes that meet those Selection Criteria will be selected based on finish position (highest to lowest) at the Qualifying Event in their respective gender.

- 4.3. If following the application of the Selection Criteria in clause 4.1 above, there are still quota places available, the Selectors may (but will not be required to) make additional selections based on discretion having regard for one or more of the following factors:
- a. an Eligible Athlete's comparative performances in TriNZ Junior Series events;
 - b. developing the potential of an Eligible Athlete for the High Performance Programme;
 - c. an Eligible 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.
- 4.4. **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.
- 4.5. **No Obligation:** Tri NZ is not obliged to select the maximum number of Athletes permitted under the World Triathlon Rules to fill the quota places available.

5. EXTENUATING CIRCUMSTANCES

- 5.1. **Application:** The Selectors may, in their sole discretion, consider and place weight upon any Extenuating Circumstances when considering an Eligible Athlete for selection under this Policy.
- 5.2. **Notification:** An Eligible Athlete who wishes the Selectors to take Extenuating Circumstances into account when considering that Eligible 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 Eligible 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 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.
- 5.3. **Where no Notification:** If the Chair of Selectors is not notified of any Extenuating Circumstances in accordance with clause 5.2, then the Selectors may choose not to consider such circumstances.

- 5.4. **Injury/Illness:** If the Extenuating Circumstances are injury or illness, Eligible 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.
- 5.5. **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.

6. **OTHER FACTORS**

- 6.1. **Demonstration:** In considering any Eligible Athlete for selection, the Selectors must, in their sole discretion, be satisfied that each Eligible 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.
- 6.2. **Opportunity to be Heard:** If the Selectors consider that an Eligible Athlete, who they are considering for selection, has not or may not have demonstrated the requirements in clause 6.1, the Selectors shall, prior to any selection:
- a. inform the Eligible Athlete of the specific requirement in clause 6.1 which the Selectors consider has or may not have been demonstrated.
 - b. give the Eligible Athlete an opportunity to respond, including an opportunity to provide evidence demonstrating they have satisfied the requirements.
- 6.3. **Actions:** If, having received and considered the Eligible Athlete's response in clause 6.2.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 Eligible Athlete;
 - b. require the Eligible Athlete to take specific steps to satisfy the requirements before the Selection Date;
 - c. select the Eligible Athlete but with conditions relating to that requirement; or,
 - d. select the Eligible Athlete.

7. PROCESS & AGREEMENT OF SELECTION

7.1. Notifications: All Eligible Athletes:

- a. who take part in the Qualification Event, will be informed by Tri NZ whether or not they have met the criteria in clause 4.1.a;
- b. with reasonable consideration for selection will be informed by Tri NZ whether or not they have been selected to the Team.

7.2. Requirements: Every Selected Athlete must:

- a. return a completed Athlete Agreement to the Tri NZ within 7 days of being notified of their selection;
- b. maintain an appropriate level of fitness, training and competition as determined by the Tri NZ;
- c. fully participate in any Team training camps or designated competitions as directed by the Tri NZ;
- d. keep the Selectors apprised of their fitness. Ordinarily this will include race results and/or training data provided on a monthly basis;
- e. immediately inform Tri NZ of any illness or injury that could impact on the Selected Athlete's capability to compete to the best of their ability, on the understanding that the Tri NZ Medical Director will inform the Selectors of any fitness concern while upholding confidentiality; and
- f. comply with their obligations to Tri NZ.

7.3. 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 World Triathlon Rules system by a specified date; and/or
- c. meeting a specified performance or testing requirement.

7.4. 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.

- 7.5. **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.
- 7.6. **Announcement of the NZ Team:** Tri NZ shall, within reasonable time of the Selection Date, publicly announce the Team.

8. **APPEALS**

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

9. **INCONSISTENCIES**

- 9.1. **Inconsistency:** In the event there is any inconsistency between this Policy and any other policy or agreement, this Policy shall prevail.
- 9.2. **Higher Standard:** If this 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.

10. **AMENDMENTS TO THIS POLICY**

- 10.1. **Amendment:** This Policy may be amended from time to time by the Tri NZ Board.
- 10.2. **Notice:** Tri NZ will give as much notice as possible of any amendment to this Policy to persons it considers may be affected by any such amendment.

11. **DEFINITIONS**

In this Policy the following definitions apply:

- 11.1. **Athlete** means a person seeking selection to the Team.
- 11.2. **Athlete Nomination Form** means the form athletes are required to fill out for consideration for selection.
- 11.3. **Athlete Agreement** means the agreement that must be completed by any Selected Athlete wishing to take their place on the Team.
- 11.4. **Eligible Athlete** means an Athlete who meets the eligibility requirements in clause 2.1.b, unless specified otherwise.
- 11.5. **Event** has the meaning given to in in clause 1.1.

- 11.6. **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. COVID-19 restrictions
 - e. Bereavement or personal misfortune; and/or
 - f. Any other factors reasonably considered by the Selectors to constitute extenuating circumstances.
- 11.7. **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.
- 11.8. **High Performance Programme** means the Tri NZ High Performance programme.
- 11.9. **Performance Standards** has the meaning given to it in clause 4.1.b.
- 11.10. **Policy** has the meaning given to it in clause 1.1.
- 11.11. **Qualification Event** has the meaning given to it in clause 3.2.
- 11.12. **Selected Athlete** means the Athletes which Tri NZ selects, including those selected subject to any conditions.
- 11.13. **Selection Criteria** has the meaning given to it in clause 2.1.c.
- 11.14. **Selection Date** means the applicable date specified in clause 2.1.c by which Tri NZ will select and notify athletes.
- 11.15. **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.
- 11.16. **Selectors' Terms of Reference** means the terms of reference of the Tri NZ Elite Selection Commission dated December 2018, and as amended by the Tri NZ Board.
- 11.17. **Team** has the meaning given to it in clause 1.1.
- 11.18. **Tri NZ** means Triathlon New Zealand Incorporated.

11.19. **Tri NZ Selection Appeals Policy** means the selection appeals policy as published on the Tri NZ website.

11.20. **Tri NZ Board** means the Board of Tri NZ.

11.21. **WADA Regulations** means the World Anti-Doping Code published by the World Anti-Doping Agency.

11.22. **World Triathlon** means the international governing body for the sport of Triathlon and all related multisports, also being the international federation of Tri NZ.



HIGH PERFORMANCE

SCHEDULE 3

Order of Events

| Date | Activity | Start (NZT) | End (NZT) |
|-------------------|--|--------------------|------------------|
| Friday 10 March | Athlete Nomination Form Due | | By 5:00pm |
| Saturday 15 March | Qualification Event | | |
| | Junior Women Race | 09:30am | 11:00am |
| | Junior Men Race | 11:15am | 12:30pm |
| Friday 21 March | Clause 4.1.a criteria satisfaction confirmed | | By 5:00pm |
| Friday 9 May | Performance Standards must be met | | By 5:00pm |
| Friday 16 May | Selection Confirmation | | By 5:00pm |
| Friday 17 October | Junior Men Race | 1:00pm | 2:10pm |
| | Junior Women Race | 3:00pm | 4:15pm |