



National Team Athlete Selection Policy

24 June 2022 to 31 May 2023

1. Purpose

This document outlines the policy and criteria for selection of athletes to Biathlon Australia National Teams. It aims to select athletes who have demonstrated commitment to Biathlon Australia, a professional attitude and commitment to training and competition, and have potential to achieve the best results for Australia at International competitions.

Note: Criteria for selection to compete at international events including IBU events, is outlined in the International Competition and Training Selection Policy.

2. Selection

- 2.1 The Selection Committee may invite qualified athletes to apply for National Team selection based upon their results in racing events identified as selection races. The invitation will be sent via email.
- 2.2 The results of races to determine if athletes have met selection criteria will be considered by the Selection Committee.
- 2.3 Selection of teams covered in this document will be undertaken by the Selection Committee with a recommendation made to the Board for final approval. The Selection Committee will comprise of up to 5 members with a quorum of 3 members to be in attendance at a selection meeting.
- 2.4 A unanimous decision of the Selection Committee quorum is required to make a recommendation. In the event of a non-unanimous decision, the selection decision will be referred to the Board for final decision.
- 2.5 Any member of a Selection Committee who is in a relationship with or related to an athlete, is a coach of an athlete or has a conflict of interest with an athlete must abstain from the selection process.
- 2.6 The Selection Committee may seek input from the Coaching Committee and the Athlete Experience Committee in relation to an athlete (excluding members of those Committees who are in a relationship with or related to an athlete, or have a conflict of interest with an athlete).
- 2.7 Unless requested by the Selection Committee, athletes have no right to make submissions, or representations to the Selection Committee, apart from their formal application.

3. Selection Criteria

Candidates for selection must meet all criteria to be eligible for consideration for selection to a team, unless an extenuating circumstances exemption is granted.

Selected athletes will be required to respond to the selection invitation within 10 days of receipt by signing and returning the Biathlon Australia Athlete Agreement, along with their acceptance to be a member of the National Team.

Eligibility

To be eligible for consideration for selection, athletes must:

- 3.1 be an Australian citizen
- 3.2 be a current financial member of Biathlon Australia
- 3.3 have a birth date that enables them to be eligible for an Australian National Team
- 3.4 have a valid and current Firearm's License or Permit (whichever is relevant)
- 3.5 be of good financial standing with Biathlon Australia
- 3.6 agree to undertake and provide certificates of completion of required Sport Integrity Australia (SIA) education prior to acceptance and return of the Biathlon Australia Athlete Agreement.
- 3.7 **Note:** Should an athlete be carrying an injury or other illness at the time of consideration of selection they may be requested to provide a medical certificate to support they are fit to race and recovered from any injury they may have been carrying.

Demonstrated Commitment to Biathlon Australia and Attendance at Training and Events

- 3.8 An athlete must have observed and continue to observe the provisions of Biathlon Australia's Constitution and its Policies.
- 3.9 An athlete must not act in a manner which brings the athlete, the sport of biathlon or Biathlon Australia into disrepute.
- 3.10 An athlete must demonstrate planned and committed approach to training and competition including:
 - a. competing at Australian Championships and other designated selection events
 - b. commitment to attend post selection training camps designated as National Team training camps
 - c. debrief/report as is required with the Selection Committee chair and / or Coaching Committee member(s) excluding their own coaches, and member(s) of the Athlete Experience and Programs Committee.

The requirement to complete the above items (b) and (c) will be included in the Athlete Agreement.

Performance Selection Criteria

Candidates must meet the selection performance criteria from the following four (4) selection races

- A. Victorian Biathlon Championships – Sprint and Short Individual
- B. Australian Biathlon Championships – Sprint and Mass Start

3.11 National Team

- a. Athletes who are qualified to IBU Cup, World Cup or World Championships for the upcoming IBU season may apply for pre-selection to the National Team.
- b. Pre-selection must be applied for prior to the first selection race of the Australian winter season.
- c. An athlete must have carried a rifle on their back in Australian selection races.
- d. Selection to the National Team may be considered based on the Candidate's results from up to four (4) selection races in Australia; specifically calculated as the percentage behind the Winner, averaged across the two (2) best selection race results.
- e. For the National Team the average percentage behind must be 10.00% or less in the Open racing category.

3.12 National Junior Team

- a. There will be no pre-selection to the National Junior Team.
- b. Minimum age: the athlete must turn at least 16yrs in the year of selection.
- c. Maximum age: the athlete is turning no more than 21yrs in the year of selection.
- d. Selection to the Junior Team may be considered based on the Candidate's two (2) best results averaged from four (4) selection races in Australia; specifically calculated as the percentage behind the winner.
- e. For the Junior Team, this must be 10.00% or less in the following two categories:
 - U18 years (non-rifle carrying)
 - U22 years (rifle carrying)
- f. Where the distance races for U22yrs and Open are the same, U22 athletes who meet the selection criteria for National Team may be selected to both National Team and Junior National Team.

3.13 Development Team

- a. There will be no pre-selection to the Development Team.
- b. Minimum age: the athlete must be turning 14yrs in the year of selection.
- c. Maximum age: the athlete must be no older than 30yrs in the year of selection.
- d. Selection to the Development Team may be considered based on the Candidate's two (2) best results averaged from four (4) selection races in Australia; specifically calculated as the percentage behind the Winner.
For the Development Team this must be 20% or less in the following categories:
 - U16years (non-rifle carrying)
 - U18years (non-rifle carrying)
 - U22 years (rifle carrying)
 - Open (rifle carrying)

3.14 Minimum Number of Competitors in a Selection Race

- a. The minimum number of competitors in a Selection Race for the results of race to be considered for selection purposes is three (3).
- b. If there are less than three (3) competitors, the results may be excluded for selection purposes.
- c. If (b) occurs, selection of athletes will be considered based on racing experience, race results and evidence of training for the past 12 months.

4. Special Consideration

- 4.1 The Selection Committee may in its sole discretion take into account extenuating circumstances, for the performance criteria component. It has no obligation to do so. Such circumstances may include:
 - a. injury to the Athlete during a selection event;
 - b. illness of the Athlete during a selection event;
 - c. equipment failure during a selection event;
 - d. bereavement or disability arising from the death or serious illness of a parent, spouse or de facto partner, guardian, sibling or grandparent of the Athlete;
 - e. travel delays or restrictions at no fault of the Athlete which prevent the Athlete from being able to participate in a Nominated Selection Event;
 - f. an unanticipated event occurring at a Nominated Selection Event;
 - g. any other factors reasonably considered by the relevant Selection Panel at its absolute discretion, to constitute Extenuating Circumstances.
- 4.2 Athletes unable to meet the performance component of the selection criteria due to extenuating circumstances must notify the Executive Officer in writing, including the reasons for the request prior to the selection events or as soon after as is practically possible.
- 4.3 Athletes must include a medical certificate from the treating health practitioner for injury, illness or other health related matters, and any such additional documentation as may reasonably be requested by the Selection Committee.
- 4.4 They must complete and meet all other criteria. Special consideration may be taken on a case by case basis.

Additional Athletes

An athlete(s) who fails to meet selection criteria may be eligible for selection as an **Additional Athlete** into National Team or Development Teams. An Additional Athlete is one who the Selection Committee considers on reasonable grounds and in its complete discretion has potential to develop high level biathlon skills and contribute to the results success of the National Team(s) or Development Team. Examples of reasonable grounds may include attendance at camps, shooting percentage but slow skiing or vice versa. There shall be no appeal from a decision of the Selection Committee regarding the selection of Additional Athletes.

Consideration of Athletes Who are Age Categories for 2024 Winter Youth Olympic Games

An athlete who is both the correct age for selection to 2024 Winter Youth Olympics and age category U16 for Australian 2022 winter, may choose to race in U18 age category for the purposes of meeting criteria to be considered for selection under the International Competition and Training Selection Criteria.

5. Appeals Process

- 5.1 An athlete may appeal a decision of non-selection for the Biathlon Australia National Team, Australian Biathlon Junior Team or Australian Biathlon Development Team.
- 5.2 **Grounds for Appeal**
The only ground of appeal is that the procedures in this Selection Policy have not been properly followed or implemented. There is no appeal against the merits of a particular selection decision.
- 5.3 **Procedure**
An appeal by or on behalf of an affected athlete must:
 - a. be made within seven (7) days of the date of BA emailing invitations regarding National Team, National Junior Team and National Development Team.
 - b. be accompanied by a non-refundable fee of \$250.00 (payable to Biathlon Australia) (**Appeal Fee**)
 - c. set out particulars in writing signed by the Applicant or Guardian of:
 - (i) the decision appealed against
 - (ii) the grounds for the appeal
 - (iii) specific details of the reasons of circumstances which support the grounds of appeal (collectively referred to as the **Statement of Appeal**).
- 5.4 Within 48 hours of receipt of the Statement of Appeal and the Appeal Fee, the Executive Officer or delegated representative of BA must refer the Appeal to the Selection Review Panel.
- 5.5 A failure by the Applicant to comply with any requirement set out in clause 5.3 will render the appeal invalid.

5.6 Selection Review Panel (Panel)

The Panel shall be nominated by BA and comprise of the following:

- a. A person nominated by the BA Board as Chair
- b. An independent person who is a member of a recognised sporting body at State or National level. For example but without limitation such a body may include the Australian Olympic Committee, Sport Australia, a National Sporting Organisation or State Sporting Organisation
- c. A person with a thorough knowledge of biathlon

5.7

- a. No member of the Panel shall have a relationship with any party to the appeal or any affected athlete such that the member is or may be seen to not be independent.
- b. Where a determination of the Appeal is required urgently and the affected athlete agrees in writing the Panel may consist of only two (2) persons, both being nominated by BA provided that persons are agreed to by the affected athlete.

5.8 Powers of Selection Review Panel

- a. The Panel shall only determine whether or not the Selection Policy has been properly followed or implemented. It has no power of selection or reselection.
- b. Within seven (7) days of receiving the appeal documents, the Panel should investigate and consider the matter and determine if the Appeal should be dismissed because in its determination it is trifling in nature or has no merit, or determine it warrants further review and determination in accordance with this Policy.
- c. If the Panel determines that the Selection Policy has not been properly followed or implemented, the Panel shall refer the matter back to the Selection Committee for re-consideration.

5.9 Procedures of Selection Review Panel

- a. Once an appeal is referred to the Panel it must:
 - (i) convene a meeting of the Panel to be held as soon as practical (**Meeting**)
 - (ii) serve a copy of the Statement of Appeal on the Selection Committee Chair
 - (iii) direct the Selection Committee Chair to file with the EO of BA a response to the Statement of Appeal
- b. No later than 48 hours prior to the Meeting, the Panel must advise the athlete making the appeal, the Selection Committee and any Affected Athletes:
 - (i) of the date and place and time of the Meeting
 - (ii) that they must provide to the Panel and Affected Athletes written submissions or submissions provided such statements or submissions are delivered no later than 24 hours prior to the Meeting.
 - (iii) that any evidence from an Affected Athlete to the appeal must be given in accordance with paragraph 5.10 (b) (ii).
 - (iv) that they may attend the Meeting either in person or by a representative (who is not legally trained or qualified) to provide the Panel with any information which they consider is relevant to the appeal.

5.10 Conduct of the Hearing

The Panel may conduct the Meeting in such a manner as it sees fit including but not limited to by way of teleconference or videoconference and may if it considers it appropriate adjourn the Meeting provided that:

- a. the athlete making the appeal and Affected Athletes are given all reasonable opportunity to be heard; and,
- b. the principles of natural justice and procedural fairness are adhered to.

Matters after the Meeting

- 5.11 Following the Meeting the Panel shall determine the appeal. Where the Panel consists of three (3) members it shall be sufficient for a majority of those members to agree on the decision.
- 5.12 The Panel will notify the EO of BA, and the EO of BA shall notify all parties to the appeal and all Affected Athletes of the Panel's decision as soon as practicable after the Meeting.
- 5.13 Should the Panel consider the ground(s) outlined by the Affected Athlete to be satisfied, it may direct the Selection Committee again to consider the selection of the relevant affected athletes.
- 5.14 Provided the Selection Committee has complied with any directions given to it by the Panel there shall be no appeal from any subsequent decision of the Selection Committee.

6. Appeal to National Sports Tribunal

- 6.1 An athlete may appeal against a decision of the Panel to the National Sports Tribunal (NST) according to their process for selection and eligibility disputes.
- 6.2 An Appeal to NST may only be made on the grounds that:
 - a. the Panel failed to properly follow or implement the requirements of the Selection Policy and such failure has resulted in unreasonable prejudice to the athlete; or
 - b. the athlete was denied natural justice or procedural fairness by the Panel.
- 6.3 An Appeal to NST must be made within seven (7) days of the notification by the EO of the outcome of the Affected Athletes appeal.
- 6.4 The decision of NST shall be final and binding on all the parties and Affected Athletes and no party or Affected Athlete may bring any proceedings in respect of the appeal in any other Court or Tribunal.

7. Amendment of Selection Policy

- 7.1 BA may amend this Selection Policy including the National Team, National Junior Team and Development Team criteria at any time, due to changes by International Biathlon Union, AOC, other relevant sporting bodies, health pandemics, weather/safety conditions or other relevant impact, but not less than 24 hours prior to the relevant Selection Event.
- 7.2 Any such amendments to the Selection Policy shall take effect from the date on which the amendments are notified to Athletes, High Performance programs and other relevant stakeholders.

