



# AUSTRALIAN WEIGHTLIFTING FEDERATION

## ATHLETE SELECTION POLICY - GENERAL

The purpose of the AWF Athlete Selection Policy – General is to provide a framework and transparency for the selection of athletes to national teams. This policy does not apply to the nomination of athletes to Australian Olympic Committee (AOC) or Australian Commonwealth Games Association (ACGA) teams.

### 1. OBJECTIVES

- 1.1 To identify and select those athletes most capable of achieving the best possible results in accordance with prescribed targets at the International Competition set out in the Event Specific Criteria approved from time to time by the AWF Board of Directors.

### 2. SELECTION PROCESS

- 2.1 In addition to this document the AWF will prepare specific criteria for specific events (Event Specific Criteria).
- 2.2 Once the Event Specific Criteria have been approved by the AWF Board of Directors they shall form part of this Selection Policy together with this document and any reference to this document shall be deemed to include a reference to the Event Specific Criteria.
- 2.3 The AWF Selection Panel (consisting of 3 selectors) will convene to select athletes to the team as soon as practicable following the conclusion of the qualification period stipulated in the Event Specific Criteria.
- 2.4 At all times this Selection Policy is subject to any eligibility or other criteria imposed by the International Weightlifting Federation (IWF) or any other body which controls the Event.

### 3. ATHLETE ELIGIBILITY

To be considered for selection to an Australian team, athletes must meet the following requirements:

- 3.1. Australian citizen holding a valid Australian passport
- 3.2. In the case of multiple citizenship not have represented another country within the past 12 months
- 3.3. Meet the minimum and/or maximum age requirements applicable to the Event
- 3.4. Current member of the AWF
- 3.5. Registered in ADAMS and submitted accurate whereabouts information for the 2 month period prior to and including the event
- 3.6. Agree to participate in any pre-event camps, training sessions or other activities as required

## 4. ASSESSMENT CRITERIA

- 4.1. In determining which athletes will be selected for National Senior teams, the Selection Panel will consider the following criteria:
- a) % of qualification standard achieved
  - b) Current form
  - c) Performance trajectory over the past 2 years
  - d) Injury status
  - e) Ability to contribute to AWF event specific objectives e.g. team points, medals
  - f) Predicted ability to contribute to AWF Australia's Winning Edge (AWE) targets
  - g) Previous international competition performance record (if applicable)
    - % successful attempts
    - +/- % personal best lifts
    - Overall placing
- 4.2. Additional assessment criteria relevant to individual Events may be included in the Event Specific Criteria.
- 4.3. Weighting of the criteria referred to in clauses 4.1 and 4.2 will be contained in the Event Specific Criteria.
- 4.4. In determining which athletes will be selected for National Junior teams, the Selection Panel will consider the following criteria:
- a) % of qualification standard achieved
  - b) Performance trajectory over the past 12 months
- 4.5. In determining which athletes will be selected for National Youth teams, the Selection Panel will consider:
- a) % of qualification standard achieved

## 5. FITNESS REQUIREMENTS

- 5.1. All selected athletes and personal coaches of selected athletes must agree to report any information relating to training fitness, illness, bodyweight and/or other injuries which could affect their ability to engage in training or competition at full capacity
- 5.2. Where there is concern regarding the fitness, injury/illness status or bodyweight of a selected athlete then that athlete may be required to undergo a fitness test and/or medical examination in order to assess their ability to perform optimally at the event for which they have been selected
- 5.3. In the event that an athlete fails to prove their fitness and is hence unable to perform at a level commensurate to that at which they were selected, then the AWF reserves the right to deselect and/or replace that athlete

## 6. APPEALS PROCESS

- 6.1. **Right of Appeal**
- 6.1.1. An eligible athlete who fails to be selected for a team under the process and criteria set out in this policy may appeal against their non-selection in accordance with this clause 6.
- 6.1.2. The sole ground of appeal is that the Selection Policy, including the Event Specific Criteria, has not been properly followed or implemented in any one or more of the following respects:

- a) The Selection Panel has taken into account a factor or factors which they are not permitted to take into account pursuant to the Selection Policy.
- b) The Selection Panel has failed to take into account at all a factor or factors which it is required by the Selection Policy to take into account.
- c) For the avoidance of doubt it is not permissible to appeal on the ground that the Selection Panel has given too much or too little weight to any one or more of the factors in the selection policy if the factor(s) has not been given explicit priority over others in the Event Specific Criteria.

6.1.3. Any appeal under this clause will proceed in accordance with the procedure set out below.

## 6.2. **Notice of Appeal**

6.2.1. Any eligible Athlete wishing to appeal against his/her omission from a team must lodge a Notice of Appeal stating the grounds on which the appeal is made, in writing, with the AWF CEO by 4:00 pm (AEST) on the second clear day following the team announcement.

6.2.2. Within 48 hours of lodging the Notice of Appeal under clause 6.2.1, the athlete making the appeal (the *Appellant*) must file a Summary of Appeal with the AWF CEO, including the following information:

- a) The decision appealed against
- b) The grounds for the appeal
- c) A summary of the arguments and/or submission to be considered in support of the appeal
- d) An outline of all of the evidence to be relied upon in support of the arguments and/or submissions

6.2.3. The Summary of Appeal must be accompanied by a non-refundable appeal fee of \$500, payable to Australian Weightlifting Federation Ltd. If the appeal fee is not filed at the same time, and received by the CEO as required by this clause, the *Appellant* will be presumed to have withdrawn his/her appeal.

6.2.4. The *Appellant* can withdraw an appeal at any time.

6.2.5. A failure by the *Appellant* to comply with any of the time limits set out in clause 6.2 will render the purported appeal invalid.

6.2.6. The appeal time limits may be adjusted for specific events as required, in order to facilitate submission of entries by set dates. In such cases, time limits will be contained in the Event Specific Criteria.

## 6.3. **Selection Appeals Tribunal**

6.3.1. The Selection Appeals Tribunal (SAT) shall be nominated by AWF and comprise:

- a) A person with a thorough knowledge of the sport and who preferably has had recent international competition experience in the sport
- b) Another person of experience and skills suitable to the function of the SAT
- c) A barrister or solicitor who will chair the SAT

6.3.2. No member of the SAT may be a party to, or directly interested in the matter under consideration.

## 6.4. **Powers of the Selection Appeals Tribunal**

6.4.1. The SAT has no power of selection or reselection.

6.4.2. The SAT may review the matter(s) set out in the appeal and determine whether or not the Selection Policy has been properly followed or implemented.

6.4.3. If the SAT determines that the Selection Policy has not been properly followed or implemented it shall refer the matter back to the Selection Panel and may in its complete

discretion give directions to the Selection Panel provided such directions do not, in effect, amount to a direction to select or not select a particular athlete or athletes.

6.4.4. The decision of the SAT will be binding on the parties and neither party may institute or maintain proceedings in any court or tribunal other than SAT.

## 6.5. **Hearing of the Appeal**

6.5.1. The SAT shall, as soon as practical after receiving the appeal documents, investigate and consider the matter and determine whether:

- a) The matter should be dismissed because, in the opinion of the SAT, there is no credible evidence, submission or argument upon which the SAT could be satisfied that a ground of the appeal can be made out; or
- b) The appeal should be the subject of a hearing as set below.

6.5.2. If the SAT determines the matter should be dismissed under clause 6.5.1a), that decision is final and the appeal dismissed. The appeal fee will be forfeited.

6.5.3. If the SAT determines the matter warrants a hearing, it will advise the *Appellant* and set the date for such a hearing as soon as practicable and necessary having regard to the timing of selection and the proximity of relevant events.

6.5.4. The SAT must conduct any appeal hearing under clause 6.5.3 as follows:

- a) It must observe the principles of natural justice;
- b) It is not bound by the rules of evidence and may inform itself as to any matter in such manner as it thinks fit;
- c) It will conduct its hearings with as little formality and technicality and with as much expedition as the proper consideration of the matter permits;
- d) Hearings may occur in such manner as the Chairman decides, including telephone or video conferencing;
- e) The *Appellant* must establish one or more grounds of appeal to the comfortable satisfaction of the SAT with full regard to the importance and gravity of the issue;
- f) The parties to an appeal may be represented at a hearing.

6.5.5. Following consideration of all information that the SAT considers relevant and which is available, the SAT shall arrive at a finding.

6.5.6. A decision of the SAT may be by a majority decision.

6.5.7. The SAT shall notify the AWF CEO and the CEO shall notify all parties to the appeal of the SAT's decision as soon as practicable following the hearing.

6.5.8. The SAT may refer the matter back to the Selection Panel in accordance with clause 6.4.3.

6.5.9. The Selection Panel must comply with any directions given by the SAT provided that any such directions do not, in effect, amount to a direction to select or not select a particular athlete or athletes.

6.5.10. Any further selection decision of the Selection Panel under the direction of the SAT shall be final and binding, and no further appeal shall be available to the *Appellant* in respect of that selection decision.

6.5.11. The SAT may in its complete discretion determine what, if any, portion of the appeal fee shall be refunded to the *Appellant*.