

Rowing New Zealand
("RNZ")
Selection Policy for Athletes and Crews
("Selection Policy")

1. Philosophy

- 1.1. RNZ wishes to ensure that at every Olympic Games, New Zealand is "The Best Rowing Nation in the World".
- 1.2. RNZ, through the proper implementation of the Selection Policy will select representative teams which have the best possible opportunity of competing with distinction in international competition and/or will otherwise contribute to achievement of the objective in clause 1.1.
- 1.3. RNZ recognizes that good selection positively impacts culture, wellbeing and performance.
- 1.4. RNZ, through the proper implementation of the Selection Policy will ensure its selection behaviours, transparency and processes align with RNZ values and that care and attention is built into these processes (including standardised communication frameworks) to support athlete wellbeing and performance.

2. Implementation

- 2.1. All athletes who nominate for selection will be considered and assessed in accordance with the Selection Policy.
- 2.2. RNZ reserves the right to amend the Selection Policy from time to time and as circumstances may require.
- 2.3. Implementation of the Selection Policy shall be the responsibility of the GM Performance of RNZ.
- 2.4. Words and expressions used in this document shall, unless the context otherwise requires, have the same meaning as those contained in the Constitution of RNZ.

3. Notification

- 3.1. The Selection Policy shall be posted on the RNZ website at www.rowingnz.com and hard copy will be made available to any interested party upon request.
- 3.2. Any change to the Selection Policy shall be posted on the web site.
- 3.3. It shall be the responsibility of all athletes who nominate for selection to familiarise themselves with the Selection Policy.
- 3.4. RNZ shall have no responsibility to notify the terms of the Selection Policy to

any party other than in accordance with clause 3.1, but nevertheless may do so at its sole discretion and without creating any further obligation on its part.

4. National Selection Panels

- 4.1. The Board, on recommendation of the CEO and GM Performance, shall appoint Selection Panels as herein set out, in accordance with the Constitution of RNZ and the Elite, Under 23, Under 21 and Under 19 Selection Panel Terms of Reference ("Terms of Reference").
- 4.2. The Elite Panel, on the recommendation of GM Performance, shall appoint a Performance Assessment Panel for the purposes of informing the Elite Selection Panel pursuant to the Terms of Reference.
- 4.3. Selection Panels shall report to the GM Performance.

5. Elite Selection Panel ("Elite Panel")

- 5.1. The Elite Panel shall consist of a maximum of four (4) persons and a minimum of two (2) persons with knowledge and/or experience as an athlete or coach of rowing in New Zealand and/or internationally and in accordance with the Elite Selector Job Description. At least one (1) member of the Elite Panel shall not be a Rowing NZ coach ("an Independent Selector").
- 5.2. The Elite Panel, on the recommendation of the GM Performance, will establish a Performance Assessment Panel for the purposes of assessing athletes and crews, and for forming and presenting athletes and crews for consideration by the Elite Panel in its selection decisions
- 5.3. The Elite Panel shall be responsible for the assessment and selection of National Elite, and National Development representative rowing crews in accordance with the Selection Policy, the Terms of Reference and the RNZ High Performance Selection Guidelines, and any relevant policies or directions of the Board.

NB: 'National Development' shall mean rowing crews selected for development purposes as may be determined by RNZ from time to time.

6. Under 23 Selection Panel ("U23 Panel")

- 6.1. The U23 Panel shall consist of a maximum of four (4) persons, and a minimum of two (2) persons, with knowledge and/or experience as an athlete or coach of rowing in New Zealand and/or internationally and in accordance with the U23 Selector Job Description. At least one (1) member of the Under 23 Panel shall not be a Rowing NZ coach ("an Independent Selector").
- 6.2. The U23 Panel shall be responsible for the assessment and selection of National Under 23 representative rowing crews in accordance with the Selection Policy, the Terms of Reference and the RNZ High Performance Selection Guidelines, and any relevant policies or directions of the Board.

7. Under 21 Selection Panel ("U21 Panel")

- 7.1. The U21 Panel shall consist of a maximum of three (3) persons and a minimum of two (2) persons, with knowledge and/or experience as an athlete or coach of rowing in New Zealand and/or internationally and in accordance with the U21 Selector Job Description. One shall be appointed as Convenor.
- 7.2. The U21 Panel shall be responsible for the assessment and selection of National U21 representative rowing crews in accordance with the Selection Policy, the Terms of Reference, the RNZ High Performance Selection Guidelines, and any relevant policies or directions of the Board.

8. U19 Selection Panel ("the U19 Panel")

- 8.1. The U19 Panel shall consist of a maximum of three (3) persons and a minimum of two (2) persons, with knowledge and/or experience as an athlete or coach of rowing in New Zealand and/or internationally and in accordance with the U19 Selector Job Description. One shall be appointed as Convenor.
- 8.2. The U19 Panel shall be responsible for the assessment and selection of National under 19 rowing crews in accordance with the Selection Policy, the Terms of Reference, the RNZ High Performance Selection Guidelines, and any relevant policies or directions of the Board.

9. Trial Manager

- 9.1. Prior to the commencement of any Elite, Under 23, Under 21 or Under 19 Selection Trial, RNZ shall appoint a Trial Manager to:
 - 9.1.1. manage the logistical aspects of the trial;
 - 9.1.2. communicate with participants throughout the course of the trial;
 - 9.1.3. accumulate trial data;
 - 9.1.4. ensure an accurate account of the trial is available.

10. North Island and South Island Under 18 Selection Panels ("Under 18 Panels")

- 10.1. The Under 18 Panels shall be responsible for the selection of crews which will compete at the North Island versus South Island Under 18 regatta or any other appropriate regatta.
- 10.2. The Under 18 Panels shall consist of not less than two (2) persons, one of whom shall be appointed as Convenor.

11. Summer Squad

- 11.1. The operation of the Summer Squad, including the role of the Summer Squad Committee in determining membership of the Summer Squad, shall be governed by and in accordance with the Summer Squad Policy issued by the Board.

12. Elite Development Squad

- 12.1. The operation of the Elite Development Squad, including the role of the Elite Development Squad Committee in determining membership of the Elite Development Squad, shall be governed by and in accordance with the Elite Development Squad Policy issued by the Board.

13. Additional Panels

- 13.1. Additional selection panels may be appointed from time to time and in order to properly deliver the High Performance Programme of RNZ.
- 13.2. Such panels may be appointed to select teams for the Youth Olympic Games, World University Championships, University TransTasman events, or as may be required from time to time.

14. Selection to Trial

In order to be eligible for selection to participate in a National Selection Trial, athletes shall first:

- 14.1. Have satisfied the eligibility criteria as set out in the annual RNZ High Performance Selection Guidelines and any other RNZ policies as may be applicable
- 14.2. Be a New Zealand Passport Holder at the time of nomination provided that RNZ may, solely in its own discretion and without in any way creating any form of precedent, waive this requirement.

15. Selection Criteria

The Selectors shall have the right to make both objective and subjective assessments in making their decisions and to weight each assessment on a case-by-case basis, without in any way creating any form of precedent relevant to the determination of any later case. The assessments or the criteria that may be taken into account by the Selectors include the following:

15.1. Rowers

- 15.1.1. Satisfaction of the requirements outlined in the Selection Guidelines;
- 15.1.2. Performance in trialing and in any competition specified in the Selection Guidelines;
- 15.1.3. Past results, performances and outcomes including:
 - (a) ergometer results;
 - (b) national and international racing results;
 - (c) training performance including inter squad racing and testing;
 - (d) ability to maintain training loads; and

- (e) making and maintenance of weight targets (lightweights and coxswains).
- 15.1.4. Current results, performances and outcomes including:
 - (a) ergometer results;
 - (b) national and international racing results;
 - (c) training performance including inter squad racing and testing;
 - (d) ability to maintain training loads;
 - (e) making and maintenance of weight targets (lightweights and coxswains).
- 15.1.5. Technical proficiency, level of skill and fitness;
- 15.1.6. Any past, current or recurring injury or condition (physical or otherwise) which has may have the potential to inhibit an athlete or a crew's performance;
- 15.1.7. Factors relevant to crew combination, including but not limited to crew compatibility, technical compatibility, crew balance and harmony (consideration of crew compatibility and crew balance and harmony is to be based on information gathered from appropriate sources such as a coach, athlete or team manager);
- 15.1.8. Factors relevant to team balance and harmony in training and touring situations (consideration of these factors is to be based on information gathered from appropriate sources such as a coach, athlete or team manager);
- 15.1.9. Adherence to RNZ practices, procedures, programmes (including the High Performance programme and the Rowing Performance Centre programme) and policies;
- 15.1.10. Adherence to contractual obligations (past and current) with RNZ;
- 15.1.11. Findings from consultations with relevant coaches;
- 15.1.12. Findings from medical examinations or sport science analysis;
- 15.1.13. Potential for future development as an individual or as a combination;
- 15.1.14. Factors relevant to team objectives and/or the Olympic objectives of RNZ including but not limited to racing outcomes, and the potential to meet, advance or impede those objectives;
- 15.1.15. Ability or willingness to train and compete within the RNZ High Performance programme at locations and competitions, both within New Zealand and overseas, as required or designated by RNZ;
- 15.1.16. Financial or other constraints or limitations imposed by, or imposed upon, RNZ;
- 15.1.17. Findings from consultations with the Performance Assessment Panel.

In assessing any performance, the Selectors may take into account the relevant rowing conditions, the medical or other condition of any athlete, and any equipment breakages or malfunctions.

15.2. **Coxswains**

The criteria set out in paragraph 15.1 above shall also apply to the selection of coxswains, and as an additional criteria the Selectors may take into account the findings from consultations with relevant athletes (those athletes not being competing coxswains).

15.3. **Pre-selection / Timing of Decisions / Interim Decisions**

15.3.1. The Selectors shall be entitled to make a selection decision at any time during the course of the selection process despite the fact that the trial processes stipulated in the Selection Guidelines may not have commenced or may not have been completed, provided that the selection decision is otherwise in accordance with the Selection Policy and other policies or directions referred to herein.

15.3.2. The Selectors shall have the right to defer the making of a selection decision past any date which may otherwise be stipulated in the Selection Guidelines. For example, the Selectors may select a squad for any particular crew or crews rather than a final crew. Where a squad is selected, the process and timeframe for selecting the final crew will be communicated promptly to the relevant athletes, and the selection decision shall be made by the Selectors in accordance with that process and timeframe.

15.3.3. The Selectors shall have the right to make an interim selection decision on the basis that such a decision is to be reviewed and either confirmed or altered at some later date.

15.4. **Review of Selection Decisions**

In the event of injury, illness, loss of form, failure in racing or training to meet the expectations of RNZ, or breach or failure to adhere to the terms of RNZ Athletes Agreement, the Selectors shall have the right to review and alter their selection decisions.

16. National Selection Trials and other assessment processes

By accepting an invitation to attend and take part in a National Selection Trial or other assessment processes, athletes agree to:

16.1. Participate fully and to the best of their ability in all activities as requested by the Selectors (and/or Performance Assessment Panel) including, but not limited to:

- 16.1.1. Maximum ergometer testing
- 16.1.2. small boat matrices
- 16.1.3. seat racing
- 16.1.4. time trialing
- 16.1.5. racing
- 16.1.6. any other physiological testing
- 16.1.7. interviews
- 16.1.8. psychological analysis or testing.

- 16.2. Promptly notify RNZ of any injury or illness prior to or during the National Selection Trial or other assessment processes (communication should be directed to the RNZ GM Performance or the Trial Manager).
- 16.3. The collection, retention and appropriate sharing by RNZ of data relating to the athlete and to his or her rowing performance.

17. Selection Data

Throughout the course of the selection process and trials considerable data may be collected in respect of athletes. The following disclosure protocols will apply to that information:

- 17.1. RNZ will disclose the following relevant data to trialists throughout the duration of a trial by posting hard copies of the information on the notice board in the HPC gym:- ergometer scores, race times and time trial times.
- 17.2. Upon the conclusion of the selection process and the naming of the respective representative crews, RNZ will hold the selection data and any athlete who has lodged an appeal under clause 20.1 may request copies of the data referred to in 17.1 which will be provided only for the purposes of the athlete's appeal.

18. Appeals

The Board, on the advice of the GM Performance and CEO, shall appoint a Selection Review and Appeals Commissioner to audit the selection process and to hear any appeals from athletes against any decision of a Selection Panel, any decision of the Summer Squad Committee, or any decision of the Elite Development Squad Committee.

19. Role of the Selection Review and Appeals Commissioner ("SRAC")

The SRAC shall:

- 19.1. To such extent as may be possible attend and observe the running of the Elite National Selection Trials ("Trials").
- 19.2. Be privy to discussions and decisions of the Elite Panel.
- 19.3. Where appropriate during the course of the Trials make comment on the conduct of the Trials to the GM Performance.
- 19.4. Report on the conduct of the Trials to the Board.
- 19.5. Hear and determine appeals by athletes on the Elite, U23, U21 or U19 selection process, the conduct of the relevant trial and/or any decision of a Selection Panel, any decision of the Summer Squad Committee, or any decision of the Elite Development Squad Committee.
- 19.6. Following the determination of any appeal make such recommendations as may be appropriate to the Board.

20. Appeals Process

- 20.1. An athlete may lodge an appeal with the GM Performance at any time during the selection process and/or the Trial, but not later than twenty-four (24) hours after formal communication of the relevant selection decision.
- 20.2. The GM Performance will attempt to respond to the athlete within one day (twenty-four (24) hours), but in any event not later than five (5) days (120 hours) of lodgement of the appeal.
- 20.3. The GM Performance will consult with the members of the relevant Selection Panel and any other person as may be deemed appropriate in order to properly respond to the athlete.
- 20.4. In the event the GM Performance is unable to answer the concerns of the athlete such that the athlete wishes to maintain his or her appeal, then such appeal shall be referred to the SRAC.
- 20.5. In determining any such appeal the SRAC shall properly consider all such evidence as may be adduced from the athlete, the Selection Panel and any other relevant party.

21. Grounds for Appeal

An appeal by an athlete may only be made on one or more of the following grounds:

- 21.1. The applicable selection criteria have not properly been followed, applied and/or implemented; or
- 21.2. The person seeking selection was not afforded a reasonable opportunity to satisfy the applicable selection criteria; or
- 21.3. The selection process was affected by actual bias; or
- 21.4. There was no material on which the selection decision could reasonably be based.

22. Determination of Appeal

- 22.1. Upon determination of the appeal the SRAC shall communicate his or her decision together with an appropriate recommendation to both the Board and the athlete.
- 22.2. The Board after due consideration of the findings and recommendation of the SRAC shall make a decision as to the course of action to be followed by RNZ which shall be communicated to the athlete at the earliest opportunity.
- 22.3. If at the conclusion of the above process the athlete remains dissatisfied, the athlete may file an application for appeal with the Sports Tribunal of New Zealand {"Sports Tribunal"}. Thereafter the appeal shall be determined in accordance with the Rules of the Sports Tribunal (see www.sportstribunal.org.nz).
- 22.4. The decision of the Sports Tribunal shall be binding on the parties and, subject to any right of review and/or appeal as set out in the Rules of the Sports Tribunal, no party to the appeal may institute or maintain proceedings in any Court or other Tribunal.