



# CANOE SLALOM

2020 Junior Selection Policy

**Revised Version**

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## **1 Background**

The Coronavirus pandemic has significantly impacted the national and international sport calendar. Multiple events have been cancelled or postponed until 2021. A junior selection event was scheduled to take place on the 4<sup>th</sup> April, 2020. This event was also cancelled.

A policy was developed which clearly outlined the process through which a junior athlete could win a place on the national canoe slalom team for 2020. The primary function of that policy was to select the best possible athletes of a percentage standard to represent Ireland at International events in 2020 (clause 1.2, p.7). The subsequent cancellation of the selection event due to the Coronavirus pandemic means that the primary function of the previous policy and its ancillary selection measures cannot be completed.

In the event that the junior European championships take place in 2020, Canoeing Ireland have issued this revised Selection Policy to accurately reflect the current circumstances and the process that is now in place for national team selection. The policy will be binding on all athletes seeking selection.

The Junior & U23 European Championships have been scheduled for Krakow, Poland 1<sup>st</sup>-4<sup>th</sup> October 2020.

## **2 Introduction to the Selection Policy**

### **2.1 Scope of the Selection Policy**

The revised 2020 team selection policy for canoe slalom (hereinafter referred to as the “revised 2020 policy”) outlines the conditions for eligibility and criteria relevant to the selection of athletes to be members of the junior teams that will represent Ireland at slalom events during the 2020 season in the MK1, WK1, MC1 and WC1 categories. It is not anticipated that Ireland will enter the XC2 category in 2020 but any suitably experienced athletes can advise Canoeing Ireland of their intention to compete in this category.

Final selection and membership of the Irish canoe slalom team for the 2020 season will commence when the athlete agreement is signed by the athlete and the Performance Director of Canoeing Ireland. Athletes will remain selected for the races defined in Appendix B within the terms of the athlete Contract until the final race event of the season is complete.

The 2020 Selection Policy applies to 2020 season only. Previous selection policies will have no bearing on the 2020 Selection Policy and cannot be used as a basis upon which an appeal or otherwise can be made in relation to athlete selection for 2020. For clarity, the 2020 season is understood to be all competition races that are held between January 2020 and December 2020.

### **3 Purpose, Aims and Principles of the Policy**

The primary purpose of the revised 2020 policy is to outline the process that will be used to select athletes of a suitable ability and standard to represent Ireland at International events in 2020.

The principles used to meet these aims include:

1. Past performances and current ranking where extant.
2. Experience and time in the sport.
3. Ability to perform on the international stage.
4. Athlete safety.
5. Transparency.

## **4 The 2020 Canoe Slalom Selection Panel – Roles & Responsibilities**

The policy will be overseen by the Performance Director who will establish and chair the 2020 Slalom Selection Panel. The 2020 Selection Panel's roles and responsibilities are explained in the next chapter.

Proposals to amend the revised 2020 Selection Policy may be put forward at any time by the 2020 Selection Panel. Proposals for amendments may be considered where the 2020 Selection Panel forms the opinion that such an amendment is necessary for any reason and is determined to be in the best interests of Canoeing Ireland and to ensure that the selection of athlete(s) gives the athlete(s) the best opportunity to prepare and perform on the international stage. Neither the 2020 Selection Panel nor Canoeing Ireland, will be responsible or liable in any way for any issues arising from any such amendment or amendments and such amendments shall be final and binding on all athletes. All proposals must be approved by the Canoeing Ireland High Performance Unit and Board of Directors.

### **4.1 The 2020 Canoe Slalom Selection Panel Members**

The 2020 Selection Panel will consist of five members. One from the Canoeing Ireland High Performance Unit, two members of the coaching team and one person nominated by the Irish Canoe Slalom Committee. The panel will be chaired by the Performance Director.

The 2020 Selection Panel will be confirmed by the Canoeing Ireland Chief Executive Officer.

Ideally the 2020 Selection Panel will reach a unanimous selection decision through discussion although when there is incongruence amongst the 2020 Selection Panel the Performance Director will call for a vote. Each 2020 Selection Panel member will have one vote to be counted.

In the event of a tie the Performance Director will have the casting vote to confirm the nomination/selection. An appeal in respect of selection must follow the Selection Appeals Procedures set out in section 9 of this document.

#### **4.2 Conflict of Interest**

To maintain transparency and integrity within the process, each member of the 2020 Selection Panel will be asked to state whether they have any conflict of interest relating to the selection process. If any member of the 2020 Selection Panel declares a conflict of interest or is otherwise deemed to have a conflict of interest, they will be replaced by another individual who has no conflicts of interest and shall be appointed by the Performance Director and confirmed by the CEO.

In the event that any of the above designated Selection Panel members are unavailable or ruled out due to conflict of interest an alternative nominee will be sought from Sport Ireland and/or another NGB or the Olympic Federation of Ireland that will be identified as having the knowledge, expertise, and capability to add value to the selection process.

A conflict of interest might occur when, for example:

- When a Selection Panel member is a club coach to a particular athlete vying for selection.
- When a Selection Panel member is closely aligned or is a member of a club for which an athlete vying for selection is also a member of.
- When a Selection Panel member is a family member or close friend of an athlete vying for selection.
- Or any circumstance where a Selection Panel member has a personal relationship with an athlete or athletes vying for selection which could influence his or her decision, or him or her stands to gain in any way from the outcome of a selection decision.

## **5 Eligibility and Application Requirements**

### **5.1 Eligibility Criteria that apply to all athletes**

In order to be eligible for selection, all athletes applying for selection must meet the following criterion:

- a) Show proof that they hold an Irish passport/be eligible to hold an Irish passport or a U.K. passport that shows the holder's birthplace to be in Northern Ireland.
- b) Be a current registered member of Canoeing Ireland who is eligible to represent Ireland at ICF canoe slalom events in accordance with ICF rules and have no outstanding debt to Canoeing Ireland or any of its technical committees.

### **5.2 Eligibility to Compete at Junior and Under 23 level**

As stated in ICF rule 3.4," The first year a competitor can compete in an ICF or International competition is the year that their 15th birthday falls in. The last year they can compete in a junior category is the year that their 18th birthday falls in. The last year he/she can compete in Under 23 categories is the year that their 23rd birthday falls in."

For more details concerning the eligibility to compete at Junior and Under 23 level, please refer to appendices C and D

Appendix C provides an extract of the ICF (International Canoe Federation) rules concerning Junior and Under 23 Eligibility

Appendix D provides an extract of those ECA (European Canoe Association) rules that differ from their ICF counterparts.



### 5.3 Application Requirements

Athletes who have already applied for 2020 team selection do not need to apply a second time. All new applicants should:

- a. Apply to the slalom secretary for an application form - [slalomsecretary@canoe.ie](mailto:slalomsecretary@canoe.ie)
- b. Complete all sections of the form and email the completed form to [slalomsecretary@canoe.ie](mailto:slalomsecretary@canoe.ie) and cc; [performance@canoe.ie](mailto:performance@canoe.ie) on or before 5pm August 31<sup>st</sup>, 2020. Late applications will not be entertained.
- c. If you are under the age of 18, the application form must be signed by a parent or legal guardian (digital signatures will be accepted).
- d. Maintain the eligibility conditions and terms detailed in the revised 2020 Selection Policy.

## **6 Types of Selection**

Athletes will be selected by the following methods:

1. Discretionary selection

An athlete's continued selection will always be conditional upon an athlete meeting and maintaining the Athlete Eligibility Criteria, outlined above, and by the athlete signing and complying with the terms and conditions contained in the athlete contract and code of conduct.

## **7 The 2020 Slalom Selection Panel**

In making selection decisions, the 2020 Slalom Selection Panel will consider, but will not be limited to, the following factors;

1. Qualifying results and performance in preceding seasons.
2. Ability and future potential.
3. Physical fitness / injury during the season in question
4. Additional areas like training history, time in the sport, their progression over the years involved, their behaviours and level of commitment will be taken in to account.

### **7.1 Confidentiality**

It is vitally important that members of the 2020 Slalom Selection Panel do not discuss with anyone outside of the 2020 Slalom Selection Panel the matters and discussions held within a selection meeting.

### **7.2 Junior Athlete Welfare Clause**

The nature and characteristics of international slalom race courses range from challenging to extremely difficult. It is of paramount importance that the athletes who are successfully selected to represent Team Ireland for the 2020 season are suitably proficient to race on such courses. The

Health and Safety of our young developing athletes is always our first interest. Therefore, the 2020 Team Selection Panel in consultation with all stakeholders including parents and coaches, will make final decisions on a developing athlete's suitability for all races in the 2020 season. These decisions which are made with the best interest of the developing athletes, will be final.

### **7.3 Further Responsibilities**

The 2020 Selection Panel will have responsibility for administering and implementing selection policies and for the selection of all international canoe slalom athletes eligible for competing. The Performance Director will submit a report outlining the rationale for all selection decisions to the Canoeing Ireland Chief Executive Officer and the High-Performance Unit whose function is to ensure that all selection decisions of the 2020 Selection Panel are in accordance with that policy;

## **8 Procedure Following Selection**

### **8.1 Provisional Selection**

Achievement of selection only confers provisional selection on an athlete.

### **8.2 Athlete Contract and Final Selection**

All athletes will be required to sign an Athlete Contract and Code of Conduct. An athlete will only be considered finally selected when the Athlete Contract has been signed by the parent(s) or legal guardians of the athlete and the Performance Director of Canoeing Ireland. Canoeing Ireland will only engage with the signee of the Athlete's Contract and will not engage in any correspondence with any third-party interlocutor acting on behalf of the signee in any capacity relating to any items listed herein or any topics relating to support or funding. All enquiries relating to support and or funding must be communicated by the athlete and their parent or legal guardian. This does not negate the athlete's coaching team the right to engage in performance base correspondence with Canoeing Ireland, the performance director or the National Coach.

If the signed athlete contract is not returned on time, the team placement may be offered to another athlete.

### **8.3 Financial Support**

The achievement of selection will only confer on an athlete eligibility to compete in the respective events outlined in Appendix B and does not entitle a selected athlete to any support through the various performance support programmes.

The selection of an athlete for the national team does not automatically qualify that athlete for any funding support. Non funding cannot be used as a basis upon which an appeal can be lodged.

### **8.5 Deposits, Payments & Bills towards Team Athlete Expenses**

Each event will include a variety of expenses for the athlete. Once the teams for the events have been confirmed, we will work with the athletes to help secure a variety of supports in relation to the events.

### **8.6.1 Deposits / Pre- Payments**

With this in mind, the athletes who accept the offer of a race or races may be asked to pay a deposit towards team accommodation, coaching, accreditation and transport in 2020.

Canoe Slalom sport is very expensive, with that in mind the most inexpensive accommodation will always be sought where possible, however only when the team configuration is known can the costs be accurately divided among the athletes.

Once accommodation is booked, withdrawal by any athlete may add to the costs incurred by the other athletes attending the race and, in those circumstances, it may not be possible to refund the deposit to the athlete who withdraws from a race or races.

### **8.6.2 Bills**

At the end of each event, expenses will be calculated and Bills will be sent to the athlete for any additional expenses that have incurred and have not been paid for that event, i.e. Coaching, Car hire, etc

Below are expense items for events but not limited to:

Accreditations, water fees, accommodation, car hire, food, other transport, flights tolls, fuel, coaching and team gear.

## **9. Selection Appeals Procedures**

Below is Canoeing Ireland's Selection Appeals Procedure.

- 9.1 An athlete who fails to be selected for the team set out in this 2020 Irish Canoe Slalom Selection Policy may appeal against omission from that team in accordance with 9.2 of this procedure.
- 9.2 The sole grounds of any appeal by an athlete are that:
  - 9.2.1 An athlete's omission from the team was as a result of a failure by the Selection Panel to properly or fairly apply the Selection Criteria set out in the 2020 Irish Canoe Slalom Selection Policy or;
  - 9.2.2 The Selection Panel demonstrated clear bias in favour of a selected athlete.
- 9.3 Any appeal will proceed in accordance with the procedures set out below
- 9.4 Any athlete wishing to appeal against his/her omission from the team (herein after referred to as the "Appellant") shall email the CI Performance Director outlining the reasons together with supporting evidence to substantiate the appeal (herein after referred to as the "Initial Appeal"). Such an email must be received within 48 hours of the athlete receiving the outcome of the Selection Panel decision. The CI Performance Director will consider the Appellant's appeal and shall email an answer to the Appellant within 48 hours of receiving the Appellant's email (herein after referred to as the "Appeal Response").
- 9.5 If the Appellant is not satisfied with this response received pursuant to clause 4.4 above, they may forward a further written Notice of Appeal to the Canoeing Ireland Chief Executive Officer at the Canoeing Ireland office, to be received within 48 hours of the date of the Appeal Response. The written Notice of Appeal should refer to any communications that the Appellant has had with the CI Performance Director in relation to the decision pursuant to clause 4.4. Communications referred to in clause 4.4 are not binding but they may be referred to in any appeal.
- 9.6 The written Notice of Appeal itself shall contain the succinct grounds for appeal and ideally should not exceed 2 pages/1000 words in length. The time limits for lodging the Notice of

Appeal and accompanying appeals document is mandatory. Failure to comply with these time limits will result in an appeal being dismissed without consideration.

- 9.7 The written Notice of Appeal must also be accompanied by a contribution to the costs of the appeal of €200 payable by the Appellant by electronic transfer to Canoeing Ireland. This €200 sum will be refunded to the Appellant by Canoeing Ireland in the event the appeal is upheld.
- 9.8 The Chief Executive Officer shall supply copies of the written Notice of Appeal to the Selection Panel who shall be entitled to respond in writing within 5 working days, or such other time as may be specified by the Chief Executive Officer (herein after referred to as the “Response”).

## **9 Selection Appeals Procedures- Continued**

- 9.9 The Chief Executive Officer shall without delay supply copies of the Response to the Appellant who may make further written representations in reply to the Response and/or request the Chief Executive Officer proceed with the Hearing of the Appeal (herein after referred to as “the Request for Hearing”), any response must be forwarded within 5 working days.

The Chief Executive Officer shall, following receipt of the Request for Hearing, constitute as expeditiously as possible a panel to hear the appeal (herein after referred to as “the Appeal Panel”). The Appeal Panel will comprise three members, namely:

- 9.9.1 A member of the Canoeing Ireland Board nominated by the Chief Executive Officer.
- 9.9.2 An ex-International Canoe Sport Athlete.
- 9.9.3 An informed independent person who could be a member of another National Governing Body or the Sport Dispute Resolution Ireland Arbitration Panel (formerly Just Sport Ireland).
- 9.10 The Panel shall appoint one of its members to chair the appeal (herein after referred to as “the Appeal Panel Chairperson”).
- 9.11 When constituting the Appeal Panel, the Chief Executive Officer shall have regard to the principle that the Appeal Panel should be and should be seen to be impartial and open-minded.

### **A Time and Place of Appeal**

- A.1 The Chief Executive Officer shall notify all the parties concerned as soon as possible of the place and time of the appeal together with the names of the members of the Appeal Panel.
- A.2 The Chief Executive Officer will as early as possible prior to the date of the appeal circulate to the individual members of the Appeal Panel, the Appellant and the CI Performance Director copies of: -
- A.2.1 The Initial Appeal.



A.2.2 The written Notice of Appeal and other relevant documentation on which the Appellant wishes to rely.

A.2.3 The Response.

A.2.4 The Request for Hearing.

A.2.5 Any further written representations.

A.3 The Appeal Panel is empowered to call witnesses, to seek expert advice as necessary and to hear evidence from persons nominated by the parties concerned, where requested. Strict rules of evidence do not apply but all involved should be aware the “hearsay” evidence is unlikely to carry as much weight as evidence within the direct knowledge of the parties and any witnesses.

## **9 Selection Appeals Procedures- Continued**

- A.4 The Appellant may be accompanied or represented at the hearing by a maximum of 2 people
- A.5 The Appeal Panel will hear the evidence in private unless the parties agree otherwise.
- A.6 If at any time during the hearing there is any unreasonable behaviour in the reasonable opinion of the Appeal Panel Chairperson then the Appeal Panel Chairperson may elect to bring the proceedings to a close and thereafter the Appeal Panel will determine the appeal on the basis of the written and verbal submissions prior to that time.

### **B Appeal Hearing Procedure and Decision**

- B.1 The Appeal Panel shall hear the appeal in the following order:
  - B.1.2 The Appellant will present his/her case without interruption, except for the purpose of clarification, from the Appeal Panel.
  - B.1.3 The Appeal Panel will ask questions.
  - B.1.4 The CI Performance Director will present his/her case without interruption, except for the purpose of clarification, from the Appeal Panel.
  - B.1.5 Either party may raise questions through the Appeal Panel Chairperson.
  - B.1.6 Each Party shall make final submissions to the Appeal Panel with the Appellant having the right to be heard last following which the appeal shall be concluded.
  - B.1.7 The Appeal Panel will consider the evidence and having done so shall make a decision and shall notify the parties in writing of its decision as soon as possible and preferably within 24 hours of the appeal hearing.
  - B.1.8 The Appellant can withdraw an appeal at any time.

## **9 Selection Appeals Procedures- Continued**

### **C Panel's Recommendations**

- C.1 In the event of an appeal being upheld the Appeal Panel shall be entitled to make recommendations to the CI Performance Director having regard to: -
  - C.1.1 The timing of the selection cycle.
  - C.1.2 The proximity of any Championships.
- C.2 The CI Performance Director will make every effort to have the Appeals Panel's recommendations implemented.
- C.3 The CI Performance Director will provide a written report of any action taken or not taken to the Chief Executive Officer. If the Appeal Panel's recommendations are not implemented, the CI Performance Director shall state his/her reasons in his/her report. A copy of this report will be sent to the relevant parties within 72 hours.
- C.4 A decision of the Appeal Panel may be appealed exclusively to Sport Dispute Solutions Ireland (Herein after referred to as the "SDSI"), for resolution in accordance with the SDSI Arbitration rules.
- C.5 Any appeal to SDSI must be filed within fourteen (14) days from receipt of the Canoeing Ireland Appeals Panel decision by the party filing the appeal. Thereafter, the procedural rules of SDSI will apply.

## Appendix A

Important dates:

Activity	Date	Relationship to Scheduled Race date
<b>Selection Entry:</b> Last date for entries to be received, by email, to <a href="mailto:performance@canoe.ie">performance@canoe.ie</a> and by post to the offices of Canoe Slalom Ireland	<b>August 31<sup>th</sup></b>	
<b>Payment Due date of Registration fee</b> <b>Race entry fee is € 45.00</b>	<b>August 31<sup>th</sup></b>	To have arrived to Slalom a/c
<b>Pre-Selection Application:</b> Last date for applications.  It is sufficient to apply by email, to <a href="mailto:performance@canoe.ie">performance@canoe.ie</a> unless there is supporting documentation that cannot be scanned and which should be posted to Canoeing Ireland.	<b>N/A</b>	
<b>Discretionary selection:</b> Last Date for applications due to exceptional circumstances i.e. illness, injury or bereavement. It is sufficient to apply by email, to <a href="mailto:performance@canoe.ie">performance@canoe.ie</a> unless there is supporting documentation that cannot be scanned and which should be posted to Canoeing Ireland.	<b>N/A</b>	7 days after the selection race
<b>Team Announcement:</b> of 2020 Irish Junior Canoe Slalom Teams	<b>September 4<sup>th</sup></b>	Via Email and website
<b>Appeals:</b> Last date for receipt concerning selection. It is sufficient to apply by email, to <a href="mailto:performance@canoe.ie">performance@canoe.ie</a> unless there is supporting documentation that cannot be scanned and which should be posted to Canoeing Ireland.	<b>September 5<sup>th</sup></b>	To be received within 24 hours of the announcement, by the slalom committee, of the teams that are provisionally selected to represent Ireland.

## Appendix B

### 2020 Events for Selected Athletes

#### Junior Events

Start Date	End Date	Event	Location
01/10/2020	04/10/2020	Junior and Under 23 European Championships	Krakow, Poland

## Appendix C

### Extract from ICF Rules concerning Age Limits

[http://www.canoeicf.com/icf/Aboutoursport/Canoe-Slalom/Rules-and-education/main/0/text\\_files/file/ICF%20Canoe%20Slalom%20Competition%20Rules%202013.pdf](http://www.canoeicf.com/icf/Aboutoursport/Canoe-Slalom/Rules-and-education/main/0/text_files/file/ICF%20Canoe%20Slalom%20Competition%20Rules%202013.pdf)

**3.4** The first year a competitor can compete in an ICF or International competition is the year in that their 15th birthday falls in. The last year they can compete in a Junior category is the year that their 18th birthday falls in. The last year he/she can compete in Under 23 categories is the year that their 23rd birthday falls in.

**6.2.2** A competitor may not participate in more than two (2) team events.

#### **42.2 Age Limits**

**42.2.1** In the individual events of MK1, WK1, MC1, WC1, an athlete may only enter and compete in the same event in either Junior or U23. For these events Athletes may enter different events in different age groups.

**42.2.2** In the C2M event an Athlete may enter in both age groups with different partners as long as they comply with Rule 3.4. They may not enter both age groups with the same partner.

**42.2.3** Before the competition, the Team Manager must present an official document such as a passport or identification card that includes a photo, for age confirmation purposes of the competitors (Refer to Rule 3.4)

#### **42.3 Team Events**

Where a Federation does not have sufficient Athletes to make an entry in a Team event at an age group then in this case, up to two Athletes may compete in both age groups in the same Team event to complete a team as long as they comply with Rules 3.4 and 6.2.2

## Appendix D

Extract from ECA Rules concerning Age Limits

<http://www.canoe-europe.org/index.php/documents/slalom/differences-slalom>

### **SLALOM:**

ECA Slalom Championships will be held every year

Junior and U23 Championships will be organized together

Each nation can enter 3 boats per discipline in each category (3 for juniors, 3 for U23 and 3 for seniors).

Senior Championships should be organized during three and Junior and U23 European Championships should be organized during four days. Every Championships must have defined daily programme according to the disciplines. Only in exceptional circumstances, because of TV needs, the programme can deviate from standardized programme, but it has to be harmonized with ECA until the end of November the year before the championships.

ECA introduces its own competition format for advancing from heats to semi-finals and finals. From heats the following number of boats per category advances to the semi-finals: K1M: 30 boats; C1M: 20 boats; K1W: 20 boats; C2: 20 boats; C1W: 15 boats

From semifinal the following number of boats per category advances to the finals: K1M: 15 boats; C1M: 10 boats; K1W: 10 boats; C2: 10 boats; C1W: 8 boats

The same Competition format stays for one Olympic period. After four years on the base of entries analysis new format for advancing from heats to semi-final and final is introduced.

In all the other cases when ECA rules differences are not defined, ICF Rules for World Championships (Senior or Junior and U23) apply at ECA European Championships.

Only one run is organized in team event.

Entries for Junior and U23 events:

Any athlete may only enter the same event e. g. K1M once (either Junior or U23)

An athlete may enter an event in one age group and a team event (teams or C2) in the other age group (so long as they comply with rule 3.4), even if they are entered in a team event in the first age group.

I.e. An athlete who is U18 may enter Junior K1M, Junior K1M Teams and also U23 K1M Teams and/or U23 C2M.

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