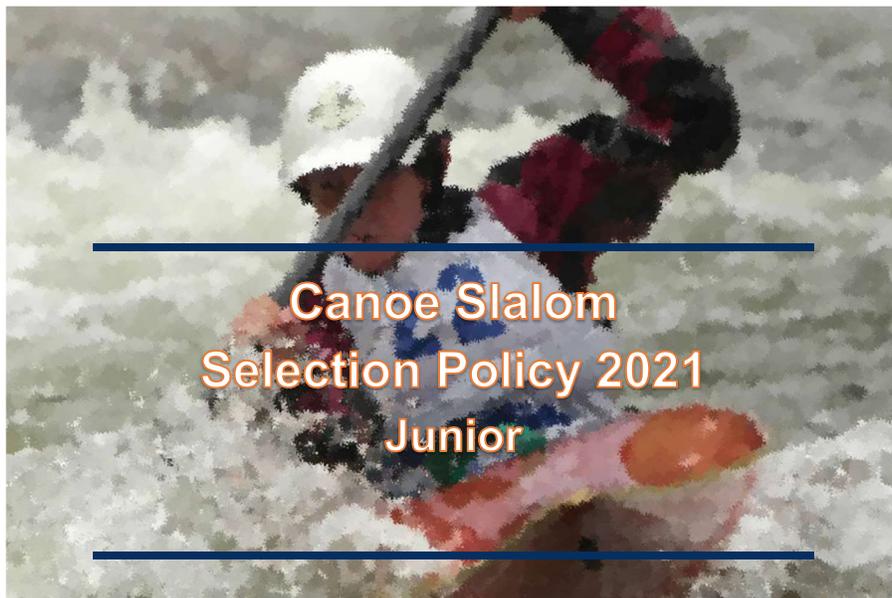


# Canoeing Ireland



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**List of abbreviations** (in alphabetical order)

CEO	Chief Executive Officer
CI	Canoeing Ireland
CSIC	Canoe Sprint Ireland Committee
DNF	Did not finish
ECA	European Canoe Association
HPU	High Performance Unit
ICF	International Canoe Federation
ICSC	Irish Canoe Slalom Committee
NGB	National Governing Body
ODR	Olympic Discipline Representative
PD	Performance Director
SP	Selection Panel
K1	Kayak class
C1	Canoe class

# 1. Introduction

## 1.1. Purpose

The Purpose of this selection policy is to outline the processes which will lead to the selection of junior athletes to represent Ireland at the international events listed below in Table 1 “Key Junior Events for 2021”. This policy outlines the terms and conditions to which all athletes selected to participate at any of the events listed in the table below will be subject.

Due to the uncertain nature of international travel created by COVID-19, and for this year (2021) only, a discretionary selection process in line with section 6.1 Athlete Welfare Clause will be applied.

Start Date	End Date	Event	Location
6/07/2021	11/07/21	Junior and Under 23 World Championships	Tacen, Slovenia
19/08/2021	22/08/2021	Junior and Under 23 European Championships	Solkan, Slovenia

Table 1: Key Junior events and dates for 2021

## 1.2 Canoeing Ireland Strategic Performance Objectives – 2028

By 2028, Canoeing Ireland will have a world-class high-performance system. This system will foster our full potential of being fully represented in canoe slalom at the highest level of international competition (Olympic Games, World Championships, European Championships) in all classes (K1W, K1M, C1W, C1M) and in all age categories (Senior, U23, U18) whilst delivering finals and podium performances.

The 2021 canoe slalom selection policy will support optimal performance delivery at international events through a robust system that junior athletes can benchmark their progress on. This 2021 canoe slalom selection policy has been developed by the Canoeing Ireland Performance Director (PD) and the Irish Canoe Slalom Committee (ICSC) it has been approved by the Canoeing Ireland HPU and the Canoeing Ireland Board.

## **2. Athlete Eligibility**

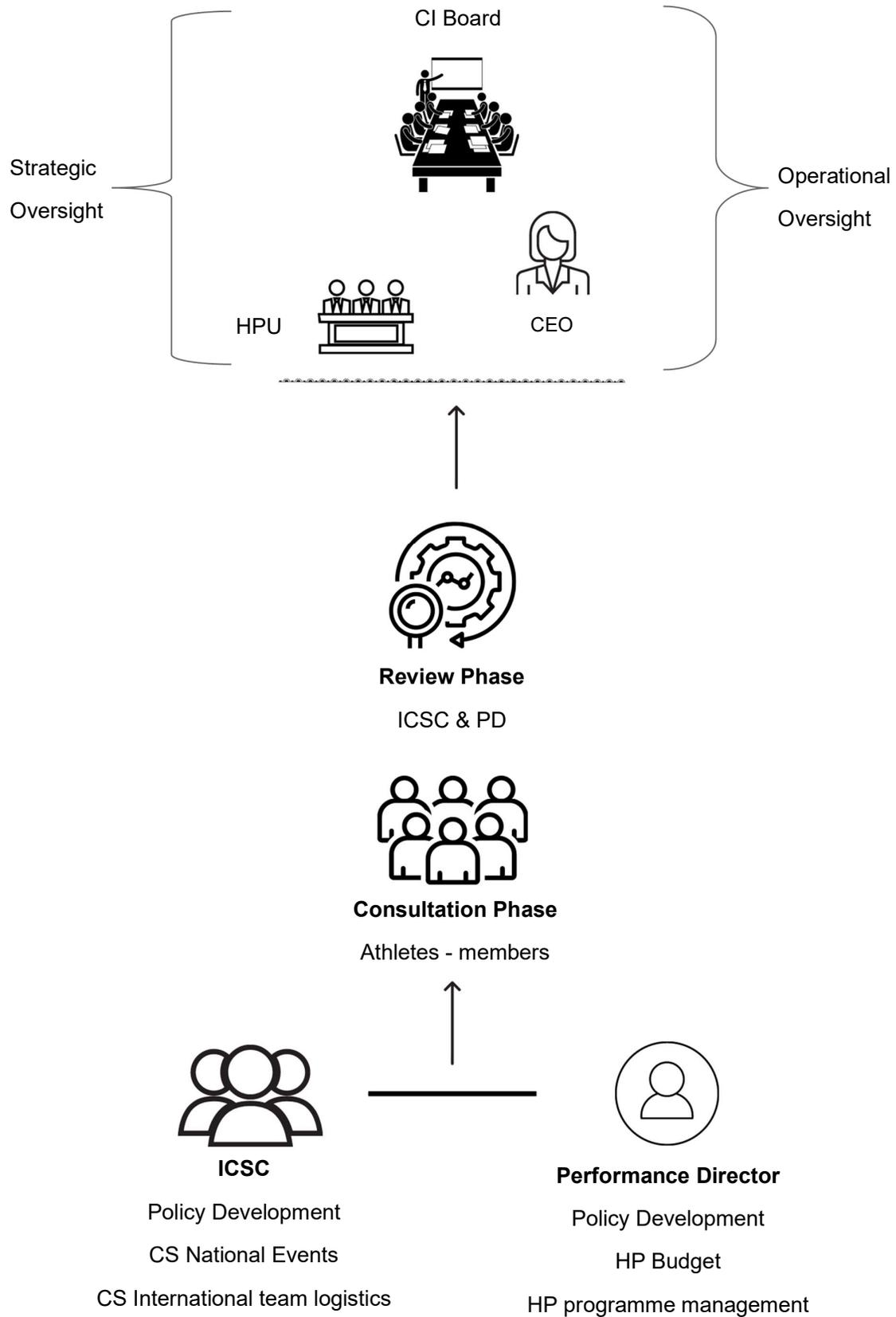
To be eligible to compete for Ireland, athletes must meet and maintain for the duration of the 2021 competition season the following athlete eligibility criteria:

- I. 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.
- II. Hold an Irish passport or be eligible to hold an Irish passport in their name, or a UK passport showing their place of birth as being on the Island of Ireland.
- III. Is not the subject of a doping violation investigation or suspension.
- IV. Is fit to perform to the best of their ability
- V. Has signed the athlete agreement relevant to this policy.

### **2.1 Eligibility to compete at junior 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.

### 3. The Key Stakeholders and process outline



## **4. The Selection Panel**

### **4.1 Purpose of the Selection Panel**

The Selection Panel (SP) will oversee the implementation of the 2021 selection policies for both Olympic canoe sport disciplines. The SP will ensure the 2021 canoe slalom selection policy is administered in a fair, transparent, and effective manner.

### **4.2 Construct of Selection Panel**

The SP will be convened and chaired by the Canoeing Ireland Olympic Discipline Representative (ODR). The selection panel will be ratified by the Canoeing Ireland CEO. The SP will consist of the following 5 members:

- I. The Olympic Discipline Representative (Deaglán O Drisceoil)
- II. The Performance Director (Jon Mackey)
- III. One member of the ICSC (Colm Ryan)
- IV. One member of the CSIC (William Irwin)
- V. One independent member\* (Andrew Boland)

\*Independent member can be a retired canoe sport athlete from any discipline, or a member of another NGB. In this case, the independent member is a retired canoe sport athlete.

### **4.3 The remit of the Selection Panel**

When selecting athletes, the SP can only consider those athletes who meet and maintain the athlete eligibility criteria set out in section 2. The SP shall have the final determination, acting reasonably, as to whether, at any relevant point in time, an individual athlete meets the athlete eligibility criteria.

On completion of the selection process the PD will circulate the provisional results via email to all relevant athletes. An appeal window will then open for 24 hours (see Appeals Process section 9). On completion of all appeals the PD will send an email notification to all athletes announcing the official team results. Within 24 hours of this notification the ICSC will publish the official Irish canoe slalom team for 2021 on their social media platforms. Canoeing Ireland will publish the official results on the CI website and social media channels.

#### **4.4 Conflicts of Interest**

Any member of the SP shall declare any conflicts or potential conflicts of interest and shall refrain from participation in the discussion of and any vote in respect of any selection matter in which they have a material conflict of interest.

A conflict of interest might occur when, for example:

- A Selection Panel member is a club coach to a particular athlete vying for selection.
- 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.
- 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. 2021 Irish Canoe Slalom Team Selection Policy Terms & Conditions**

**5.1** Save where expressly stated to the contrary, previous selection policies or criteria can have no bearing on the selection of athletes for 2021 season events identified in table 1, Section 1.

**5.2** No athlete can be considered for selection for the 2021 Irish canoe slalom team by the SP if they do not meet and maintain the athlete eligibility criteria set out in section 2 above.

**5.3** An athlete who for any reason, fails to maintain eligibility may be removed from the 2021 Irish canoe slalom team. Eligibility issues will be dealt with in the first instance by the PD. Any athlete who has been removed from the 2021 Irish canoe slalom team may be replaced by the next ranked athlete where applicable.

**5.4** Athletes selected for international events must comply with International Canoe Federation (ICF) Rules and European Canoe Association (ECA) Rules. Entry to ICF and ECA events is restricted to members of the National Governing Body affiliated to the ICF and the ECA. In Ireland, the affiliated National Governing Body is Canoeing Ireland.

**5.5** If an athlete's selection is made subject to that athlete meeting further conditions, such further conditions will be communicated to the athlete at the time of their selection or as soon as possible thereafter.

**5.6** All entries of Irish canoe slalom athletes to canoe slalom events must be made through the Canoeing Ireland office following the selection of athletes pursuant to the 2021 selection policy.

**5.7** Proposals to amend this 2021 selection policy may be put forward by the SP where the SP forms a collective opinion that amendments are necessary and such amendments are determined to be in the best interest of athletes and Canoeing Ireland. Proposals to amend this 2021 policy will be put forward by the SP to the ICSC and the CEO of Canoeing Ireland. All proposed amendments must be ratified by the Canoeing Ireland HPU and Board. All final amendments will be clearly identified and communicated to all athletes. These amendments will then be binding on all athletes.

**5.8** Canoeing Ireland reserves the right to deselect an athlete who has been found guilty of a disciplinary offence under Canoeing Ireland /ICF rules. This includes doping offences.

## **6. The Selection Process**

Athletes will be selected by a discretionary selection process.

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.

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

1. Qualifying results and performances in preceding seasons
2. Current 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 and level of commitment will be taken in to account.

### **6.1 Junior Athlete Welfare Clause**

The nature and characteristics of international slalom racecourses range from challenging to extremely difficult. It is of paramount importance that the athletes who are selected to represent Team Ireland for the 2021 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 2021 Selection Panel in consultation with all stakeholders including parents and coaches, will make the decision on a developing athlete's suitability for all races in the 2021 season. These decisions which are made with the best interest of the developing athletes, will be final.

## **7. Athlete agreement and Final Selection**

All athletes will be required to sign an Athlete Agreement and Code of Conduct. An athlete will only be considered finally selected when this Agreement 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 Agreement 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.

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

## **8. Finance**

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

### **8.1 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.

### **8.2 Deposits / Pre- Payments**

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 2021.

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.

### 8.3 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

Expense items for events may include but not be limited to the following:

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

### Application Requirements

- 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 Tuesday 15th June 2021**. Late applications will not be accepted.
- 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).

Start Date	End Date	Event	Location
6/07/2021	11/07/21	Junior and Under 23 World Championships	Tacen, Slovenia
19/08/2021	22/08/2021	Junior and Under 23 European Championships	Solkan, Slovenia

Table 1 key dates for 2021

## **9. Selection Appeal Procedures**

**9.1** An athlete who fails to be selected for the team set out in this 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:

- An athlete's omission from the team was because of a failure by the Selection Panel to properly or fairly apply the Selection Criteria set out in the Selection Policy or;
- The Selection Panel demonstrated clear bias in favour of a selected athlete.
- Any appeal will proceed in accordance with the procedures set out below

**9.3** 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 24 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 24 hours of receiving the Appellant’s email (herein after referred to as the “Appeal Response”).

**9.4** If the Appellant is not satisfied with this response received pursuant to clause 9.3 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 24 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 9.3. Communications referred to in clause 9.3 are not binding but they may be referred to in any appeal. Email [ceo@canoe.ie](mailto:ceo@canoe.ie)

**9.5** 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 are mandatory. Failure to comply with these time limits will result in an appeal being dismissed without consideration.

**9.6** 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.

**9.7** 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").

**9.8** The Chief Executive Officer shall without delay supply copies of the Response to the Appellant who may make further written representations (within 24 hours) in reply to the Response. The Appellant may request the Chief Executive Officer proceed with the Hearing of the Appeal (herein after referred to as "the Request for Hearing").

**9.9** 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:

- A member of the Canoeing Ireland Board nominated by the Chief Executive Officer.
- An ex-International Canoe Sport Athlete.
- 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).

**9.9.1** The Panel shall appoint one of its members to chair the appeal (herein after referred to as "the Appeal Panel Chairperson").

**9.9.2** 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.

## **10. Time and Place of Appeal**

**10.1** 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.

**10.2** 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:

- The Initial Appeal.
- The written Notice of Appeal and other relevant documentation on which the Appellant wishes to rely.
- The Response.
- The Request for Hearing.
- Any further written representations.

**10.3** 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 that “hearsay” evidence is unlikely to carry as much weight as evidence within the direct knowledge of the parties and any witnesses.

**10.4** The Appellant may be accompanied or represented at the hearing by a maximum of 2 people.

**10.5** The Appeal Panel will hear the evidence in private unless the parties agree otherwise.

**10.6** 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.

## **11. Appeal Hearing Procedure and Decision**

**11.1** The Appeal Panel shall hear the appeal in the following order:

**11.2** The Appellant will present his/her case without interruption, except for the purpose of clarification, from the Appeal Panel.

**11.3** The Appeal Panel will ask questions.

**11.4** The CI Performance Director will present his/her case without interruption, except for the purpose of clarification, from the Appeal Panel.

**11.5** Either party may raise questions through the Appeal Panel Chairperson.

**11.6** 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.

**11.7** The Appeal Panel will consider the evidence and having done so shall decide and shall notify the parties in writing of its decision as soon as possible and preferably within 24 hours of the appeal hearing.

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

## **12. Panel's Recommendations**

**12.1** 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:

- The timing of the selection cycle.
- The proximity of any Championships.
- The CI Performance Director will make every effort to have the Appeals Panel's recommendations implemented.

**12.2** 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.

**12.3** 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.

**12.4** Any appeal to SDSI must be filed within seven (7) days from receipt of the Canoeing Ireland Appeals Panel decision by the party filing the appeal. Thereafter, the procedural rules of SDSI apply.

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