



Canoe Sprint Nomination Policy
Olympic Games 2020

Developed by Canoeing Ireland with
oversight from the Olympic Federation of Ireland

Official

Irish Canoe Sprint Athlete Nomination Policy for 2020

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1. Scope of the Nomination Policy

This policy is prepared by the Canoeing Ireland High Performance Director (herein after referred to as the 'HPD') and the Canoe Sprint Ireland Committee which is a technical sub-committee of Canoeing Ireland.

The 2020 Athlete Nomination Policy (hereinafter referred to as the "2020 Nomination Policy") for the 2020 Tokyo Games (Herein after referred to as the '2020 Games') outlines the conditions for eligibility and criteria relevant to the nomination of an athlete(s) by Canoeing Ireland to the Olympic Federation Selection Committee (Herein after referred to as the 'OFI Selection Committee') to be members of Team Ireland for the 2020 Games.

Achievement of the performance criteria contained herein confers nomination on an athlete. Final nomination to the OFI Selection Committee will commence when the athlete contract is signed by the athlete and the High Performance Director of Canoeing Ireland.

The OFI Selection Committee is solely responsible for selecting Nominated Athletes and Support Staff to the 2020 Games.

The 2020 Nomination Policy applies to 2020 Games only. Previous Nomination Policies will have no bearing on the 2020 Nomination Policy and cannot be used as a basis upon which an appeal or otherwise can be made in relation to Athlete Nomination for 2020

2. Structure of the 2020 Nomination Policy

The policy is structured so that;

1. The nomination process is described in the main body of the document.
2. Specific information relating to the roles and responsibilities of Canoeing Ireland and the Olympic Federation of Ireland are clearly understood.

3. Purpose, Aims and Principles of the Policy

The primary purpose of the Nomination Policy is to select the best possible athlete of a performance standard to be nominated to the OFI Selection Committee for inclusion in Team Ireland for the 2020 Olympic Games.

The long term aims of the policy are to;

1. Identify athletes with the capacity to represent Ireland at the 2020 Games pending official selection by the OFI Selection Committee.

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2. Support the development of athletes in all racing classes by providing a target to aim for and an objective test of their ability.

The principles used to meet these aims include:

Objectivity:

The Nominated Athlete will be selected using objective performance-based criteria based on clear parameters.

Transparency:

The Nomination Process will be easily interpreted and published prior to each season

4. The 2020 Canoe Sprint Nomination Panel

4.1. Roles and Responsibilities

- (i) The 2020 Sprint Nomination Panel is responsible for implementing the 2020 Nomination Policy.
- (ii) In exceptional circumstances this Nomination Policy may be amended at any time by the 2020 the Canoeing Ireland HPU where it forms the opinion that such an amendment is necessary. Such amendment will be reason determined as being in the best interests of the nomination process and to ensure that the nomination of athlete(s) gives the athlete(s) the best opportunity to prepare and perform on the international stage. Canoeing Ireland will not be responsible or liable in any way for any issues arising from any such amendments. All amendments will be final and binding on all athletes. Any amendment to the policy will be communicated to all athletes on the OFI Long List.
- (iii) The 2020 Nomination Panel will submit a report outlining the rationale for all nomination decisions to the Canoeing Ireland Chief Executive Officer and the Canoeing Ireland Board of Directors whose function is to ensure that all nomination decisions of the 2020 Nomination Panel are in accordance with the Canoeing Ireland Policy; and that all Nomination decisions are balanced, fair and impartial.

4.2. Panel Members

- (i) The 2020 Nomination Panel will consist of five members. Three from the Canoeing Ireland High Performance Unit, the National Performance Coach and one person nominated by the Canoe Sprint Committee.
- (ii) The 2020 Nomination Panel will be chaired by the Canoeing Ireland High Performance Director.

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- (iii) The 2020 Nomination Panel will be confirmed by the Canoeing Ireland Chief Executive Officer.

4.3. Voting

Ideally the 2020 Nomination Panel will reach a unanimous nomination decision through discussion which will be guided by the athlete achieving the performance standard outlined below. However, if the 2020 Nomination Panel need to make any selection decisions the HPD will call for a vote. Each 2020 Nomination Panel member will have one vote to be counted. In the event of a tie the HPD will have the casting vote to confirm the nomination.

4.4. Conflict of Interest

- (i) To maintain transparency and integrity within the process, each member of the 2020 Nomination Panel will be asked to state whether they have any conflict of interest relating to the Nomination process.
- (ii) If any member of the 2020 Nomination Panel declares a conflict of interest or is otherwise deemed to have a conflict of interest, they will be replaced by another individual with the knowledge, expertise and capability required and who has no conflicts of interest.
- (iii) A conflict of interest might occur when, for example:
- A Nomination Panel member is a club coach to an athlete vying for nomination.
 - A Nomination Panel member is closely aligned or is a member of a club for which an athlete vying for nomination is also a member of.
 - A Nomination Panel member is a family member or close friend of an athlete vying for nomination.
 - Or any circumstance where a Nomination Panel member has a personal relationship with an athlete or athletes vying for nomination which could influence their decision, or they stand to gain in any way from the outcome of a nomination decision.

4.5. Confidentiality

All Nomination Panel discussions will be confidential.

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5. Eligibility and Application Requirements

5.1. In order to be eligible for consideration for nomination to the OFI Selection Committee, all athletes applying for nomination must meet the following criteria:

- a) Show proof that they hold an Irish passport

- b) Be a current registered member of Canoeing Ireland who is eligible to represent Ireland at ICF canoe sprint events in accordance with ICF rules and have no outstanding debt to Canoeing Ireland or any of its technical sub-committees.

- c) Not have competed in any international canoe sprint event, other than for Ireland, in the previous 3 years.

- d) Has acted in such a manner so as not to bring himself/herself, Canoeing Ireland, the sport of canoe sprint, the ICF, the OFI or Sport Ireland into disrepute.

- e) Has not been convicted of, or charged with, a criminal offence punishable by a term of imprisonment.

- f) Is not the subject of a doping violation or suspension.

- g) Is fit to perform to his or her fullest capability.

- h) Has signed the Athlete Contract.

5.2. Application Requirements

All Applicants must sign this document and submit it to the Canoeing Ireland HPD and maintain the conditions and terms detailed in the 2020 Nomination Policy.

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5.3. Athlete Contract and Final Nomination

- (i) All athletes will be required to sign an Athlete Contract and Code of Conduct. An athlete will only be considered finally selected for nomination when the Athlete Contract has been signed by the athlete and the HPD of Canoeing Ireland.
- (ii) 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.
- (iii) This does not negate the athlete's coaching team the right to engage in performance base correspondence with Canoeing Ireland, the HPD or the National Performance Coach.

6. Nomination Criteria

6.1. 2020 Games Boat Space Qualification at World Cup 2 & The European Qualification Event

There will be one (1) athlete quota space available for an athlete to qualify at World Cup 2 in Duisberg, Germany in May 2020 and two (2) athlete quota spaces available for qualification at the European qualification event (per distance) also being held in May in Racice, Czech Republic.

The athlete who qualifies a quota space for Ireland at the World Cup 2 in May 2020 or the European Qualification event also in May 2020, will qualify for nomination to the OFI Selection Committee.

Canoeing Ireland will nominate the winning athlete to the OFI Selection Committee to be considered for selection as a member of Team Ireland for the 2020 Tokyo Games for Canoe Sprint in their respective category.

The nomination of the winning athlete to the OFI will *only* take place once all internal appeals have been concluded pursuant to the appeals procedures contained in this 2020 Nomination Policy under section 8.

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7. Enquiries or Protests concerning Nomination Race Results

Enquiries/Protests concerning timing or penalties must be made to the organising authorities for the race in question, through the Team Manager appointed by Canoeing Ireland who will be present at the race.

8. Nomination Appeals

8.1. An athlete who fails to be nominated may appeal against omission from that team in accordance with 8.2 of this procedure.

Grounds for an Appeal

8.2. The sole grounds of any appeal by an athlete are that:

- An athlete's omission was as a result of a failure by the Nomination Panel to properly or fairly apply the Nomination Criteria set out in the 2020 Irish Canoe Sprint Nomination Policy or;

The Nomination Panel demonstrated clear bias in favour of a selected athlete.

Procedure for an Appeal

8.3 Any appeal will proceed in accordance with the procedures set out below

8.4 Any athlete wishing to appeal against his/her non-nomination (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 Nomination 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").

8.5 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

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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.

- 8.6 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.
- 8.7 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.
- 8.8 The Chief Executive Officer shall supply copies of the written Notice of Appeal to the Nomination 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”).
- 8.9 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.
- 8.10 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”).

Appeal Panel

8.11 The Appeal Panel will comprise three members, namely:

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- 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).

8.12 The Panel shall appoint one of its members to chair the appeal (herein after referred to as “the Appeal Panel Chairperson”).

8.13 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.

Date and Time of Appeal Hearing

8.14 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.

8.15 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.

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The Appeal Hearing

- 8.16 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.
- 8.17 The Appellant may be accompanied or represented at the hearing by a maximum of 2 people.
- 8.18 The Appeal Panel will hear the evidence in private unless the parties agree otherwise.
- 8.19 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.
- 8.20 The Appeal Panel shall hear the appeal in the following order:
- (i) The Appellant will present his/her case without interruption, except for the purpose of clarification, from the Appeal Panel.
 - (ii) The Appeal Panel will ask questions.
 - (iii) The CI Performance Director will present his/her case without interruption, except for the purpose of clarification, from the Appeal Panel.
 - (iv) Either party may raise questions through the Appeal Panel Chairperson.
 - (v) 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.
 - (vi) 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.

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8.21 The Appellant can withdraw an appeal at any time.

Appeal Panel Recommendations

8.22 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 Nomination cycle.
- The proximity of any Championships.

8.23 The CI Performance Director will make every effort to have the Appeals Panel's recommendations implemented.

8.24 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.

Further Appeal to Sport Dispute Solutions Ireland (SDSI)

8.25 A decision of the Appeal Panel may be appealed exclusively to SDSI for resolution in accordance with the SDSI Arbitration rules. For the purposes of the Olympic Games this panel will be an SDSI Olympic Tribunal.

8.26 An appeal to SDSI must be filed within 7 days from receipt of the Canoeing Ireland Appeals Panel decision by the party filing the appeal. Thereafter, the procedural rules of SDSI will apply.

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9. Athlete Declaration

I _____ have read the Canoeing Ireland 2020 Nomination Policy for the 2020 Tokyo Olympic Games.

I understand the criteria and agree to abide by the process described in the policy.

I understand that the OFI will make the final decision in relation to the selection process for the 2020 Tokyo Games and that if I am successful in qualifying an Olympic Boat Space, my nomination to the OFI by Canoeing Ireland relies on me fulfilling the eligibility criteria described in the policy and by signing this document and the subsequent Athlete Contract Agreement.

Signature:

Date: _____

End of Document