



Sport Inclusion
AUSTRALIA

Selection Policy

Sport Inclusion Australia

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Preface

Sport Inclusion Australia does not generally conduct sporting competitions. Instead, it works in partnership with sporting organisations to build inclusive sport systems, remove barriers to participation, and create opportunities for people with disability—particularly those with an intellectual impairment- including intellectual disability and/or autism—to participate and excel in mainstream sport.

This Selection Policy ONLY applies to teams specifically organised by Sport Inclusion Australia or our State/Territory Member Organisations (e.g. Virtus Global Games). It has been developed to ensure a consistent and transparent selection process for athletes and support staff when participating in or involved with teams organised by Sport Inclusion Australia or our affiliated members.

In all other cases, National and International sporting events or activities organised or auspiced by National Sporting Organisations, (NSO's) persons (players/athletes, coaches, officials and support staff) participating will be protected by and need to be aware of and comply with the Selection Policy of the respective NSO.

Chantel Lewis
Chief Executive Officer
Sport Inclusion Australia

1. Introduction

Sport Inclusion Australia is a National Sporting Organisation established in 1986. Sport Inclusion Australia's founding principle of 'Leave No One Behind', has underpinned its successes over four decades, to promote sporting opportunities for people with an intellectual impairment (including intellectual disability and/or autism) in mainstream settings with sport owning and delivering sport for all Australians at the appropriate ability level with a 'person first' approach'.

Sport Inclusion Australia facilitates, educates, and supports sporting organisations and the wider community about the power of sport to deliver social inclusion, while advocating for the rights of all Australians to be treated with dignity.

Through its membership of Virtus, Sport Inclusion Australia facilitates athlete eligibility across the three Virtus eligibility groups: II-1 (Intellectual disability), II-2 (intellectual disability with significant additional impairment) and II-3 (Autism). Athletes must meet the relevant eligibility requirements for their eligibility group and the requirements of the applicable sport and competition.

Our Purpose is to build a more inclusive community.

Our Mission is to drive inclusion through sport.

Sport Inclusion Australia is committed to establishing and endorsing a fair and unbiased selection policy. The aim of the policy is to ensure all athletes receive an equal opportunity to be selected to participate in the said event or competition provided they have satisfied the necessary selection criteria as outlined.

2. Objectives

The objectives of this Policy are to:

- provide a fair, transparent, consistent and impartial selection process;
- select eligible athletes who meet the applicable sport-specific and general selection criteria;

- support the selection of the strongest and most appropriate Australian team for the relevant competition;
- ensure selection decisions reflect athlete welfare, integrity, team requirements and the standards expected of Australian representatives; and
- provide athletes with clear information about selection requirements, decisions and appeal rights.

Sport Inclusion Australia may amend or supplement this Policy where circumstances arise that are not adequately addressed by its provisions, or where strict application of the Policy would result in an outcome inconsistent with its objectives.

Any amendment or supplementary provision must:

- be approved by the Sport Inclusion Australia Board, or by the Chief Executive Officer where authority has been delegated by the Board;
- be made in writing;
- be consistent with procedural fairness, applicable laws and relevant Sport Inclusion Australia policies.

3. Selection Notification / Dates

In the case of Virtus approved/sanctioned events involving only one sport, the NSO responsible and Sport Inclusion Australia will notify athletes of their success or failure of selection into the National Team.

In situations where more than one sport is involved, if an NSO is not in a position to notify athletes of their success or failure of selection into the National Team, then Sport Inclusion Australia will assume the responsibility of notifying athletes.

Wherever possible all athletes are to be notified of their selection/non-selection at least ten weeks prior to the event.

4. Selection Committee

The Selection Committee will comprise the relevant NSO representative and Sport Inclusion Australia Chief Executive Officer or nominee and will endorse athlete selection based on all criteria.

5. Process of Selection

Sport Inclusion Australia will work in partnership with the relevant NSO to ensure the best possible team is selected to represent Australia.

- 5.1. Athletes will be selected to a National squad and from this squad the National Head Coach will select eligible athletes who meet the sport specific criteria;
- 5.2. Sport Inclusion Australia in conjunction with relevant NSO will endorse selected athletes;
- 5.3. Athletes will be required to sign an athlete agreement, which outlines the General Selection criteria.

6. General Selection Criteria

To be eligible for selection in the National Team, athletes must;

- **6.1** Be, and continue to be eligible to participate in the relevant event as an Australian competitor in accordance with the rules of their sport i.e. residency/citizenship, age;
- **6.2.** Be a registered member of the National Sporting Organisation and have current registration with Sport Inclusion Australia;
- **6.3.** Have satisfactorily completed the relevant Virtus Athlete Eligibility Application and have confirmed Virtus eligibility in the applicable eligibility group (II-1, II-2 or II-3) and be included on the Virtus Eligibility Master List by the final entry date of the respective event. Athletes must meet the eligibility requirements for the eligibility group and competition category applicable to the event for which they are being selected.

- **6.4** Abide by the NSO/Sport Inclusion Australia Athlete Agreement;
- **6.5.** Meet the Sport Specific Selection Criteria as set down by relevant NSO;
- **6.6.** Have previously travelled overseas with a team or been involved in a national training camp and demonstrated that they can manage independently away from individual support i.e. do not require one on one care or support from parents, care givers, individual coaches etc., except in extenuating circumstances as outlined in clause 7.2;
- **6.7.** Agree to participate in all National Team preparation procedures as notified by the relevant NSO and Sport Inclusion Australia;
- **6.8.** Be able to pay the associated costs for their involvement with the team;
- **6.9.** Display appropriate behaviour, sportsmanship and demeanour expected of Australian representatives;
- **6.10.** Be medically able to complete all training and competition requirements in the lead up and during the event;
- **6.11.** Not use any prohibited substance or commit any other doping offence under the relevant anti-doping policy applying to their sport;
- **6.12.** Not be the subject of any Court Order preventing him/her from leaving Australia. Further the athlete will notify Sport Inclusion Australia of the full details of any order or conviction, past or present, which has been made against him/her by any Court or any jurisdiction;
- **6.13.** Hold a current passport or be able to obtain one;
- **6.14.** Maintain or improve the performance standard on which they were selected.
- **6.15.** Comply with the Sport Inclusion Australia National Integrity Framework, including any applicable integrity policies and not be subject to any sanction, suspension or restriction that would make them ineligible to participate or represent Australia.

- **6.16.** Comply with all applicable Sport Inclusion Australia policies and procedures, including the National Integrity Framework, Code of Conduct, Athlete Agreement and any policies relevant to participation in the Australian Team.

7. Extraneous Factors

- **7.1 Illness/Misadventure/Extenuating circumstances**

In considering the performance of athletes at events, trials, training camps or other attendances required under this policy, the Selection Committee may in their discretion give weight to extenuating factors.

Athletes unable to participate at events, trials, training camps or other attendances required under this policy are required to advise the National Head Coach in writing of this fact and of the reasons before the commencement of the events, trials, training camps or other attendances required under this policy.

In the situation of illness or injury, athletes will be required to undergo a medical examination by a doctor or doctors nominated by the NSO and Sport Inclusion Australia.

In the situation of bereavement, equipment failure, travel delays or other extenuating circumstances, a decision will be made by the Selection Committee on an individual basis.

- **7.2. Athletes Unable to Travel Independently**

If an athlete has met the Sports Specific Selection Criteria and the General Selection Criteria other than being able to travel independently and requires support of a carer, consideration will be given to their selection based on the following factors:

- **7.2.1.** Their record of performance away from their home State/Territory;
- **7.2.2.** NSO is in agreement with the appointment of a carer/s;

- **7.2.3.** Athlete has a demonstrated history of requiring support of a carer;
- **7.2.4.** Sport Inclusion Australia in conjunction with relevant NSO appoint the carer/s;
- **7.2.5.** Athlete must meet the cost of carer/s;
- **7.2.6.** Carer/s must sign a Carers agreement.

8. Addition to National Squad/Team

It is the right of the Selection Committee, at its absolute discretion, to add athletes to the National Squad/Team at any stage, subject to those athletes satisfying the relevant criteria as outlined in this policy.

9. Removal from National Squad/Team

Athletes are ineligible for selection or continued membership of National Squad/Team if they;

- **9.1.** Breach or fail to observe this policy;
- **9.2.** By reason of illness or injury in unable to perform to the required standard in the opinion of the Selection Committee;
- **9.3.** Breach of fail to fulfil a requirement of the Anti-Doping Policy as outlined the relevant NSO or Australian Paralympic Committee (see Sport Inclusion Australia Anti-Doping Policy),
- **9.4.** Breach of fail to observe the Athlete Agreement

10. Appeals

- **10.1.** All appeals regarding non-selection in the National Team will be heard by the relevant NSO Appeal Panel or a Sport Inclusion Australia Appeal Panel will be established if necessary. The decision of the Appeal Panel will be final;

- **10.2.** The sole grounds for appeal against this selection policy is that the policy is not properly followed or implemented;
- **10.3.** All appeals against non-selection or removal from the National Team are to be made to the relevant Appeal Panel only. It is the responsibility of athletes to ensure they comply with the relevant NSO's Appeal procedures.

Appeals to the Sport Inclusion Australia Appeal Panel are required to comply with the following procedure:

- a) The appellant must provide written notice of his or her appeal to the Chief Executive Officer within 48 hours of the announcement of the decision against which the appeal has been made;
- b) The appellant must, within five working days of submitting his or her written notice of appeal, submit to the Chief Executive Officer the grounds of that appeal accompanied by a payment of (\$300) to Sport Inclusion Australia, which will be refunded if appeal upheld;
- c) The Sport Inclusion Australia Appeal Panel will comprise the following persons as appointed by the Sport Inclusion Australia Board;
 - i. a barrister or solicitor who will act as chair;
 - ii. a person with comprehensive knowledge of the sport in question and who preferably has had recent international competition experience in the particular sport;
 - iii. One other person of experience and skills suitable to the function of the Sport Inclusion Australia Appeal Panel.
 - iv. No person is eligible to be selected to the Sport Inclusion Australia Appeal Panel if he or she is a member of the Sport Inclusion Australia Board or the Selection Committee or by reason of his or her relationship with the appellant or any member of the Board or the

Selection Committee would be considered to be anything other than impartial.

- d) The Sport Inclusion Australia Appeal Panel will assemble a hearing as soon as possible following the submission of the grounds of appeal. The hearing may occur in such manner as the Chairman deems appropriate, including telephone or video conferencing. The Sport Inclusion Australia Appeal Panel is not bound by the rules of evidence but is required to adhere to the principles of procedural fairness.
 - e) Prior to the hearing, the Selection Committee will provide the Sport Inclusion Australia Appeal Panel and the appellant with a written statement highlighting the reasons for the decision against which appeal is made.
 - f) The Sport Inclusion Australia Appeal Panel will deliver its final decision as soon as practicable after the hearing and will provide the Chief Executive Officer and the appellant with a statement of the reasons for its decision.
- **10.4** The findings of the Sport Inclusion Australia Appeal Panel are final.

11. Recognition of Athlete Achievement

Sport Inclusion Australia is committed to recognising excellence, leadership and contribution to sport by athletes, coaches and officials. Where appropriate, the organisation may nominate individuals for external awards and recognition programs.

Consideration of nominations will be at the discretion of Sport Inclusion Australia and will be based on the eligibility requirements and selection criteria of the relevant award program. There is no obligation for Sport Inclusion Australia to submit a nomination for every eligible individual.

ACKNOWLEDGEMENTS

1. ANZSLA The Sports Law Association, Getting it right... guidelines for selection, 2002.