

AOCRA IVF World Distance at Samoa Selection Policy 2023

1. AO Vision and Goals for the campaign

AOCRA's vision for the IVF World Distance in Samoa 2023 is to provide the opportunity for our members to experience a unique and memorable journey that allows them to develop and improve as a paddler on the water, and as a person off it.

Research on 'Group Dynamics' demonstrates the direct and positive impact a values based, people focused approach can have on team-based performance levels. In short, if you know you have the full support of your coaches and team, combined with an operating environment where you feel you truly belong and are united by the bond of seeking to achieve a common goal, then you have the ideal platform to build a successful high performance culture.

The very cornerstone of paddling an outrigger canoe is timing and teamwork, it's about six people coming together to act as one to move the canoe forward in unison. Our goal at AOCRA is to assist all clubs and teams to achieve this by focusing on connectivity, paddler fitness, technique, growing club spirit, team culture and ultimately the ability to achieve success in both our local and international race results.

Our overarching mission is to grow the sport and pathways from the entry level to the elite. We are seeking to deliver a high performance system to grow the sport based on positive behaviours, strong values, disciplined approach to improving performance both on and off the water.

We respect that each team will establish their own goals around specific subsets of these overall objectives, but as long as we are moving forward in the same direction and are aligned in our goals and objectives, we will give ourselves every chance of successfully creating a platform for today, that sets us up as a sport for tomorrow.

2. Introduction

AOCRA 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 IVF World Distance in August 2023 provided they have satisfied the necessary selection criteria as outlined.

AO intend to qualify teams and individuals to compete at the International IVF World Distance event in August 2023 in Samoa. To ensure transparency and fairness through

the selection process and beyond, the following policy outlines the AO approach and methodology for all members wishing to compete at the international

level. It is important to state from the outset that AO require members chosen to represent AO and Australia in international competition must be of the character and moral standard suitable to represent our organisation and our country. To be very specific AOCRA will not send athletes to represent AO and Australia that have not met the high behavioural standards either in their dealing with fellow paddlers or in their dealings with the administrators of our sport.

This policy may be amended or supplemented by AO at its discretion in order to achieve the above objectives and specifically where matters arise, which, in the sole opinion of the AOCRA Board, have not been provided for in this policy or where the literal application of the policy would not achieve the above objective.

3. Purpose

The primary purpose of this selection policy is to provide guidance and direction for AO and members regarding selection for AO Teams and AO Individuals to compete in International IVF competitions.

It is intended that this policy will outline the process by which AO will identify and select athletes that will represent AO at competitions. This will include selection into “training camps” leading to team selections.

4. Expectations of paddlers representing AO

Paddlers selected to represent AO MUST display the following attributes and will be required to sign an athlete agreement, which outlines the General Selection criteria:

- a) Must adhere to the policies of AO and be strong ambassadors for the organisation whilst representing AO and at all other times, this includes being in good standing with their Club, Zone and National bodies.
- b) Have satisfied the requirements of AO, their club and zone bodies to meet the eligibility criteria, i.e. being financial members of their current club and have satisfied all requirements to participate in regatta’s, that is: huli, swim and tread tests, training and development as signed off by the club coach.
- c) Accept the expectation and responsibility of being a positive role model for AO and all teams representing AO.
- d) Declare any injury or potential injury that may impair or prevent their performance.

- e) In accordance with the AO policies and National Integrity framework declare all medicines or drugs being taken that may affect performance
- f) Display the highest level of skill and physical fitness appropriate to the event that they are to compete in.
- g) If selected, paddlers will attend all required camps and or workshops associated with their selection. Failure to do this without reasonable cause may result in their removal from the team.
- h) Paddlers must exhibit character beyond reproach that is consistent with representation of Australia at an International event.

5. Eligibility Criteria

Paddlers wishing to be considered for selection to the AO National Team must satisfy the following criteria to be eligible:

- a) Must be registered members of AOCRA
- b) Must be full financial members of and affiliated club with no outstanding monies or payments.
- c) **To be considered for selection paddlers must trial for their specific age group**, i.e. Golden Masters cannot trial in a Masters or Senior Masters crew
- d) Athletes must trial at the predetermined trial events to be considered i.e. OC1 Qualifier, Sydney Harbour Challenge, National V1 Championships Trials etc with special consideration also given to paddlers that cannot attend these qualifying events, but request and are approved to attend the selection camp based on previous performance
- e) Paddlers must have exhibited behaviour that reflects the core values of AO as set out in section 4 of this policy.
- f) AOCRA RULES for Competitor Eligibility:

For competitors to be eligible for International Va'a Federation sanctioned events a paddler must be an AOCRA member and an Australian Citizen or a continuous resident of Australia for a minimum of 6 months (documented evidence, such as a stamped passport or Australian driver's license will be required as evidence).

To be selected as an Australian representative a paddler must not have represented another IVF country at an IVF Event for a period of at least 2 years before their selection.

You must have been a continuous member of AOCRA for past 12 months minimum

- h) Be able to pay the associated costs for their involvement with the team
- i) Not use any prohibited substance or commit any other doping offence under the AO and Sports Integrity Australia anti-doping policy

6. Extraneous Factors

- a) Illness/Misadventure/Extenuating circumstances

In considering the performance of paddlers at events, trials, training camps or other attendances required under this policy, the Selection Committee may in their discretion give weight to extenuating factors. Paddlers unable to participate at events, trials, training camps or other attendances required under this policy are required to advise the Director High Performance and the AO Selection Panel 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, paddlers will be required to undergo a medical examination by a doctor. In the situation of bereavement, equipment failure, travel delays or other extenuating circumstances, a decision will be made by the Director High Performance and the AO Selection Panel on an individual basis.

7. Attributes of paddlers to be considered.

Attitude is one of the most crucial attributes to be considered. Respect for canoes, the culture, the equipment, other paddlers and AO will be essential.

Physical skills are only part of the athlete's abilities to be considered. Mental aptitude and a positive attitude to the crew, AO and all other paddlers are crucial to selection.

Blending with the other members of the crew will be a significant component of the selection process, the strongest paddler, who cannot work with the other crew members will not be considered.

Attendance is crucial at all sessions, camps and workshops as indicated in 4 f). All race specific and pre-race/training meetings are mandatory. If unable to attend for unforeseen reasons a reserve paddler may be requested to take your place for that session. Continued unavailability may see a reserve paddler elevated to the crew.

Punctuality is critical to team harmony and group dynamics. It is expected that all paddlers will be ready 20 minutes before the designated training time to assist where required. Training will be held rain or shine, with only high winds or lightning to halt

training.

8. Selection Criteria

Team selection will fall to the respective coaches and the AO Selection Panel.

Components that will be considered include:

Technical Paddling Ability

Body position and posture in the canoe

Paddle work/control and efficiency

Ability to paddle and blend with others in regards to rate style and attitude

Coachability

Being open to, and accepting of coaching from the coaching staff

Preparedness to work on and develop technique irregularities or inefficiencies

Acceptable of, and applied behaviour, that is consistent with the AO expectations

Desire to continue to learn and improve

Self-drive and self-discipline

Experience Level

Capacity for work and performance at the appropriate standard

Respect from fellow team mates and representatives

Fitness level

Overall health and wellbeing

Body type commensurate with expected demands

Personal Traits

Demonstrated ability to communicate effectively and respectfully with peers and coaches

Active listening skills

Positive attitude that enhances crew and team dynamics

Competitive attitude with a strong desire to perform optimally

Honesty

Integrity

Strong commitment to sportsmanship and fair play

Team player willing to help the team perform to their best

Proven history of compliance with the regulations of AO and good sportsmanship towards all other paddlers

Athlete conduct, attitude, and alignment with AOCRA

All paddlers selected to go to Samoa will be representing both AOCRA and Australia and therefore their character and behaviour are critical elements for selection. If paddlers have used public forums in the past to disrespect or denigrate either individuals or AO, their selection would be considered to be in serious doubt.

Peak physical condition

Some paddlers may be requested to seek a clearance from their medical practitioner to participate in a gruelling event such as the World Marathon Titles. (Golden Master and Platinum paddlers)

9. Paddler Intent to Qualify and Contract

When entering the National V1 Championship on 4 February 2023, OC1 race on Friday 24 February 2023 and the V6 race on Saturday 25 February 2023, all paddlers that intend to qualify for Samoa must nominate to do so when they register. The Paddler Intent contract which is attached to this document is for the paddler to acknowledge they have read these guidelines and agree with the process and criteria as set out in the document. In addition, acknowledge that if the paddler breaches this agreement there maybe sanctions imposed against the paddler.

10. Initial Qualifying

Age categories for racing and qualifying are:

- Junior 16 (reduced distance and minimum age 11 with 11 – 12 years applying for exemption to paddler in U16)
- Junior 19 (minimum age 14 with 14 – 16 years applying for exemption to paddle in the U19)
- Open (minimum age 16) this is 16-40 years old for AOCRA
- Master 40 -paddlers that are 39 and 40 in 2023 have the option to race as Master or Open
- Master 50
- Master 60
- Master 70 (reduced distance)
- Master 75 (reduced distance)
- Master 80 (reduced distance)
- Para (Mixed V6, reduced distance)
- For AO qualifying you must race true to your age group, for example if you are a senior master you must race in Senior Master's division not Masters or Open

Qualifying for V1:

- 2023 National V1 Championships will be 4 February 2023 in Brisbane, Queensland.
- First across the line in each age category and gender will qualify and represent Australia.
- The second and third across the line will be a reserve and backup to the reserve and join the squad team to undertake the same training program in preparation.
- The qualifying course is 12km in protected waters.

Qualifying through the V6 Race:

Two options to qualify for High Performance squad camp:

- First 3 x teams across the line for each age category and gender at the 2023 Sydney Harbour Challenge held 25 February 2023 at **Rose Bay, Sydney that have nominated their team is trying to qualify**
- All participants must race in their age category, Opens is 40 and under
- Nominated teams must have six paddlers in the same age category
- These first 3 teams across the line in each age group and gender will be eligible to attend the High Performance squad camp for final selection

Qualifying through OC1 Race

- First 6 x individuals across the line for each age category and gender at the OC1 12 kms race to be held on Friday the 24 February 2023 at Rose Bay, Sydney will go into the selection squad
- Individuals must nominate in the actual age category
- These first 6 individuals across the line in each age division and gender will be eligible to attend the High Performance squad camp for final selection
- You must race in your actual age category to be eligible, Open is 40 years old and under
- If an individual qualifies in both the OC1 race and in a V6 team race their qualification in OC1 will be voided **and handed to the next competitor in order of finish**
- All individuals will be eligible to attend the High Performance squad camp for final selection
- All individuals must have the time and commitment to complete the training that will be mapped out by the High Performance Coaching Team with evidence
- All individuals must have the financial resource to travel to camps and compete in Samoa 2023
- Reserves will be selected for all teams and they must also be prepared to carry out all the requirements above

Qualifying Junior 16 for V6 Race

- Expression of Interest emailed to secretary@aocra.com.au with following information:
 - Name of Junior
 - AOCRA membership number
 - Date of Birth
 - Actual age 2023
 - Gender
 - Location in Australia
 - Current Club
- AOCRA will announce the process and race for this age category to qualify for V6
- Parents and or guardians must accompany their Junior 16 at all qualifying races to care for the welfare of their junior and attend all meetings.
- Upon selection of the Junior 16 V6 teams, parents and or guardians must be present with their Junior 16 to care for their welfare while attending workshops and camps as required by the Team Coach and High Performance Team.

- All individuals must have the time and commitment to complete the training that will be mapped out by the High Performance Coaching Team with evidence
- All individuals must have the financial resource to travel to camps and compete in Samoa 2023
- Reserves will be selected for all teams and they must also be prepared to carry out all the requirements above

Invitation By AOCRA Board and HP Team

- At AO discretion they can invite certain paddlers to the Squad Camp for selection to try out for a team in a specific age category

11. Squad Camp for Selection 18 and 19 March 2023

Qualifying paddlers will be expected to attend this camp for selection on the 18 and 19th March 2023 (venue to be determined based on logistics)

During this camp paddlers will be required to undergo a number of assessments to determine their suitability to gain selection in the AO National Team. This assessment may include, but not be limited to OC1, team blending, seat selection, strength, stamina and compatibility and land based activity. Some or all these assessments may be filmed to assist in the selection process.

Training Camps

The current dates for training camps are;

- 22 & 23 April 2023
- 17 & 18 June 2023
- 8 & 9 July 2023

It is expected that each individual and member of the team and reserves will make their best efforts to attend all the camps. The camps will be strategically located depending on individuals', team members' and coach's locations

12. AO Selection Panel

The AO President and Board is responsible for the formation of the AO National Team Selection Panel.

The Selection Panel will consist of:

- Men and Women's Coaches
- Board Representatives
- Director of High Performance
- High Performance Team members and may include external selectors from AO, High Performance Coach, and additional AO members as selected by the Director of

High Performance.

If a member of the AO Selection Panel is actively seeking selection in an age group for the World Marathon Titles, they will have ABSOLUTELY NO input into the selection of that team and will excuse themselves from the Selection Panel whilst deliberations are undertaken for the age group in question. This is designed to show transparency and openness in the selection process and to counteract any allegation or considerations of nepotism.

13. Notification to relevant parties

Notification of the successful paddlers will be given to relevant parties within AO as well as the paddlers themselves. Both successful and unsuccessful paddlers will be advised. This notification will take place after the first “training camp” on 17 and 18 March 2023 that all paddlers have attended.

If additional time and assessments are required to formalise a team, the respective parties will be advised by the respective Coach and further assessments undertaken at the second training camp scheduled for 22 and 23 April 2023.

Nine paddlers will be recommended for each team, with three paddlers designated as reserves. These reserves are expected to maintain peak physical condition, attend training and training camps and would be encouraged, but not mandatory, to attend the event in Samoa as part of the AO National Team.

14. Removal from a selected team

Any member of the selected team, including the management will be deemed ineligible for selection in, or continued membership of the AO National Team if they:

- a) Breach or fail to observe this policy, the AO Constitution, By-Laws, Policies, Code of Conduct and Regulations.
- b) It is the informed opinion of the AO Selection Panel (after receiving advice from a medical practitioner) that subject to illness or injury the paddler is incapable of performing to the required standard.
- c) Breach or fail to fulfil a requirement of the AO Sport Integrity Australia Anti-doping policy.
- d) Breach of, or fail to observe the Paddler Intent contract

15. Appeals

A paddler may appeal where they believe, or can show, that the Selection Panel has erred by not complying with the procedures as indicated in this Policy. Such an appeal

can only be made on procedural grounds NOT ON the merits of a particular selection decision.

- a) Any appeal against a decision by the AO Selection Panel must be made to the AOCRA President in writing and emailed to secretary@aoora.com.au or his nominee within 48 hours of the official announcement advising to successful paddlers
- b) The appeal must be lodged in writing setting out:
 - * particulars of the alleged failure of the Selection Panel
 - * grounds for which the appeal relies
 - * reasons or circumstances supporting the grounds of appeal
 - * must be accompanied by an appeal fee of \$200.00 which will not be refunded if the appeal is upheld.
- c) The appeal may withdrawn at any time in writing to the AOCRA President (or nominee)
- d) Upon receipt of an appeal, the AOCRA President (or nominee) will immediately advise the Review Panel and forward the appeal documents accordingly

16. Selection of AO Review Panel

The AO Review Panel will consist of three persons. These three will be selected from the Zone Presidents across Australia.

If one or more of the Presidents have been involved in the selection process and is a selected paddler, they will be ineligible to sit on the AO Review Panel. Zone Vice Presidents can sit on the AO Review Panel in place of the Zone President if a sufficient number of Zone Presidents cannot be obtained.

The AOCRA President shall appoint, in their discretion, the members of the AO Review Panel.

The AO Review Panel must convene as soon as practicable after the grounds of appeal are submitted. The AO Review Panel can convene via a virtual teleconference, audio visual link or similar. The meeting will be recorded and remain confidential to AOCRA Board.

Prior to the hearing, the Selection Panel will provide an overview of their reasons for

not selecting the appellant.

The AO Review Panel will deliver its decision as soon as possible after the hearing and advise the appellant, the Selection Panel and the AOCRA President as soon as possible. This advising will also contain the reasons for their decision.

The AO Review Panel has no power of selection or re-selection. Their sole function will be to assess the matters set out in the appeal and can dismiss the matter or advise that it be returned to the Selection Panel for re-consideration.

17. Procedures for the AO Review Panel

The AO Review Panel will, at the earliest possible time, review the matter set out in the appeal documents, conduct appropriate inquiries and consider the matter within 5 days of receiving the notice. In that time a determination should be made to:

- a) Dismiss the matter as, in their determination, the matter has no merit; or
- b) The appeal is worthy of review and determination in accordance with this policy.
- c) The matter be referred to the Selection Panel, as the determination is that the selection decision was valid in accordance with the policy

If the matter warrants further review, the AO Review Panel will notify the appellant, the Selection Panel and the President AO and advise.

- a) The appellant may address the AO Review Panel at a meeting (virtual teleconference or audio/visual link if necessary) within 2 days of the notification from the AO Review Panel
- b) Advise details (time date place) of the meeting
- c) The appellant must attend the meeting personally

The AO Review Panel shall conduct a hearing as indicated above, in any manner they determine appropriate to elicit all the necessary information. During the hearing they will:

- a) Allow both the appellant and the AO Selection Panel reasonable time to be heard and their views articulated
- b) Give due consideration to all information presented by both the appellant and the AO Selection Panel
- c) May question the appellant and the AO Selection Panel as they see fit to determine all the information pertinent to the matter

Following the completion of all submissions and information, the AO Review Panel will deliberate and arrive at a finding. The decision must consistent with findings of the majority.

The AO Review Panel will notify the AOCRA President (or nominee) as soon as

practicable.

If the determination of the AO Review Panel is that the appellant has supplied sufficient grounds to show that the allegation is correct, it may direct the AO Selection Panel to reconsider their “non-selection” of the paddler.

The AO Selection Panel is bound by the decisions of the AO Review Panel.

Any subsequent selection decision by the AO Selection Panel pursuant to the direction of the AO Review Panel shall be deemed to be final, with no further appeal available to any person or persons in relation to that selection decision.

There is no provision for costs to be awarded in regards to any of these processes.

The decisions of the AO Review Panel may be disclosed by AOCRA Board at their discretion.

EFFECTIVE: 22 December 2022

REVIEWED BY: AOCRA High Performance