



ATHLETICS AUSTRALIA SELECTION POLICY
WORLD CROSS COUNTRY CHAMPIONSHIPS

Belgrade, Serbia

30 March 2024

1 Overview

- 1.1 This selection policy (**Selection Policy**) sets out the basis on which Athletics Australia will select its representative team (**Team**) for the World Cross Country Championships in Belgrade, Serbia (**the Competition**) on 30 March 2024. This Selection Policy aligns with the Athletics Australia Strategic Plan which can be found at www.athletics.com.au.
- 1.2 This Selection Policy will, when approved by the Athletics Australia Board, constitute Selection Criteria (as defined in the Athletics Australia By-Laws) in respect of the selection of individuals or teams for the Competition.
- 1.3 The only person authorised to provide advice on the content of this policy is the Chair of Selectors and any other advice received either from Athletics Australia personnel or others, either verbally or in writing, has no validity in relation to selection matters.
- 1.4 A selection trial is planned on Friday 1 March (in the evening) in Canberra for this competition.

2 Selection Policy Aims

- 2.1 Athletics Australia aims to facilitate the following outcomes through the selection of athletes for the Competition:
 - (i) Selecting athletes that are realistic top 24 finishers (as an individual athlete) or top six (6) finishers (as part of a team) and;
 - (ii) Select athletes who are considered potential medallists or top 8 athletes in future World Athletics Championships and Olympic Games.
- 2.2 Each event will be run as both an individual championship and team championship event. World Athletics rules permit a maximum of six (6) athletes per event with four (4) athletes to score points for a team (**Team Event**).
- 2.3 Athletes may be selected and entered as individuals only or as part of the Team Event. An athlete selected as an individual will represent Australia as part of the Team Event if the required number of athletes are selected to represent Australia in the relevant division. Athletes should not assume that Athletics Australia will select enough athletes in a particular division to form a team in the Team Event. The discretion is absolute and need not be exercised.
- 2.4 In all cases, the Selection Committee will consider each athlete's competitive record and demonstrated ability to plan the peak of their season at a major championship. Those athletes who, when given international opportunities, repeatedly fail to meet or exceed the levels they achieved to gain selection cannot assume to be selected and this clause specifically overrides paragraph 2.3.

- 2.5 It is not the intention of Athletics Australia to select a team for the relay due to the proximity of World Cross Country Championships, World Indoor Championships and Australian Track & Field Championships, with the focus of 2024 clearly being on qualifying and performing at the Olympic Games. Further, Under 20 athletes who are considering nominating should also consider the impact of competing in the World Cross Country on their intentions for the World Under 20 Track and Field Championships where the trial is shortly after their return from Serbia.

3 Athlete Eligibility Criteria

- 3.1 Only those athletes who meet all of the below criteria will be eligible for selection in the Team:
- (i) Be a citizen of Australia. For the avoidance of doubt, Australian permanent residency is not acceptable. Athletes must hold or be eligible for an Australian passport;
 - (ii) Be eligible to be selected as an athlete in a representative team pursuant to the Athletics Australia By-Laws;
 - (iii) Be a registered member of Athletics Australia through their Member Association;
 - (iv) Satisfy all participation/eligibility rules of the governing body for the Competition;
 - (v) Meet the minimum age of eligibility as determined by the governing body for the Competition;
 - (vi) Enter and compete in the Selection Trial (Trial) in the event in which they seek selection, unless an exemption from the Trial is granted. To meet this criterion, any athlete seeking exemption from the Trial, must provide this request in writing for approval by the Chair of the Selection Committee in consultation with the General Manager - High Performance [those seeking medical exemptions must include the appropriate documentation from a medical professional]. Any exemption given does not provide any guarantees of selection and given the short time between the Trial and the Championships medical exemptions would be challenging to then show fitness before the Championships;
 - (vii) Complete and submit an online nomination form (which may be found at www.athletics.com.au) for each event discipline in which the athlete is seeking selection. The form must be submitted no later than **5:00pm on Friday 23 February 2024**. The date for submission of the nomination form may be extended at the discretion of the Chair of the Selection Committee on the recommendation of the General Manager - High Performance;
 - (viii) Be and remain in 'good standing' with Athletics Australia and at all times comply with Athletics Australia's Code of Conduct and conduct themselves in a way that does not bring themselves, their sport or the

Team into disrepute. Athletics Australia may consider past and present behavioural conduct in determining whether an athlete is in 'good standing'. If Athletics Australia determines that an athlete is not in 'good standing', Athletics Australia may in its absolute discretion choose not to select that athlete;

- (ix) Commit to signing and/or abiding by any Athletics Australia Team Agreement, Code of Conduct and other relevant Athletics Australia policies and procedures as reasonably directed from time to time;
- (x) Commit to completing all reasonably expected education courses, including but not limited to anti-doping e-learning modules level 1 & 2, the National Integrity in Sport Unit's "Keep Sport Honest" e-learning (anti-match fixing) module and any other integrity education requirements Athletics Australia sets from time to time;
- (xi) Agree to comply with any pre-Championships preparation policy published by Athletics Australia's General Manager - High Performance, including travel plan and travel arrangements outlined for the Competition. This policy may include the requirement to prove form and fitness to compete in the Competition.

3.2 The rules of the governing body applicable to the Competition can be found at the World Athletics site (<https://worldathletics.org/competitions/world-athletics-cross-country-championships/medulinpula24>).

4 Selection Procedure

4.1 Automatic Selection

- (i) The athletes finishing 1st and 2nd in the Open Men's and Open Women's divisions at the Trial will be automatically selected.
- (ii) The right to automatic selection only applies to the Senior Men and Senior Women. It does not apply to the Under 20 events.

4.2 Selection at the Discretion of Selectors

- (i) Any remaining selections will be made at the discretion of the Selectors. This discretion is absolute and need not be exercised.
- (ii) Athletes must satisfy the Selectors that they will be capable of performing at a high level at the World Cross Country Championships, and they are a:
 - a) realistic top 24 finisher (as an individual athlete); or
 - b) realistic chance to contribute to a team that will finish in the top six (6) of the Team Event; or
 - c) potential future Olympic and World Championships top eight finisher.
- (iii) The selectors will only select a team where there are sufficient athletes of appropriate quality to make up a team. This may include athletes who fall outside of the target standards.

- (iv) When exercising their discretion in relation to any athlete under consideration for selection in any event, the Selectors may consider results achieved at the Trial, the 2023 National Cross Country Championships, the 2023 Zatopek: 10, the 2023 de Castella / Ondieki 3000m and other relevant Cross Country and track events. As a guide athletes should consider the following minimum standards to be considered (outside of the automatic selections):
- a) In the Open Women's 10k the athlete has recorded a time over 10,000m or 10km of 32:30 or better since 1 June 2023 or 34:00 in the 2023 Australian Cross Country or in the trial.
 - b) In the Open Men's 10k the athlete has recorded a time over 10,000m or 10km of 29:00 or better since 1 June 2023 or 30:15 in the 2023 Australian Cross Country or in the trial.
 - c) In the Under 20 Women's 6k the athlete has recorded a time over 5,000m or 5km of 17:00 or better since 1 June 2023 or 22:15 in the 2023 Under 20 Australian Cross Country or in the trial.
 - d) In the Under 20 Men's 8k the athlete has recorded a time over 5,000m or 5km of 14:45 or better since 1 June 2023 or 25:30 in the 2023 Australian Under 20 Cross Country or in the trial.
- (v) When considering the quality of performance in the events in the Trial, the Selectors must take into consideration the quality and depth of field in each particular category.
- (vi) Without in any way limiting the discretion set out in this clause 3, the Selectors may take into account the following matters when selecting athletes:
- a) Quality of performances in the 2023 Cross Country season, especially the National Cross Country Championship,
 - b) Quality of performances in road and track events considered relevant by the Selectors as an indication of form and fitness for cross country,
 - c) History of past performances in the World Cross Country Championships and other relevant international events including track events,
 - d) Current form,
 - e) Potential to be competitive at the 2024 World Cross Country Championships.

For the avoidance of doubt, the matters set out above in this clause are not to be regarded as selection criteria. They are matters that the Selectors may consider in any combination, and in combination with any other matters not listed that in the opinion of the Selectors are relevant in the selection of the Team.

5 Selection Meetings

- 5.1 The Selection Committee will meet to determine the athletes who will be selected in the Team for the Competition in the days following the Trial.

6 Notification

- 6.1 All athletes who nominate will be notified of their selection or non-selection as soon as possible.
- 6.2 The team will be publicly announced after the notification to all athletes and any and all appeal periods or appeals are completed.

7 Further Obligations after Selection

- 7.1 Athletes selected in the Team for the Competition pursuant to this Selection Policy must:
- (i) Undertake any medical assessments and testing requested by the Athletics Australia Chief Medical Officer, or their delegate, and disclose to the Athletics Australia Chief Medical Officer, or their delegate, any relevant medical history and known medical condition or issue that may be or become relevant to participation in the Team;
 - (ii) Adhere to all anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by applicable anti-doping rules, including the Athletics Australia Anti-Doping Policy and the anti-doping rules of the governing body of the Competition;
 - (iii) Sign an Athletics Australia Team Agreement and the Athletics Australia Code of Conduct governing their selection in the Team and participation in the Competition;
 - (iv) As requested, prove their fitness to compete in the Competition by the achievement of pre-Australia departure standards to be set by the General Manager - High Performance;
 - (v) Attend any defined mandatory pre-competition training camp in, unless a waiver has been provided by Athletics Australia permitting the athlete not to attend the camp. Such waivers will not be unreasonably withheld; and
 - (vi) Failure by a selected athlete to meet these Further Obligations after Selection may, at the discretion of the General Manager of High Performance, result in an athlete who has been selected in the Team being removed from that Team, in line with section 11.

8 Removal of Athletes

- 8.1 A selected athlete may be removed from the Team for any of the following reasons:
- (i) A voluntary withdrawal notified in writing by the athlete to Athletics Australia;

- (ii) Injury or illness certified by a medical practitioner approved by Athletics Australia;
 - (iii) A violation of the athlete's Team Agreement or the Athletics Australia Code of Conduct, including refusing to sign these agreements;
 - (iv) A failure to comply with any pre-Competition preparation policy (including a failure to meet an agreed pre-departure standard) as outlined in 8.1 (iv) and (v);
 - (v) A failure to adhere to anti-doping protocols, policies and procedures;
 - (vi) The athlete's eligibility status changes so that the athlete is ineligible to participate in the Competition;
 - (vii) The athlete's event is removed from the Competition program; and/or
 - (viii) The athlete fails to satisfy the requirements of section 10.
- 8.2 An athlete who is removed from the Team pursuant to this provision has the right to an appeal in accordance with the By-Laws of Athletics Australia

9 Selection Appeal Process

- 9.1 The selection appeal process is attached to this Selection Policy as Appendix 1.
- 9.2 Athletes have the right of appeal after selection.
- 9.3 Those athletes who have not been selected at a particular phase will be notified at the same time as those who have been selected.

10 Amendment to Policy

- 10.1 This Policy may be amended at any time by Athletics Australia if it is of the opinion that such an amendment is necessary as a result of any change to the participation/eligibility rules of the governing body for the Competition, to give effect to the Policy following discovery of a drafting error or oversight, or for any other reason determined to be in the best interests of Athletics Australia. Athletics Australia shall not be responsible or liable in any way to any one as a result of any such amendment.

Appendices

1 Appeals

ATHLETICS AUSTRALIA 2024 WORLD ATHLETICS CROSS COUNTRY CHAMPIONSHIPS SELECTION APPEALS PROCEDURE REGULATION

1 Appeals to Selections

As the World Athletics closing date is late and there are only limited options for changing athletes within the World Athletics entry system after that date, the default Athletics Australia Selection Appeal provisions (By Law 8) will not be appropriate in the circumstances.

In lieu thereof, the following ‘Fast Track’ procedure will apply in accordance with these Regulations.

- 1.1 Athletes seeking to appeal their non-selection should note that Athletics Australia utilises the services of the National Sports Tribunal to conduct appeals. Athletics Australia will notify athletes where this is the case however those seeking to appeal should make themselves aware of the National Sports Tribunal process (found [HERE](#)) and potential additional costs involved to further their appeal;
- 1.2 An athlete not selected in the Championships may appeal his/her non-selection to the Selection Appeals Tribunal in accordance with this Regulation.
- 1.3 The appeal must be made in writing and reach the CEO of Athletics Australia by hand delivery, facsimile or electronic transmission by no later than 24 hours after the notification to athletes of the Selection decisions by any means (including, but not limited to, emails to athletes, telephone calls to athletes, or posting of the final team selections on the Athletics Australia website or distribution through social media channels), which unless otherwise determined by Athletics Australia shall be <date>.
- 1.4 An athlete may not appeal unless he/she has achieved the relevant World Athletics entry standard or roll down position for the event in respect of which the appeal is made.
- 1.5 The appeal must be accompanied by a cash or electronic funds transfer payment of \$AUD500. If the fee is not paid, the athlete will be deemed to have withdrawn the appeal.
- 1.6 The sole grounds of appeal are that:
 - (a) a selected athlete whom the Appellant seeks to replace does not meet the Athlete Eligibility Criteria;
 - (b) the Appellant’s omission from the Team was otherwise a result of a failure by the Selectors to properly apply the Selection Criteria set out in the Policy;
 - (c) there were no grounds on which the selection decision could reasonably be based.
- 1.7 The Appellant can withdraw an appeal at any time.

- 1.8 The Tribunal will hear the appeal either in person, video conference or telephone as soon as practicable after its lodgement and always bearing in mind the advice of the CEO as to the practicalities of being able to make any necessary changes within the World Athletics entry system.
- 1.9 If the appeal has no impact on any other athlete (i.e. there is a vacancy available under the World Athletics entry rules), the Tribunal will consider submissions, either orally or in writing, from or on behalf of the Appellant and the Selectors only. The Tribunal may consult any officer of Athletics Australia or other person it deems necessary to reach a fair and correct decision.
- 1.10 If the appeal impacts one or more athletes already selected (i.e. the appeal, if successful, may involve the substitution of that athlete with the Appellant), the Tribunal will also consider submissions by or on behalf of that athlete(s).
- 1.11 If more than one appeal affects selection in the same event, the appeals will be held concurrently and submissions considered from all relevant parties.
- 1.12 The Tribunal has no power of selection or re-selection. The Tribunal may review the matter(s) set out in the appeal and may (if required) refer the matter back to the Selectors for consideration.
- 1.13 The decision of the Tribunal will be binding on the parties and no further appeal, including to CAS, shall be allowed.
- 1.14 Hearing of the Appeal
- (a) The Tribunal may, after receiving the appeal documents, investigate and consider the matter and determine whether the matter should be dismissed because, in the opinion of the Tribunal, there is no credible evidence, submission or argument upon which the Tribunal could be satisfied that a ground of the appeal can be made out.
 - (b) If the Tribunal determines the matter should be dismissed under Regulations above that decision is final and the appeal has failed. If the Tribunal determines that the appeal should be dismissed without a hearing, the Appellant's appeal fee of \$500 is forfeited to Athletics Australia as the costs of the appeal.
 - (c) If the Tribunal does not consider the question posed under 1.14(a) or otherwise determines the matter warrants a hearing, the Tribunal will advise the Appellant and set the date for such a hearing as soon as practicable and necessary having regard to the timing of selection and the proximity of relevant events, in accordance with Regulation 1.8.
 - (d) The Tribunal must conduct any appeal hearing as follows:
 - (1) it must observe the principles of natural justice;
 - (2) it is not bound by the rules of evidence and may inform itself as to any matter in such manner as it thinks fit;

- (3) it will conduct its hearings with as little formality and technicality and with as much expedition as the proper consideration of the matter permits;
 - (4) hearings may occur in such manner as the Tribunal decides;
 - (5) the Appellant must establish one or more grounds of appeal to the reasonable satisfaction of the Tribunal with full regard to the importance and gravity of the issue;
 - (6) all persons appearing before the Tribunal have the right, at his, her or its expense, to legal representation;
- (e) Following consideration of all information that the Tribunal considers relevant the Tribunal shall arrive at a finding;
- (1) the Tribunal shall notify the CEO of its findings as soon as practicable;
 - (2) if the Tribunal considers the ground(s) alleged by the Appellant to be made out, it shall recommend that the Selectors reconsider the relevant selection or nomination decision;
 - (3) where the Tribunal considers that a ground of appeal has been made out, it may stipulate that all or part of the appeal fee be refunded to the Appellant;
 - (4) the Selectors shall comply with any direction of the Tribunal to reconsider the relevant selection or nomination decision;
 - (5) any further nomination or selection decision of the Selectors under the direction of the Tribunal shall be final and binding, and no further appeal shall be available to the Appellant in respect of that selection.

2 Funding

While not part of the selection criteria athletes should be aware that Athletics Australia reserves the right to impose a levy on athletes to participate in this Championship. Where a levy is to be imposed, athletes will be notified of the relevant amount payable at the time of selection. As a guide, it is likely to be in the range of \$3,000 - \$4,000. If the athlete finished in the top 24 then any levy will be refunded.