



**Gymnastics**  
Australia

# Selection Policy Part A

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*APPROVED BY: Gymnastics Australia CEO*

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## Review History

Revised On	Version	Date Approved	Approved by	Content Reviewed / Purpose
Jun – Dec 2020	2	2/12/2020	GA CEO	Updated content, included all generic selection conditions and eligibility criteria and split out selection appeals process to a standalone policy.

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# 1. Definitions and Interpretation

## 1.1. Definitions

In this Gymnastics Australia (GA) Selection Policy Part A the following words have the corresponding meaning:

**Athlete** means a registered participant member of GA.

**Athlete Agreement** means the GA High Performance Managed Activity Athlete Agreement or the Member Services Managed Activity Athlete Agreement, as applicable.

**CEO** means the Chief Executive Officer of GA.

**Coach** means an accredited technical member (coach) of GA.

**Event** means a FIG sanctioned or other competition for which a GA Team is selected to compete.

**Extenuating Circumstances** has the meaning outlined in clause 7.2(c) of this Selection Policy Part A.

**FIG** means the Federation Internationale de Gymnastique, the governing body for gymnastics worldwide

**GA** means Gymnastics Australia, the governing body for gymnastics in Australia.

**GA Selection Appeals Policy** means the GA policy which documents the selection appeal process for all Gymsports, as amended by GA from time to time.

**General Manager, Member Services** means the GA appointed staff member responsible for leading GA's Member Services unit and overseeing the implementation of Member Services Managed Activities.

**High Performance Managed Activities** means activities including the selection of National Squads and the selection of identified Teams for the Olympic Gymsports of Men's Artistic Gymnastics (MAG), Women's Artistic Gymnastics (WAG), Trampoline Gymnastics (TRP)<sup>1</sup> and Rhythmic Gymnastics (RG) including the World Championships (Junior & Senior), World Cups, World Challenge Cups and other designated high performance international Events.

**Member Services Managed Activities** means all activities including the selection of Teams and National Squads for the Non-Olympic Gymsports of Aerobic Gymnastics, Acrobatic Gymnastics,

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<sup>1</sup> The Trampoline Gymnastics Synchronised, Double Mini and Tumbling disciplines are not on the Olympic sports program; however for consistency, clarity and to facilitate efficient logistical processes, these disciplines will be included in the Olympic Gymsports group for the purposes of this Policy and its provisions.

Gymnastics for All, and Parkour, and the selection of identified Teams for the Olympic Gymsports of MAG, WAG, TRP and RG including Levels Teams, TRP World Age Group Competitions Teams, World Games Teams and TRP Trans-Tasman Challenge Teams.

**National Performance Director** means the GA appointed staff member responsible for leading GA's High Performance unit and overseeing the implementation of High Performance Managed Activities.

**Nominated Selection Event** means the event/s referred to as such in the Selection Policy Part B.

**Official** means any other person appointed to a Team for an Event who is not an Athlete or Coach.

**Coaches & Officials Agreement** means the GA Coaches & Officials Agreement.

**Selection Panel** means the Panel appointed by the CEO to select Athletes and Coaches to a GA Team or Squad.

**Selection Policy Part A** means this **Policy** as amended by GA from time to time.

**Selection Policy Part B** means the Event or Squad Specific Selection Criteria adopted by GA and applicable for the selection of members of a specific Team for an Event or Squad.

**Squad** means a National squad of athletes selected by GA from time to time for the purpose of talent identification, athlete development and preparation for benchmark events.

**Technical Expert** means a registered technical member of GA who has significant international elite gymnastics expertise as a judge or Coach.

**Team** means an Australian Gymnastics Team selected by GA to represent Australia at an Event.

**Written Notice** means notice in writing by letter, email or other written means of communication.

## 1.2. Interpretation

- (a) Unless the context otherwise requires, reference to:
  - (i) a clause is to a clause of this Policy;
  - (ii) the singular includes the plural and the converse also applies.
- (b) If a person to whom this Policy applies consists of more than one person, then this Policy binds them jointly and severally.
- (c) A reference to time, day or date is to time, day or date in Melbourne, Australia.
- (d) Where a word or expression is given a particular meaning, other parts of speech and grammatical forms of that word or expression have a corresponding meaning.

- (e) Headings are for convenience only and do not form part of this Policy or affect its interpretation.

## 2. Objective of this Policy

- 2.1. This Policy, as amended by GA from time to time, describes the overarching principles and common criteria that apply to the selection of all formally selected GA Teams and Squads.
- 2.2. This Policy, read and applied with the applicable Selection Policy Part B and the [Selection Appeals Policy](#), forms the **GA Selection Policy** for which GA formally selects a Team or Squad.
- 2.3. The GA Selection Policy exhaustively sets out the parameters, process and criteria (both eligibility and performance) that will be applied to determine the selection of the relevant Team or Squad.

## 3. Selection Policy Part B

- 3.1. In addition to this Policy, the National Performance Director or the General Manager Member Services (or delegated representatives), in collaboration with appropriate Technical Experts, shall prepare specific eligibility and selection criteria for relevant Events and Squads.
- 3.2. From time to time and for selected Events, GA may identify Athletes and Coaches for Team selection in an informal manner. For teams such as these there will be no Selection Policy Part B, however some guidance on how the team will be selected will be made available to Athletes and Coaches who are in contention for selection. For clarity, the [Selection Appeals Policy](#) will not apply to Teams selected in this way, however the eligibility criteria outlined for Athletes and Coaches in this Policy will apply.
- 3.3. The Selection Policy Part B for each formally selected Event and Squad shall be approved by the CEO.
- 3.4. The Selection Policy Part B for each formally selected Event and Squad shall be published on the GA website once approved by the CEO.
- 3.5. At all times, the Selection Policy Part B is subject to any eligibility or other criteria imposed by the FIG or any other body which controls the Event.
- 3.6. A Selection Policy Part B may be amended by GA at any time prior to selections being determined for an Event or Squad.

## 4. Selection Panel

- 4.1. The National Performance Director and General Manager, Member Services will call for expressions of interest each November/December to fill the available positions on the Selection Panels for each Gymsport for the following calendar year. The National Performance Director and the General Manager, Member Services will make recommendations to the CEO on the appointment of Selection Panel members.
- 4.2. The CEO will appoint a Selection Panel for each Gymsport on an annual (calendar year) basis.
- 4.3. The role of the Selection Panel is to apply this Policy and the relevant Selection Policy Part B to select Athletes (Events and Squads) and Coaches (Events only) for Events and Squads in the relevant Gymsport and calendar year.
- 4.4. The Selection Panel has been delegated the authority by the CEO to select or nominate (refer to 4.11) all GA Teams for Events and Squads.
- 4.5. The Selection Panel:
  - (a) for each High Performance Managed Activity shall consist of:
    - (i) the National Performance Director (Chair); and
    - (ii) two Technical Experts from the relevant Gymsport.
  - (b) for each Member Services Managed Activity shall consist of:
    - (i) the General Manager, Member Services (or Sport Development Manager as appropriate) (Chair); and
    - (ii) minimum of two Technical Experts from the relevant Gymsport.
- 4.6. Should a Technical Expert appointed to the Selection Panel be unable to fulfill their role on the Selection Panel, the CEO may replace that member with another Technical Expert at any time throughout the year.
- 4.7. Should a member of the Selection Panel have direct and regular input into the daily training environment of an Athlete being considered for selection, that Panel member will remove themselves from final selection decisions about said Athlete but will remain a member of the Selection Panel.
- 4.8. The Selection Panel may seek information that will facilitate the selection consideration process from any person it sees fit. For example, the GA Chief Medical Officer (or delegated representative) may be consulted to advise if there are any medical issues that the Panel should be aware of.
- 4.9. The Selection Panel as a whole may consult with personal Coaches of Athletes under consideration for selection, or other interested Coaches, however, no individual member of

the Selection Panel may discuss the deliberations of the Selection Panel with any Athlete, Coach or any other person prior to, or after the Selection Panel has reached its decision.

- 4.10. The Selection Panel shall document the process implemented and rationale for making its selection decisions.
- 4.11. For events where GA is required to nominate athletes to another body for selection (Olympic Games and Commonwealth Games including the Youth Olympic Games and Commonwealth Youth Games), the Selection Panel will identify the athletes for nomination according to the GA Nomination Policy for the relevant event (these will be separate policies that are not related to this Policy, the Selection Policy Part B or the [Selection Appeals Policy](#)) and then submit the nominations to the GA Board for endorsement. The Board endorsed nominations are then submitted to the relevant organisation who are then responsible for selecting the team and managing any non-nomination and/or non-selection appeal process.

## 5. Team/Squad Composition & Size

- 5.1. The Selection Panel will identify Athletes (for Events & Squads) and Coaches (for Events only) for selection to the Team or Squad.
- 5.2. Neither this Policy, the Selection Policy Part B, nor GA or FIG (for Events) require GA to select the maximum possible number of Athletes to a Team or Squad.
- 5.3. Final Team or Squad selections and composition of the Team or Squad are determined at the absolute discretion of the Selection Panel as set out in this Policy and the relevant Selection Policy Part B. For the avoidance of doubt, nothing in this Policy or the Selection Policy Part B operate so as to require the Selection Panel to select any Athletes or Coaches to the Team or Squad or fill all available positions on the Team or Squad.

## 6. Selection Eligibility Criteria – Athletes

- 6.1. To be eligible for selection for and participation in a Team/Squad activity an Athlete must:
  - (a) be a registered member of and in good standing with GA;
  - (b) have no outstanding debt with GA. Athletes with outstanding debts will not receive any benefits and will not be eligible to represent Australia at any Event for which GA selects a Team. GA takes this deprivation very seriously and will only deprive an Athlete of the opportunity to represent Australia if the debt concerned has not been recouped after a request, irrespective of the amount, or if the amount concerned, in GA's opinion, warrants such measures. Any such decision will be communicated to an affected Athlete in writing via email.
  - (c) be an Australian citizen who is eligible to represent Australia as per the FIG rules;



- (d) meet all eligibility rules, including any age requirements, imposed by FIG or the organisers of an Event for which GA is selecting a Team to participate;
- (e) agree to be bound by the Selection Process and Criteria as outlined in the relevant Selection Policy Part B;
- (f) agree to pay any financial contribution that is directed by GA to cover expenses associated with participation in the Event or a Squad activity (GA will provide an estimate of costs for an Event or Squad activity prior to the Athlete being required to accept their position for the Event or Squad activity);
- (g) sign and return to GA the applicable Athlete Agreement prior to participating in an Event or Squad activity (the Athlete Agreement only needs to be signed once per National Squad selection cycle [January – December for High Performance Managed Activity Squads and June – May for Member Services Managed Activity Squads] and will cover the Athlete for all Events and Squad activities that they participate in during that period);
- (h) not at the time be serving a sanction or under investigation for breaching the GA Member Protection or Child Safe policies;
- (i) disclose to GA any criminal conviction or charge made against them . This includes findings of guilt for Sexual Offences or Sexual Harassment, offences related to Children, acts of violence or other behaviour that may present a potential risk to Children<sup>2</sup> or others;
- (j) disclose to GA any disciplinary proceedings brought against them by an employer, sporting organisation or similar body involving Child Abuse, sexual misconduct or Harassment, other forms of Harassment, Bullying or acts of violence<sup>3</sup>;
- (k) complete the GA Member Protection Declaration (see Appendix 2) form prior to participating in any GA Team or other activity (camp, workshop etc.) that they have been identified to participate in;
- (l) fully read and comply with the terms of;
  - (i) the applicable GA Athlete Agreement;
  - (ii) all GA Policies, including but not limited to the [GA Anti-Doping Policy](#), [Anti-Match Fixing Policy](#), [Member Protection Policy](#), [Child Safe Policy](#), [Code of Ethics](#), [Code of Behaviour – Participants](#), [Travel Policy](#) and [Travel Guidelines](#), [Privacy Policy](#) and [Blood and Infectious Diseases Policy](#);
  - (iii) complete all educational programs required by GA, including but not limited to anti-doping education and match-fixing education;

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<sup>2</sup> Please refer to Gymnastics Australia’s [Member Protection Policy](#) for the definitions of ‘Sexual Offences’, ‘Sexual Harassment’ and ‘Children’,

<sup>3</sup> Please refer to Gymnastics Australia’s [Member Protection Policy](#) for the definitions of ‘Child Abuse’ and ‘Harassment’ and ‘Bullying’.

- (m) at all times act in such a manner so as not to bring the Athlete, the relevant Gymsport, the Event, the Team, the Squad, GA or any of its sponsors into disrepute;
  - (n) subject to clause 6.2, not be using or have used or administered or been involved in any way with the use or administering of any prohibited substance or prohibited method (without an approved Therapeutic Use Exemption) or otherwise have breached GA's Anti-Doping Policy;
- 6.2. Clause 6.1(j) will not apply to any doping offence in respect of which the Athlete has been sanctioned under GA's Anti-Doping Policy and which the sanction has been satisfied in full.
- 6.3. Athletes may be required to submit an expression of interest to be considered for selection to a Team. The requirement to submit an expression of interest will be outlined in the applicable Selection Policy Part B for the Event.
- 6.4. Subject to this clause 6, have met any additional eligibility and performance requirements set out in the relevant Selection Policy Part B.

## 7. Extenuating Circumstances Consideration – Athletes

- 7.1. An Athlete who has not met the eligibility and performance requirements set out in the relevant Selection Policy Part B may be eligible for selection if the provisions of this clause 7 apply and have been complied with.
- 7.2. An Athlete may apply to the Selection Panel for Extenuating Circumstances Consideration. Any such application:
- (a) may only be made in respect of a **Nominated Selection Event** as set out in the Selection Policy Part B;
  - (b) must be made in writing on the form provided at Appendix 1 and signed by or on behalf of the Athlete;
  - (c) may only be made on one or more of the following bases as it relates to not meeting the eligibility and/or performance requirements at a Nominated Selection Event:
    - (i) injury to the Athlete;
    - (ii) illness of the Athlete;
    - (iii) equipment failure;
    - (iv) bereavement or disability arising from the death or serious illness of a parent, spouse or de facto partner, guardian, sibling or grandparent of the Athlete;
    - (v) travel delays at no fault of the Athlete which prevent the Athlete from being able to participate in a Nominated Selection Event;
    - (vi) an unanticipated event occurring at a Nominated Selection Event;

- (vii) any other factors reasonably considered by the relevant Selection Panel at its absolute discretion, to constitute Extenuating Circumstances.
  - (d) subject to clause 7.2(vi), must be made prior to a Nominated Selection Event;
  - (e) may only be made after the commencement of the Nominated Selection Event:
    - (i) in the case of illness, injury or equipment failure incurred during the Nominated Selection Event and in such case must be made by the conclusion of the Nominated Selection Event; or
    - (ii) in other circumstances deemed reasonable by the Selection Panel;
  - (f) must include but may not be limited to a medical certificate from the treating health practitioner (Doctor, Physio, Psychologist etc.) for injury, illness or other health related matters, and any such additional documentation as may reasonably be requested by the Selection Panel. The Selection Panel reserves the right to request a medical certificate from a health practitioner nominated by GA in addition to that supplied by the Athlete.
- 7.3. The Selection Panel Chair (or a delegated representative) will acknowledge receipt of any Extenuating Circumstances applications by Written Notice.
- 7.4. Extenuating Circumstances applications will be assessed by the relevant Selection Panel during its meeting(s) to determine the Team or Squad selections.

## 8. Additional Athletes

- 8.1. An Athlete who fails to meet the minimum performance requirements as set in the relevant Selection Policy Part B and who was not affected by an Extenuating Circumstance may still be eligible for selection as an **Additional Athlete** into a Team or Squad. An Additional Athlete is one who the Selection Panel considers in its complete discretion is likely to contribute to the overall Team/Squad performance and/or development, or the circumstances are such that the selection of the Athlete is likely to achieve the Performance Target/s set out in the Selection Policy Part B. There shall be no appeal from a decision to select an Additional Athlete in this respect.

## 9. Selection Eligibility Criteria & Consideration – Coaches

- 9.1. To be eligible for selection and participation in a Team, a Coach must:
- (a) be a current technical member of GA and be suitably accredited and experienced to undertake the role;
  - (b) be in good standing with GA;
  - (c) have no outstanding debt with GA. Coaches with outstanding debts will not receive any benefits from GA and will not be eligible to represent Australia at any Event for which GA selects a Team. GA takes this deprivation very seriously and will only deprive a

Coach of the opportunity to represent Australia if the debt concerned has not been recouped after a request, irrespective of the amount, or if the amount concerned, in GA's opinion, warrants such measures. Any such decision will be communicated to an affected Coach in writing via email;

- (d) agree to be bound by the Selection Process and Criteria as outlined in the relevant Selection Policy Part B;
- (e) agree to pay any financial contribution that is directed by GA to cover expenses associated with participation in the Event (GA will provide an estimate of costs for an Event prior to the Coach being required to accept their position on a Team).
- (f) sign and return to GA the GA Coaches & Officials Agreement prior to participating in an Event or any other GA activity (e.g. National Squad camps). The GA Coaches & Officials Agreement only needs to be signed once per calendar year and will cover the Coach for all Events and Squad activities that they participate in during that period);
- (g) hold and supply evidence to GA of a valid Working with Children Check (or State/Territory equivalent) and is not at the time serving a sanction or under investigation for breaching the GA Member Protection or Child Safe policies;
- (h) disclose to GA any criminal conviction or charge made against them. This includes findings of guilt for Sexual Offences or Sexual Harassment, offences related to Children, acts of violence or other behaviour that may present a potential risk to Children<sup>4</sup>;
- (i) disclose to GA any disciplinary proceedings brought against them by an employer, sporting organisation or similar body involving Child Abuse, sexual misconduct or Harassment, other forms of Harassment, Bullying or acts of violence<sup>5</sup>;
- (j) complete the GA Member Protection Declaration (see Appendix 2) form prior to participating in any GA Team or other activity (camp, workshop etc.) that they have been identified to participate in;
- (k) fully read and comply with the terms of;
  - (i) the GA Coaches & Officials Agreement;
  - (iii) all GA Policies, including but not limited to the [GA Anti-Doping Policy](#), [Anti-Match Fixing Policy](#), [Member Protection Policy](#), [Child Safe Policy](#), [Code of Ethics](#), [Code of Behaviour – Coaches](#), [Travel Policy](#) and [Travel Guidelines](#), [Privacy Policy](#) and [Blood and Infectious Diseases Policy](#);
  - (iv) complete all educational programs required by GA, including but not limited to anti-doping, match-fixing and child safety education;

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<sup>4</sup> Please refer to Gymnastics Australia's [Member Protection Policy](#) for the definitions of 'Sexual Offences', 'Sexual Harassment' and 'Children',

<sup>5</sup> Please refer to Gymnastics Australia's [Member Protection Policy](#) for the definitions of 'Child Abuse' and 'Harassment' and 'Bullying'.

- (l) at all times act in such a manner so as not to bring the Coach, the relevant Gymsport, the Event, the Team, GA or any of its sponsors into disrepute;
  - (m) not have administered or been involved in any way with the administering of any prohibited substance or prohibited method (except where an athlete has been granted a Therapeutic Use Exemption) or otherwise have breached GA's Anti-Doping Policy.
- 9.2. Coaches may be required to submit an expression of interest to be considered for selection to a Team. The requirement to submit an expression of interest will be outlined in the applicable Selection Policy Part B for the Event.
- 9.3. Subject to this clause 9, a Coach must have met any additional eligibility requirements set out in the relevant Selection Policy Part B.
- 9.4. Subject to meeting the eligibility criteria in clause 9.1, Coaches may be considered for selection to a Team based on:
- (a) the number of available accreditations;
  - (b) the number of Athletes selected on the relevant Team who they currently coach;
  - (c) their proven ability to meet or exceed National Team standards and expectations;
  - (d) their ability to best support the needs of the Team;
  - (e) their ability to lead, organise and maintain control under situations of high responsibility and stress;
  - (f) their ability and commitment to attend the Event and all Team meetings, activities (including training/preparation camps) and events as required by GA, and
  - (g) their experience and performance history in an international competition environment.

## 10. Appointment of Team Officials

- 10.1. All Officials will be appointed to Teams rather than selected.
- 10.2. The National Performance Director or General Manager, Member Services will appoint Officials to a Team at their sole discretion. The National Performance Director or General Manager, Member Services may consult with Technical Experts within the Gymsport or any other person they see fit to determine the appointments.
- 10.3. The eligibility criteria and considerations for the appointment of Officials is detailed in a separate document (Appointment of Officials to GA Teams) which is available on the GA website.

## 11. Selection Appeals

- 11.1. Selection Appeals will be conducted in accordance with, and will be governed by, the procedures provided in the GA [Selection Appeals Policy](#).
- 11.2. Subject to clause 11.3 of this Policy, Athletes may appeal their non-selection for a Team but not a Squad.
- 11.3. Decisions relating to the following under this Policy and the Selection Policy Part B are not subject to any right of appeal under the GA [Selection Appeals Policy](#) or otherwise:
- (a) Teams:
    - (i) De-selected Athletes;
    - (ii) Non-selected or de-selected Coaches;
  - (b) Squads:
    - (i) De-selected Athletes.

## 12. Team / Squad Announcement Process

- 12.1. Athletes eligible for selection will be provided Written Notice of their selection/non-selection to a Team or Squad as soon as possible after the conclusion of the Selection Panel meeting to determine the final selections. Athletes may also be notified of their selection/non-selection verbally if the circumstances allow it.
- 12.2. Coaches will be provided Written Notice of their selection to a Team as soon as possible after the conclusion of the Selection Panel meeting to determine the final selections. Coaches may also be notified of their selection verbally if the circumstances allow it.
- 12.3. Officials will be provided Written Notice of their appointment to a Team as soon as possible after the appointments have been determined.
- 12.4. The formal public announcement of final Team selections and appointments will occur as soon as possible after the selection notification (letters are distributed to Athletes and Coaches who have participated in the selection process) and acceptance process is complete to allow for any appeals in accordance with the GA [Selection Appeals Policy](#).
- 12.5. All Athletes and Coaches who have taken part in the selection process agree not to announce or make comment regarding the likely or pending selection/non-selection of any Team or Squad members to the media or on personal websites or social media until the Team or Squad is publicly announced by GA.

## 13. Injury, Illness & Medications

- 13.1. All selected Team and Squad members must agree to report any information relating to training fitness (Athletes only), illness and/or other injuries which could affect their ability to engage in training/competition at full capacity and/or fulfil their role as a member of the Team or of a Squad.
- 13.2. All appointed Team Officials must agree to report any information relating to illness and/or other injuries which could affect their ability to fulfil their role on the Team.
- 13.3. At the discretion of the National Performance Director or General Manager, Member Services, selected and appointed Team members (i.e. Athletes, Coaches and Officials) may be required to submit to a full medical examination prior to departure for the Event with a doctor(s) approved by the GA Chief Medical Officer. Any such medical examination would be at the personal cost of the Team member.
- 13.4. At the discretion of the National Performance Director or General Manager, Member Services, selected and reserve Athletes may be required to undertake a competition readiness test prior to departure for an Event. For the purpose of this Policy, competition readiness refers to the physical, mental and performance preparedness of the Athlete being at a level deemed appropriate to represent Australia as a part of the Team. Performance readiness will be assessed and determined by the Selection Panel and in accordance with the selection process and eligibility and performance criteria outlined in the Selection Policy Part B and this Policy.
- 13.5. Athletes selected on a Team or Squad must declare to GA any medications that they are taking.

## 14. Withdrawal from a Team or Squad

- 14.1. All Athletes and Coaches withdrawing from a Team or Squad must immediately notify the National Performance Director (High Performance Managed Activities) or General Manager, Member Services (Member Services Managed Activities) of the withdrawal by Written Notice.
- 14.2. Should an Athlete withdraw following their selection to the Squad or Team, the Selection Panel may, but is not required to identify a replacement Athlete. The Selection Panel may select any Athlete at their absolute discretion provided the replacement Athlete meets the relevant eligibility and performance requirements as described in this Policy and the relevant Selection Policy Part B.
- 14.3. Should a Coach withdraw following their selection to a Team, the Selection Panel may, but is not required to identify a replacement Coach. The Selection Panel may select any Coach at their absolute discretion, subject to the application of clause 9.

## 15. De-Selection – Athletes

- 15.1. An Athlete who is selected to a Squad or Team (including identified reserves in the case of Teams) can be de-selected by the Selection Panel based on any one or more of the following;
- (a) the Selection Panel identifies that it has made an error during the selection process;
  - (b) the Athlete becomes ineligible according to the eligibility requirements outlined in this Policy and/or the Selection Policy Part B;
  - (c) the Athlete fails to complete and return or adhere to the GA Athlete Agreement;
  - (d) the Athlete breaches a GA policy;
  - (e) the Athlete fails to complete any relevant education courses in the required timeframes (either face-to-face or online) as directed by GA;
  - (f) the Athlete has not met GA's requirements in relation to participation in Team preparation or Squad activities as detailed in the relevant Selection Policy Part B or as reasonably requested by GA in its absolute discretion;
  - (g) the Selection Panel is not satisfied that the Athlete is appropriately committed to training and has achieved and is maintaining (or working towards achieving) an appropriate level of health and fitness to achieve their peak performance at the Event or as a part of a Squad;
  - (h) the Athlete is ill or injured between nomination to a Team and departure to the Event and is not deemed physically and/or medically fit by the GA Chief Medical Officer (or an appropriately qualified delegated representative) to participate in the Event.
- 15.2. An Athlete who is de-selected from a Team or Squad will be provided Written Notice as soon as possible after the decision has been confirmed by the Selection Panel.
- 15.3. Replacement Athletes may be selected to a Team based on their competition readiness as assessed determined by the Selection Panel and in accordance with the selection process and eligibility and performance criteria outlined in the Selection Policy Part B and this Policy.

## 16. De-Selection – Coaches

- 16.1. A Coach who is selected to a Team can de-selected by the Selection Panel based on any one or more of the following:
- (a) the Selection Panel identifies that it has made an error during the selection process;
  - (b) the Coach becomes ineligible according to the eligibility requirements outlined in this Policy and/or the Selection Policy Part B;
  - (c) the Coach fails to complete and return or adhere to the GA Officials Agreement;
  - (d) the Coach breaches a GA policy;



- (e) the Coach fails to complete any relevant education courses in the required timeframes (either face-to-face or online) as directed by GA
  - (f) the Coach has not met GA's requirements in relation to participation in Team preparation activities as detailed in the relevant Selection Policy Part B or as reasonably requested by GA in its absolute discretion.
  - (g) the Coach is found to not have the required technical accreditation or lacks the necessary experience and/or commitment to fulfill their role on the Team;
  - (h) the Coach is ill or injured between nomination to the Team and departure to the Event and is not deemed physically and/or medically fit by the GA Chief Medical Officer (or an appropriately qualified delegated representative) to fulfill their role on the Team.
- 16.2. In the event that a selected Athlete is de-selected from the Team, any personal Coach of that Athlete who was selected to the Team may also be de-selected if the de-selected Athlete was the only Athlete on the Team coached by that Coach.
- 16.3. Replacement Coaches may be selected to the Team as per clause 9.

# Appendix 1

## APPLICATION FORM FOR EXTENUATING CIRCUMSTANCES CONSIDERATION

Athlete Name: \_\_\_\_\_ Gymsport \_\_\_\_\_

Relevant Team or Squad for which this application applies:

\_\_\_\_\_

Name of Nominated Selection Event(s) for which the application applies:

\_\_\_\_\_

\_\_\_\_\_

Reason for Application:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Signed:

Date:

\_\_\_\_\_

(Athlete or on behalf of the athlete)

Printed Name: \_\_\_\_\_

Position: \_\_\_\_\_

*Please attach supporting documentation. Medical Certificate must be provided for injury or illness claims.*

## Appendix 2

### MEMBER PROTECTION DECLARATION

Gymnastics Australia (GA) has a duty of care to all those associated with the sport of gymnastics at the national level and to the individuals and organisations to whom the Member Protection Policy applies. As a requirement of the Member Protection Policy, GA must enquire into the background of those who undertake any work, coaching or regular unsupervised contact with Children. All capitalised terms in this Member Protection Declaration have the same meaning as defined in the Member Protection Policy.

I ..... (name) of .....  
 ..... (address) born ...../...../.....

sincerely declare:

1. I do not have any criminal charge pending before the courts.
2. I do not have any criminal convictions whatsoever including findings of guilt for Sexual Offences, offences related to Children or acts of violence.
3. I:
  - a) have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or Harassment, other forms of harassment or acts of violence; or
  - b) had disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, other forms of Harassment or acts of violence and have attached to this declaration all information and documentation relating to the same (including without limitation correspondence from the relevant body imposing such disciplinary proceedings or measures) as applicable.
4. I am not currently serving a sanction for an anti-doping rule violation under a Sport Integrity Australia (SIA) approved anti-doping policy applicable to me.
5. I will not participate in, facilitate or encourage any practice prohibited by the World Anti-Doping Agency Code or any other SIA approved anti-doping policy applicable to me.
6. To my knowledge there is no other matter that GA may consider to constitute a risk to its members, employees, volunteers, Participants or reputation by engaging me.
7. I will notify the CEO of GA immediately upon becoming aware that any of the matters set out in paragraphs 1 to 6 above has changed.
8. I acknowledge that GA relies on my answers to the above questions being truthful and accurate. Any false or misleading answers I provide will constitute a breach of the Member Protection Policy.

Declared in the State/Territory of ..... on ...../...../.....(date)

Signature .....

#### Parent/Guardian Consent (in respect of a person under the age of 18 years)

I have read and understood the declaration provided by my Child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name:.....

Signature:.....Date: .....