



Selection Policy and Athlete Selection Procedure 2021

Disclaimer

Please note that selection to the NZ team does not guarantee attendance at international events in 2021. Due to the global pandemic the NZ Government does not recommend that New Zealanders travel internationally. The team selected for 2021 will only be able to attend events should border restrictions be removed or alternative dispensations put in place by the Government to allow international sport to continue. At the time of writing this policy, no dispensations apply.

This Policy sets out how Archery NZ will consider Archers for selection for the New Zealand Team to compete in 2021, hereafter referred to as the "international event".

This Policy overrides any correspondence, discussion and representations (whether written or oral) by Archery NZ regarding selection for International Events.

This Policy may be amended at any time by the High-Performance Sub Committee or the Board of Archery NZ. Amendments or a revised Policy (including the amendments) will be published on the Archery NZ website with an updated version number and date and distributed to Archers who have already lodged an "Intention to Apply" form for the International Events.

Please ensure that you are reading the latest version of this document.

Dated: 9 December 2020

Definitions

In this Policy, the following definitions apply:

"Appellant" means the person appealing the decision. The appeals process is outlined in clause 17.

"Archer" means an individual who wishes to be considered for selection to a New Zealand Team for 2021.

"Archery NZ" means Archery New Zealand (Inc).

"Archery NZ Constitution" means the constitution of Archery NZ.

"Archery NZ International Event Selection Registration Form" means the online form that must be completed by every Archer wishing to be considered for selection to a New Zealand Team.

"Archery NZ Regulations" means the rules and regulations of Archery NZ.

"Archery NZ Team Member Agreement & Code of Conduct 2021" means the Agreement which must be completed by every archer seeking selection to the NZ team. This is available on the Archery NZ website

"Archery NZ website" means the Archery NZ website at <http://www.archerynz.co.nz>

"Board" means Board of Archery NZ.

"CAS" means the Court of Arbitration for Sport

"Chair" means the Chair of the Board of Archery NZ

"DFSNZ" means Drug Free Sport NZ.

"Dispensation Form" means the Archery NZ Application for Dispensation Form This is available on the Archery NZ website

"Division" means the age group and bow type the Archer is competing in

"Exceptional Circumstances" means any one or more of the following

- Injury or illness;
- Travel delay/border restrictions
- Bereavement or personal misfortune; and/or
- Any other factors reasonably considered to cause, or be likely to cause an Archer not to perform at their optimal level.

"High Performance Subcommittee" means the committee of people tasked by the Board to oversee all aspects of High-Performance sport for Archery NZ.

“Intention to Apply” means the Archery NZ Intention to Apply form as set out in Appendix A which must be completed by every Archer wishing to be considered to a New Zealand Team.

“IOC” means International Olympic Committee

“IPC” means International Paralympic Committee

“LOC: means the Local Organising Committee of the International Event

“Major Tournament” means an archery competition sanctioned by Archery NZ or other National Federation that is a member of World Archery.

“MQS” means Minimum Qualifying Score

“NZOC” means New Zealand Olympic Committee

“Official Invitation Package” means the information supplied by World Archery when an International Event is announced as taking place, and specifies key information about the event.

“Overseas Archer” means an Archer currently living and/or competing outside of New Zealand who would still like to be considered for selection to a New Zealand Team.

“Panel” means Selection Panel.

“Selection Criteria” means the criteria described in clause 6 of this Policy.

“Selection Dates” means the selection dates specified in this Policy.

“Selection Panel” means those persons who have been appointed by Archery NZ to select Archers for New Zealand Teams.

“Sports Tribunal” means the Sports Tribunal of New Zealand as described in the Sports Anti-Doping Act 2006.

“The Team” means the team that is selected by Archery NZ which includes Archers and may also include Coaches, Team Manager/s, Assistant Team Manager/s or other officials selected by Archery NZ.

“Tournament Event” means an event registered with Archery NZ or World Archery.

“WA” means World Archery (<http://www.worldarchery.org>).

“WADA” means World Anti-Doping Agency

“WC” means World Archery World Cup

“WADA Code” means the World Anti-Doping Code (as amended from time to time).

“Working hours” means the hours from Monday 8:30am to Friday 5:00pm (including those hours occurring on a public holiday).

1. Objective

The objective of this Selection procedure is to select Archers for the Archery NZ representative teams for the 2021 season. Its purpose is to:

- Outline the steps necessary for NZ Archers to earn national team selection to compete at international events such as World Archery World Cups, Oceania Championships, Oceania Youth Championships, Asian and European Grand Prix plus other WA outdoor target events in 2021 (excluding the Tokyo Olympics) or any other event that mirrors the international events.
- Support (as resources permit) those Archers who are selected to the national team with one or more Training Camps.

2. Competition

Information on the format of the International Event will be released by Archery NZ once received from the LOC

3. Allocated Places

Information on the number of places available will be released by Archery NZ once received from the LOC

4. Selection Process

By entering the selection process, the Archer acknowledges that they:

- a. have read the Selection Policy;
- b. have read the Team Code of Conduct 2021;
- c. have had reasonable opportunity to understand or seek advice in relation to the selection Policy and process; and
- d. agree to be bound by the terms and conditions of this Policy and The Team Code of Conduct 2021
- e. understand they will be issued a Team Agreement on successful selection to the team.

The Selection Process is as follows

Step 1 – The Archer must Complete an online “Intention to Apply” form by the 31th December 2020. Form is available www.archerynz.co.nz.

Step 2 – The Archer must obtain the required scores between 1st October 2019 and 28th February 2021 and submit an online International Event Application form (available at www.archerynz.co.nz) to the selection panel by 1st March 2021. Please note that members of the Selection

Panel may attend events where Archers are shooting to view performance and progress.

Step 3 – The Archer must compete at Mainland Muster from 5th – 8th January (see Archery OSA) or if the Archer cannot make this event, an online Dispensation Form must be completed by the 31st December 2020. Form is available www.archerynz.co.nz.

Step 4 – After the closing date outlined in Step 2 has passed, the following actions will take place

1) The Selection Panel will review and verify all MQS scores and check for compliance with this policy and the Archery NZ Code of Conduct and make recommendations of the potential team members to the Board.

2) The General Manager will present the recommendations of the Selection Panel to the Board who will do a final review and then determine the team

Step 5 – Convenor of Selectors will be notified of ratified team and will send written notification to both the successful and unsuccessful Archers on behalf of Archery NZ.

5. Eligibility

To be considered for NZ Archery team selection to attend International Events, an Archer must:

- Compete at the Mainland Muster in Christchurch between the 5th- 8th January 2021 or submit a Dispensation Form (available online at www.archerynz.co.nz) detailing the reasons why they cannot attend this event.
- Meet the Selection Criteria and requirements as detailed in this Policy;
- Be a current and full financial member of Archery NZ;
- Be a New Zealand Citizen or Permanent Resident;
- Hold a valid passport which at the date of the events selected for, has at least 6 months' validity remaining;
- Not have any outstanding liabilities to Archery NZ at the time of the selection event, nor on leaving for international events;
- Not be under investigation for any breach of, nor to have breached, any rule under the Archery NZ Constitution, the Archery NZ Regulations or Policies,

Archery Team Agreement & Code of Conduct or any rules or regulations of World Archery, the IOC or the NZOC;

- Not be under investigation or have been charged for any breach of, or anti-doping rule violation under, any part of the Archery NZ Anti-Doping Regulation (which includes the Sports Anti-Doping Rules), the DFSNZ or WA Anti-Doping Regulations, or the WADA Code;
- To have satisfactorily completed the necessary DFSNZ education modules
- Have completed and returned by the required dates all relevant paperwork including the 2021 Code of Conduct.
- Each under 16 year old must be accompanied by a parent or a legal guardian per archer (1 individual parent or Guardian per Archer or per family of Archers). This person/persons cannot also be an appointed official with the team.

6. Selection Criteria

In order to be considered for International events, an Archer is required to achieve a minimum of 2 Minimum qualifying score (MQS) as listed below. Only Archers who have achieved valid MQS scores will be considered for selection.

A valid MQS score is a score that meets the following criteria

- It is shot at a Major domestic or International tournament.
- Scores must be obtained at different Tournament events and at a different location
- Scores must be validated by having three signatures – archer, second scorer, and a witness.
- All scores must be at the same distance and in the same discipline for which the Archer is seeking selection (e.g. target for a target event, field for a field event, intermediate distance for an intermediate division and so on).
- All scores must be uploaded into Archery OSA however it is the Archer's responsibility to keep a copy of all their MQS scores. In the event of an entry error on Archery OSA, if the archer cannot produce a verified copy of their score, the score on Archery OSA cannot be altered. The Selection Panel reserves the right to request verified copies of all scores.

Minimum Qualifying Scores for 2021 Events

International events have been listed using a Tiered system. The Minimum qualifying score (MQS) has been set to reflect the level of the event

Barebow		Tier 1 Events	Tier 2 Events	Tier 3 Events
Examples of type of event of each Tier Please note this is dependent on this bow division being available at these events		World Championships, World Cups	Asia Cups, European Grand Prix.	Oceania Championships, Youth Worlds, Australian Open
WA 72 Arrow Round (50m - 122cm face)	Senior Men	550	525	500
	Senior Women	540	500	485
WA 72 Arrow Round (50m - 122cm face)	Junior Men			485
	Junior Women			465
WA 72 Arrow Round (50m - 122cm face)	Cadet Men			480
	Cadet Women			460
WA 72 Arrow Round (50m - 122cm face)	Intermediate Men			470
	Intermediate Women			450

Recurve		Tier 1 Events	Tier 2 Events	Tier 3 Events
Examples of type of event of each Tier Please note this is dependent on this bow division being available at these events		World Championships, World Cups,	Asia Cups, European Grand Prix, Summer Universiades	Oceania Championships, Youth Worlds, Trans-Tasman
WA 72 Arrow Round (70m – 122 face)	Senior Men	645	620	605
	Senior Women	630	600	585
WA 72 Arrow Round (70m – 122 face)	Junior Men			580
	Junior Women			560
WA 72 Arrow Round (60m – 122 face)	Cadet Men			580
	Cadet Women			560
WA 72 Arrow Round (45m – 122 face)	Intermediate Men			585
	Intermediate Women			565

Compound		Tier 1 Events	Tier 2 Events	Tier 3 Events
Examples of type of event of each Tier Please note 1) 80cm face size is as determined by World Archery Rules for each division. 2) this is dependent on this bow division being available at these events		World Championships, World Cups, World Games	Asia Cups, European Grand Prix, Summer Universiades	Oceania Championships, Youth Worlds, Trans-Tasman
WA 72 Arrow Round (50m – 80cm face)	Senior Men	690	670	660
	Senior Women	670	650	640
WA 72 Arrow Round (50m – 80cm face)	Junior Men			650
	Junior Women			630
WA 72 Arrow Round (50m – 80cm face)	Cadet Men			640
	Cadet Women			620
WA 72 Arrow Round (45m – 80cm face)	Intermediate Men			637
	Intermediate Women			617

6.1 If there are more Archers qualifying in the one gender/division than there are places available, Archers with the higher qualifying scores will be put forward for selection. If any Archers in the same division submit the same 2 qualifying scores those Archers will be asked to provide their next highest score. The Archer with the next highest score will be put forward for selection.

6.2. Achieving the above scores in the required qualifying period does not mean automatic selection to the New Zealand Team for these International Events.

6.3. For Tier 2 & 3 events only, in the event that places are available in some divisions that have not been filled through meeting all of the selection criteria in this policy, the Selection Panel may choose to select Archers who have met the majority of the criteria (Section 6.3) for the purpose of making up Teams to compete in the Teams match play.

7. Selection Panel

The Archery NZ Selection Panel has the responsibility of reviewing the suitability of the Archers being considered for selection. This will include but is not limited to viewing of archery performance at competitions, verification of MQS scores and personal suitability in regards to sportsmanship that can be expected by a representative in the National Team. The selectors may attend

events where Archers being considered for selection are competing to aid their assessment for suitability in the team.

The Selection Panel will make their recommendations of the National Team to the Board via the General Manager. The Board will then review the recommendations. The decision to ratify the team lies with the Board.

The Selection Panel for 2021 consists of

Karen Moffat McLeod (Convener)
Barbara Scott
Dale Lightfoot
Pam Gordon

The High-Performance subcommittee reserves the right to add additional selectors to the selection panel to ensure the criteria set out in the Archery New Zealand Administration Rules are met.

8. Removal of Archers

An Archer who is to be nominated to the Team by Archery NZ may be removed as a nominee for any of the following reasons, as determined by Archery NZ:

- a. Voluntary withdrawal. An Archer must submit a written letter to Archery NZ via the Convener of Selectors. The Archer may be required to pay back any funding they may have received.
- b. Injury or illness as certified by an Archery NZ approved physician (or medical staff) and a medical certificate provided to Archery NZ via the Convener of Selectors. If an Archer refuses verification of his/her illness or injury by a physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- c. Violation of the Archery NZ Member Protection Policy and/or the 2021 Team Agreement & Code of Conduct including non-payment of invoices relating to International events. Any Archer who is removed from the Team has the right to an appeal.
- d. Any Archer may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, IPC, WADA, WA, NZOC, DFSNZ and Archery NZ anti-doping protocol, policies and procedures, as applicable.

8.1. Withdrawal from the International Event

If any of the selected Archers then withdraw from the International Event, the Selection Panel reserves the right if it so wishes to select another Archer who has met the criteria, into the team, once ratified by the Board of Archery NZ.

8.2. Sending of a Team to this International Event

The Board reserves the right to not send an Archery NZ Team to International Events. By accepting their selection, Archers accept that they have been selected for the 2021 Archery NZ National Team and that their selection will not carry over to other years even if the Board chooses not to send a team to International Events. Archers will need to reapply and be reselected for future years.

8.3. Team selections

By accepting their selection Archers agree to disclose as soon as practicable all information relating to or touching upon:

- training fitness;
- injury status;
- illness status;
- prescription medications

Or any other item that has any potential to adversely affect training or competition at any time up until and including participation in the International Event. All selected Archers must at all times declare any medications they are taking, in particular the use of any restricted medications and submit these via email to the Drug Free Sport NZ (DFS NZ) liaison at administration@archerynz.co.nz. It is the Archer's responsibility to ensure all medications they are taking are checked. Medications can be checked at <https://drugfreesport.org.nz/medication-check>

8.4 Injury, Illness or Other Factors

If at any stage following the selection announcement should there be any doubt over the ability of an Archer to compete to the best of their ability due to an injury and/or illness the Selection Panel may take such injury, illness or other factor affecting fitness into account in considering its decisions.

However before taking them into account, the Selection Panel must first make enquiry of the Archer as to the status and prognosis of the injury, illness or other factor affecting their fitness. If the Selection Panel wish to do so they may also request a medical examination (at the Archer's expense) to determine based on an assessment of whether or not the injury and/or illness is such that the Archer is physically unable to compete or there is a risk of causing medical harm to themselves, or endangering others. The Selection Panel must also take into account the report from such an examination.

9. NZ Archers based overseas

If an Archer is currently living and/or competing outside of New Zealand and would like to be considered for selection to a New Zealand Team, the following additional points apply:

- The overseas tournaments used for qualification scores by the Archer must be WA registered, or equivalent to a NZ Major Tournament;
- The Archer must provide a copy of the official results or web address where verified scores can be viewed with their Archery NZ International Event Selection Registration Form;
- The Archer should make every effort to attend the required events as detailed in Section 5 and Section 13. If the Archer genuinely cannot attend, they must apply for dispensation prior to the event taking place. The granting of a dispensation needs to be approved by the High-Performance Subcommittee and the Board of Archery NZ;
- The Archer must be a full financial member of Archery NZ; and
- The Archer must adhere to all parts of this Selection Policy.

10. Exceptional Circumstances

If an Archer considers there are any Exceptional Circumstances that are relevant to their selection, they must notify the Convener of Selectors in writing as soon as possible and within 48 hours (two days) upon the specific Exceptional Circumstances arising. The Archer must provide full details of the Exceptional Circumstances and the effect or potential effect on the Archer and their potential selection.

10.1 Taking Exceptional Circumstances into account - The Convener of the Selectors shall refer any claim for Exceptional Circumstances that is made in accordance with this Policy to the Chair of the High-Performance Subcommittee and they may, at their discretion, take it into account in considering its decisions. If a claim is not made in accordance with this Policy the High-Performance Subcommittee cannot take those Exceptional Circumstances into account.

11. No Consideration

The Selectors may not consider an Archer for selection under this Policy if the Archer does not meet the eligibility requirements specified in this Policy.

12. Funding

Selection is on a self-funding basis. For the avoidance of doubt, an Archer who is selected under this Policy is required to cover their own travel, insurance, meals, representative uniform, entry fees, potential penalty fees imposed on them by the tournament LOC, and accommodation. Official accommodation costs will be split equally between the members of the team unless any team

members request a single room, in which case those team members will pay the full cost of their accommodation.

11.1 Notes for World Champs and World Youth Champs

When this Policy refers to the World Archery World Championships and the World Archery World Youth Championships, Archery NZ pays the tournament entry fees.

13. Training Camps

The date and location of the training camp or camps will be announced to the Team members at least 30 days in advance of the event/training. However, Archery NZ will endeavor to announce the dates and locations as far in advance as possible. Funding will be sought to fully or partially subsidise the Archers for the camps. All Archers must attend the training camp/s. If an Archer is unable to attend a training camp, they must seek a Dispensation.

Archery NZ may choose to facilitate camps via online mediums should COVID restrictions limit the ability to complete an in-person training camp.

14. Anti-doping Requirements

Archers are bound by the Archery NZ, World Archery and Sports anti-doping rules, regulations, policies and procedures. This includes participation in Out-of-Competition Testing as required by DFSNZ Rules.

15. International Disclaimer

These procedures are based on World Archery rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in World Archery rules and regulations will be distributed to the affected Archers immediately. The selection criteria are based on the latest information available to Archery NZ. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised, and approved by the Board of Archery NZ.

16. Board Notification

The Board of Archery NZ will be required to ratify the 2021 National Team Selection and until such time as the Board makes a formal Team Announcement, Archers are to refrain from publishing on Social Media or commenting publicly that they have been selected for the National Team.

17. Code of conduct

The 2021 Archery NZ Team Code of Conduct, the Archery NZ Member Protection Policy & the Archery NZ Anti-Match Fixing Policy can be found on the Archery NZ website.

18. Appeals

An Archer may lodge an appeal against their non-selection ("Appellant") to Archery NZ on one or more of the following grounds (but no other grounds):

- a. this Policy has not been properly followed and/or implemented;
- b. the Appellant was not afforded a reasonable opportunity to satisfy the requirements in this Policy;
- c. the decision not to select the Appellant was affected by actual bias; and/or
- d. there is no material on which the selection decision could reasonably be based

Any appeal must be made by an Appellant as follows:

- a. the Appellant must notify the Chair of the Board of Archery NZ in writing of their wish to appeal the Selection Panel's decision not to select the Appellant, within 48 working hours from the date and time that the decision was notified to the Appellant, or the Team was publicly announced (whichever is the earlier);
- b. on receipt of such notice the Chair shall, as soon as practicable convene a confidential and "without prejudice" meeting between the Chair and as many of the Selection Panel as are available, the Appellant, and the Appellant's authorized representative (if any). This meeting will be facilitated by a person (appointed by the Chair) who is independent of both Archery NZ and the Archer. The purpose of the meeting is to allow the Selection Panel to explain their decision not to select the Appellant, to allow the Archer to respond, and to see whether the appeal can be resolved by agreement; this meeting may take place in person, via Skype or conference call.
- c. If the appeal is NOT upheld, the appellant will be required to cover any costs associated with the appeal including but not limited to legal fees, travel fees if meeting in person.
- d. If the appeal is unresolved after the process is followed, the Appellant may appeal the decision by:
 - i. informing the Chair in writing of their intention to appeal to the Sports Tribunal, within 48 hours (2 days) of the end of the "without prejudice" meeting or within 48 hours (2 days) of such other time period after this meeting as agreed between the Chair and the Appellant; and;
 - ii. filing and serving on Archery NZ and the Sports Tribunal, a notice of the appeal in the form and manner specified in the rules of the Sports Tribunal, within 48 hours (2 days) of informing the Chair. There is a further right of appeal from a decision of the Sports Tribunal to CAS, in accordance with the rules of the Sports Tribunal.

Any questions regarding this policy are to be directed to the High-Performance Subcommittee via the General Manager – gm@archerynz.co.nz