

## Selection Policy & Criteria

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<b>Discipline:</b>	Biathlon
<b>Policy</b>	National Teams: 2023 – 2024 (National Team, National Junior Team, National Development Team)
<b>Level</b>	Level 1 - National Team Level 2 - National Junior Team Level 3 - National Development Team Level 4 - International Regional Events and Training Camps Team
<b>Gender:</b>	Male / Female
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## 1. Objective

- 1.1 To select athletes to the various levels of the Biathlon Australia (**BA**) National Team (**Team**) who have demonstrated a professional attitude and commitment to training and competition, and the athletic potential to represent Australia at international competitions.
- 1.2 BA aims to field the best, biggest and most capable Teams that are responsibly possible and are cohesive, happy and healthy that people aspire to be a part of.

## 2. Selection Committee(s)

- 2.1 Selection for each of the Teams covered in this document will be undertaken by the Board of Biathlon Australia (**Board**), following recommendation by the BA Selection Committee.
- 2.2 A majority decision of the Board is required. The decision of the Board shall be final. Reasons shall not be given for any selection or other decision of the Board unless requested by a non-selected athlete(s). The Board, or the Selection Committee, may meet with non-selected athletes to explain their decision.
- 2.3 Any member of the Board or the Selection Committee who is directly related to, lives with, coaches or manages an athlete, or has a conflict of interest with a particular athlete, shall not take part in the selection process for that athlete.

## 3. Submissions

Unless expressly requested by the Board, or the Selection Committee, athletes have no right to make submissions, or representations to, or appear before, the Board or the Selection Committee. Any right, or claim, to natural justice in this regard is expressly excluded.

## 4. Eligibility

- 4.1 To be eligible for consideration for selection athletes must:
  - (a) be a current financial member of Biathlon Australia in good standing;
  - (b) be an Australian Citizen
  - (c) be bound by and comply with the Governance Standards and necessary external policies (including all Sport Integrity Australia education requirements) as may be updated from time to time;
  - (d) be eligible to compete at events in the relevant discipline and at the relevant level;
  - (e) have a valid and current Firearm Licence/Permit;
  - (f) if required by Biathlon Australia, obtain appropriate competition and/or travel insurance, if competing internationally;
  - (g) have complied with any other selection requirements of Biathlon Australia which may be notified in writing to athletes from time to time on reasonable notice.
- 4.2 Athletes must also:
  - (a) have met the minimum performance standards required for selection to the particular Team;

- (b) have met other generic selection requirements, as specified in this document

4.3 Where IBU Quota Points are required, they must have been achieved within the preceding 12 months (i.e. selection made in October will include results from the prior Northern Hemisphere winter season).

## 5. Generic Selection Requirements

5.1 To be considered for selection athletes must meet both performance requirements, as set out in the relevant appendix, and the following generic selection requirements.

5.2 For consideration for selection to all Teams each athlete must:

- (a) sign an Athlete Agreement;
- (b) maintain and, if requested by the Board or Selection Committee, submit an Individual Performance Plan (**IPP**); and
- (c) undertake an annual performance program review with the Board or a designated coach as part of the athlete performance management process; and
- (d) demonstrate a planned and committed approach to training and competition. This should include, keeping a training diary, undertaking some form of daily monitoring, and maintaining regular contact with a coach. New athletes to the Team will need to provide access to their training diary or at minimum a summary of their training from the past 12 months.

5.3 In addition, athletes are expected to participate in the following races / events / training camps (if held):

- (a) National Championships
  - (i) Selection Race – Sprint
  - (ii) Selection Race – Short Individual
- (b) Australian Championships
  - (i) Selection Race – Sprint
  - (ii) Selection Race – Mass Start
- (c) Alternative selection races (see clause 5.6)
- (d) National Team Off-snow Testing Camp(s)
- (e) National Team On-snow Camp(s)
- (f) Other training camps as designated by Biathlon Australia. However, reasonable advanced notification of planned training camps must be provided to the athletes.

5.4 With valid justification athletes may apply in writing to the Board for an exemption to part of the participation requirements, such exemption to be determined at the Board's discretion.

5.5 Athletes who have not met these generic selection requirements might not be considered for selection to the Team. The Selection Committee will determine in its discretion

whether these criteria have been met. There is no appeal from any determination under this clause.

- 5.6 The 4 Biathlon Selection Races are planned to be run over at least 2 weekends. If all or some of these races are not offered by Biathlon Australia, Biathlon Australia reserves the right in its discretion to substitute alternative races and to specify the number, type, format and distance of races or assessment to be used for selection.

## 6. Discretionary Selection

- 6.1 Athletes who satisfy the requirements in clauses 4 and 5 but who do not meet the performance requirements for selection may be considered by Discretionary Selection.
- 6.2 In these circumstances the Board and Selection Committee may consider factors including:
- (a) attitude and commitment;
  - (b) illness or injury during the selection period;
  - (c) competition or test results which indicate that the athlete is capable of performing at the level required for the appropriate Team;
  - (d) physical fitness level;
  - (e) education/exam commitments;
  - (f) IPP; or
  - (g) coach recommendation.
- 6.3 Discretionary Invitations to National Training Camps/Tours
- (a) Athletes may be invited to join National Team, National Junior Team or National Development Team training camps and international tours at the discretion of the Board. Invitations will be made in consideration of the standard of the athletes, their commitment to the sport and in consultation with coaches and pathway program personnel (if any).
  - (b) Athletes invited to train or travel with the National Teams will:
    - (i) be notified directly and will not be named to the official Teams posted by Biathlon Australia
    - (ii) be required to cover all their own expenses and to pay an additional coaching fee where appropriate.
    - (iii) not be classified as official members of those Teams for the purposes of Biathlon Australia athlete classification and will not be eligible for general Team benefits. However, athletes travelling with the Team on international tours may be eligible to purchase some items of Team uniform so that the Team looks like a team.

## 7. Selection Timelines

- 7.1 Biathlon Australia will seek to apply the indicative selection timelines as outlined in Schedule 2. It should be noted that this timeline is indicative and may vary depending upon Team, event and discipline requirements.

## 8. Notification

- 8.1 Subject to any constraints which may be imposed on Biathlon Australia by third parties, athletes selected will be notified of their selection as soon as reasonably practicable after their individual selection or finalisation of the relevant squad, Team or position.

## 9. Injury

- 9.1 If an athlete suffers a serious injury it is the responsibility of the athlete to notify Biathlon Australia at the time of injury and provide a doctor's report in order to have their injury considered when Teams are selected.

## 10. Extenuating Circumstances

- 10.1 In considering the selection criteria, the Board or the Selection Committee, may in its discretion give weight to extenuating circumstances. It has no obligation to do so.
- 10.2 Extenuating circumstances may include, but are not limited to injury, illness, education commitments, equipment failure, travel delays or personal bereavement.
- 10.3 Athletes unable to meet the performance component of the selection criteria due to extenuating circumstances must notify the Board or the Selection Committee in writing, including the reasons for the inability, prior to the commencement of planned selection events to be considered.
- 10.4 Extenuating circumstances will be considered on a case by case basis.

## 11. Appeal

- 11.1 The appeal process concerning the selection or non-selection of an athlete for various Teams and for international events will follow the process as detailed in any Biathlon Australia selection appeals policy.

## 12. Removal from a selected Team, squad or event

- 12.1 Any athlete can be removed from a selected Team, squad or event who:
- (a) breaches or fails to observe Governance Standard or any related Team, event and/or discipline criteria;
  - (b) by reason of illness or injury is unable to perform to the required standard in the opinion of the Board, the Selection Committee or the athletes coach (after having received advice from a medical practitioner);
  - (c) breaches or fails to fulfil a requirement of any Sport Integrity education requirement; or
  - (d) breaches or fails to comply, fulfil and observe the requirements in the Athlete Agreement or National Team Agreement (if any).

## 13. General

- 13.1 Team size will be determined by the Board.
- 13.2 BA will aim to field Teams that meets or exceeds the IBU quota allocated to Australia, providing it is safe and responsible to do so.

- 13.3 This selection criteria may be amended by the Board from time to time predominantly for the purpose of including rather than excluding athletes, providing it is safe and responsible to do so.

## 14. Glossary

Definitions: In this document:

- 14.1 **Athlete Agreement** means the then current contract between BA and athlete/s.
- 14.2 **BA** and **Biathlon Australia** means Biathlon Australia Limited (ABN 18 883 464 584).
- 14.3 **Board** means the board of directors of BA.
- 14.4 **Firearm Licence/Permit** means the relevant license or permit required by the relevant authority of the state or territory of Australia in which the athlete resides
- 14.5 **Governance Standards** means the company constitution, by-laws, codes of conduct, policies, procedures, rules and regulations (howsoever described) of:
- (a) BA;
  - (b) the IBU, when competing at or attending an IBU event; and
  - (c) the Australian Olympic Committee or International Olympic Committee, when competing at or attending an AOC or IOC event, including the Olympics or Youth Olympics.
- as amended and published from time to time.
- 14.6 **IBU** means the International Biathlon Union.
- 14.7 **International Event Selection Criteria** means the criteria of the same name as published by BA from time to time.
- 14.8 **IPP or Individual** means detailing their annual training and competition plan and strategy/action plan.
- 14.9 **PBR or Percentage Behind Result** means the calculation below and using only the results of eligible Athletes who compete at the relevant races:

Percentage Behind Result for Athlete n =  $[(T_n - T_1) / T_1] \times 100$  where:

- (a)  $T_n$  is the race time of Athlete n in a particular race;
- (b) race time is total time, inclusive of any shooting penalty, time penalty or time adjustment (howsoever described) awarded by the BA, as published by BA on its website as the final results for that race;
- (c)  $T_1$  is the race time of the best placed eligible Athlete in that race; and
- (d) the Percent Behind Result is expressed as a percentage to three decimal places behind the best placed eligible Athlete for each designated race; and
- (e) For the avoidance of doubt, if an athlete achieves a DQ (disqualified), DNS (did not start) or DNF (did not finish) result in a race, then it will not be an eligible result for the purposes of this calculation and no Percentage Behind Result shall be calculated in respect of that result; and

For example, assume the winning time by an eligible Athlete is 25 minutes and 32 seconds and Athlete n's time is 29 minutes and 15 seconds in which case the Percentage Behind Result for n =  $((1,755 - 1,532) / 1532) \times 100 = 14.556\%$

14.10 **Selection Committee** means the BA selection committee as constituted from time to time.



## Schedule 1 Selection Timelines

Level	Selection Timeline
All Teams	<p>Where possible the following selection timeline will be followed:</p> <ul style="list-style-type: none"> <li>• Prior to the first Selection Race in July – Confirmation selection standards for the following year.</li> <li>• September 1 – Publication of athletes who have met the objective performance criteria.</li> <li>• September 15 – Consideration by Selection Committee of generic selection requirements, discretionary selection and extenuating circumstances</li> <li>• October 1 – Confirmation of Team selection, invitations sent out to all prospective Team members.</li> <li>• October 15 – Deadline for acceptance of National Team invitations.</li> <li>• November 1 – Official announcement of all National Teams.</li> </ul> <p>The timeline is indicative only and the Board reserves the right to alter the above dates.</p>
All Teams	<p>Following the Northern Hemisphere Winter Season athletes may be pre-selected to the National Team, National Junior Team and National Development Team on the basis of their results or performances, but will still be required to meet the Generic Selection requirements in Clauses 4.1 and 4.3 and to also participate in the Australian Selection Races as per clause 5.3 in the upcoming Australian winter season.</p>

## Schedule 2 Selection Overview

The following table is a guide only and should be read in conjunction with this Selection Criteria and the International Event Selection Criteria Policy and any relevant IBU policies:

Event/Team	IBU Q Points	AUS Selection
World Cup	<p>150 IBU Q Points or less from end of the last trimester or 1 of the following in current or preceding trimester in Sprint or Individual events;</p> <p>125 IBU Q points or less at IBU Cup, OECH, WC, WCH or OWG</p> <p>Single result in top half at JWCH (not Youth).</p>	
IBU Cup or Open European Championships	<p>250 IBU Q Points or less at least once; or</p> <p>250 IBU Q Points or less on IBU Q Points list.</p> <p>Juniors / Youth may compete in the IBU Cup, if they:</p> <ol style="list-style-type: none"> <li>achieved the WC or IBU Cup qualification in the previous or current season, or</li> <li>achieved at least one result among the top half of the finishers at the Youth or Junior WCH, Junior IBU Cup, WC, WCH, OECH, YOG or EYOF in the previous or current season.</li> </ol>	
National Team	Any athlete who achieved a result to be eligible to compete in a World Cup, World Championship, IBU Cup or IBU Open European Championship in the most recent Northern Hemisphere Winter IBU season.	2 results 10% or less behind the fastest Australian Open (incl U22) athlete.
National Junior Team	Any athlete who achieved a result in the top 60% of the field (of athletes who complete the event) in a IBU Cup or IBU Junior Cup or IBU Junior World Championship (not Youth), in the most recent Northern Hemisphere Winter IBU season.	2 results 20% or less behind the fastest Australian Junior U22 or U18 athlete.

## Schedule 3 Special Circumstances

If National Selection Races cannot be held during the Australian winter, the Selection Committee will place more emphasis on the Generic Selection Requirements and Discretionary Selection clauses 5 and 6. Special circumstances may arise due to snow conditions, inclement weather or regulations (e.g. as experienced during the Covid-19 pandemic).

Additional information is provided below:

- Athletes currently on the National Team, National Junior Team or National Development Team
  - Athletes who meet all Eligibility criteria and Generic Selection Requirements will be considered for re-selection to their current Team.
  - Any athletes moving out of their current age classification (Junior) will be considered for selection into the next eligible Teams (National).
  - When considering re-selection the Board and the Selection Committee will take into consideration the Generic Selection Requirements, progress against IPPs, performances, and any other performance tests set to assist in gauging athletic progress.
- New Selections
  - New athletes eligible for the National Team, National Junior Team or National Development Team will be considered for Discretionary Selection. Reiterating this clause, factors may include:
    - attitude and commitment;
    - illness or injury during the selection period;
    - competition or test results which indicate that the athlete is capable of performing at the level required for the appropriate Team;
    - education commitments / exams;
    - physical fitness level;
    - Individual Performance Plans (IPP); or
    - coach recommendation.
  - To assist in evaluating performance capability and physical fitness, coaches may set on-snow time trials or other performance tests. Performances in these trials/tests would not be a direct replacement for National Selection Races, as referred to in Appendices A to D, but rather additional information to be considered by the Board of Biathlon Australia and the Selection Committee.

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## Schedule 4 Level: 1 National Team

### **Performance Standards**

#### **National Team Selection Races:**

To be eligible for the National Team each athlete must have achieved at least two results of the following competition standards:

A PBR of 10.0% or less behind the fastest Australian Open\* Athlete

\* includes athletes competing as U22 (rifle carrying)

The Board may increase the PBR criteria to fill spaces in the Team, if it is safe and responsible to do so.

The two results can be achieved in any of the 4 events listed in clause 5.3.

#### **Alternative selection criteria:**

Any athlete who was eligible to compete in a World Cup, World Championship, IBU Cup or IBU Open European Championship in the most recent Northern Winter IBU season, using the International Event Selection Criteria, will also be eligible to be selected to the Australian National Team.

Typically, athletes selected to the Australian National Team would not be younger than 18 years old, as those athletes would not have been old enough to have carried a rifle on their back in the relevant Australian Selection races (Open and U22 events). However, as an example, an athlete is eligible to compete in an IBU Cup if that athlete has placed within the top 50% of the field in an IBU Junior Cup or IBU Junior World Championship (not Youth). As such, an athlete who achieves this requirement (irrespective of their age) might then be eligible for National Team selection.

#### **International Events Selection Criteria:**

Members of the National Team may be invited by BA or eligible to apply to BA to be selected to compete in IBU events (including IBU Cups, World Championships and World Cups).

Athletes will only be permitted to participate in international events if they have met the criteria set out in the International Event Selection Criteria, which is a separate document published prior to the upcoming IBU Northern Hemisphere Winter Season. Although, there is no automatic right of Team members to compete in these events and the Board may choose not to enter any athletes in these competitions.

## Schedule 5 Level 2: National Junior Team

### **Performance Standards**

#### **National Junior Team Selection Races:**

To be eligible for the National Junior Team each athlete must have achieved at least two results of the following competition standards:

A PBR of 20.0% or less behind the fastest Australian Junior Athlete in the following age categories:

- U18\* years (non-rifle carrying)
- U22 years (rifle carrying)

\* U16 athletes must race in U18 years, to be eligible.

The Board may increase the PBR criteria to fill spaces in the Team, if it is safe and responsible to do so.

The two results can be achieved in any of the 4 events listed in clause 5.3.

#### **Alternative Selection Criteria:**

Any athlete who achieved a result in the top 60% of the field (of athletes who complete the event) in a IBU Cup or IBU Junior Cup or IBU Junior World Championship (not Youth), in the most recent Northern Hemisphere Winter IBU season, using the International Event Selection Criteria, will also be eligible to be selected to the Australian National Junior Team.

#### **Age requirements:**

Membership of the National Junior Team must be of an age as determined by the IBU, which is currently as follows:

Minimum age: the athlete must be 15 years in the year of selection, or such age determined by the IBU.

Maximum age: the athlete must be turning no more than 21 years in the year of selection, or such age determined by the IBU.

#### **International Events Selection Criteria**

Members of the National Junior Team may be invited by BA or eligible to apply to BA to be selected to compete in IBU events (including IBU Junior Cups and IBU Youth Junior World Championships).

Athletes will only be permitted to participate in international events if they have met the criteria set out in the International Event Selection Criteria, which is a separate document published prior to the upcoming IBU Northern Hemisphere Winter Season. Although, there is no automatic right of Team members to compete in these events and the Board may choose not to enter any athletes in these competitions.

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## Schedule 6 Level 3: National Development Team

### Performance Standards

To be eligible for the National Development Team each athlete must have achieved at least two results of the following competition standards:

#### National Development Team Selection Races

A PBR of 25.0% or less behind the fastest Australian Athlete in the following age categories:

- U16 (non-rifle carrying)
- U18\* years (non-rifle carrying)
- U22 years (rifle carrying)
- Open (rifle carrying)

The Board may increase the PBR criteria in order to fill spaces in the Team, if it is safe and responsible to do so.

The two results can be achieved in any of the 4 events listed in clause 5.3.

#### Age requirement:

Minimum age: there is no minimum age as selection will be based on best outcomes for the athlete And Biathlon.

#### International Events Selection Criteria

Members of the National Development Team may be invited by BA or eligible to apply to BA to be selected to compete in IBU events (including IBU Regional events, IBU Junior Cups and IBU Youth Junior World Championships and World University Games).

Athletes will only be permitted to participate in international events if they have met the criteria set out in the International Event Selection Criteria, which is a separate document published prior to the upcoming IBU Northern Hemisphere Winter Season. Although, there is no automatic right of Team members to compete in these events and the Board may choose not to enter any athletes in these competitions.

## Schedule 7   Level 4: Invitation to International Events and/or BA Camps

In accordance with Clause 6.3 Biathlon Australia may invite additional athletes to accompany National Teams at international events (such as IBU Regional events and/or World University Games) and/or overseas or Australian based camps.

Athletes may be invited to progress into the National Junior Team or National Development Team based on performance during those international events, at the discretion of the Board.

### **Performance Standards**

- No minimum requirement.
- Invitations will be at the discretion of the Board.