



ARCHERY NEW ZEALAND INCORPORATED

POLICY & PROCESSES FOR THE SELECTION OF ATHLETES AND OFFICIALS

Selection Period 01 November 2024 – 31 December 2028

This policy dated 26 September 2024

ARCHERY NEW ZEALAND (INC) SELECTION OF ATHLETES AND OFFICIALS

SELECTION PERIOD 01 SEPTEMBER 2024 – 31 DECEMBER 2028

Disclaimer

Selection for an Archery New Zealand (Inc) representative team, ratified by the board of Archery New Zealand (Inc) on the recommendation of the Archery New Zealand (Inc) Selection Panel and the Archery New Zealand (Inc) High-Performance Subcommittee, does not guarantee attendance at international events during the selection period September 2024 to December 2028 due to such New Zealand Government international travel recommendations and restrictions in existence at any time.

These restrictions will be applied as and when the board of Archery New Zealand (Inc) sees fit.

Archery NZ (Inc) Selection Principles, Policy, and Processes

This policy outlines the principles and processes by which the board of Archery New Zealand (Inc) will ratify the selection of athletes and officials for New Zealand representative teams to compete during the selection period.

Guided by the *Archery NZ (Inc) Selection Principles, Policy, and Processes*, selection for an Archery New Zealand (Inc) representative team will be considered and ratified by the board of Archery New Zealand (Inc) on the recommendation of the Archery New Zealand (Inc) Selection Panel and the Archery New Zealand (Inc) High-Performance Subcommittee.

Recommendations for selection made by the Archery New Zealand (Inc) Selection Panel and the Archery New Zealand (Inc) High-Performance Subcommittee will not be overturned by the Board of Archery New Zealand (Inc) without timely consultation with athletes, officials, and their representatives.

No recommended selection will be unreasonably rejected.

No additional selections will be made without due process that includes consultation with all parties.

Transparency, good cause, and good faith will drive these decisions.

All parties may make recommendations based on a flexible approach that will be negotiated to allow for the best possible outcomes.

Appropriate third-party involvement – NZ Olympic Committee, Sport NZ, High Performance Sport NZ, The Integrity in Sport Commission, others – will be welcomed.

This Policy may be amended at any time by the Archery New Zealand (Inc) High-Performance Sub Committee and, following due process, adopted by the Board of Archery New Zealand (Inc).

Amendments, or a revised Policy (including dated amendments) must be published on the Archery New Zealand (Inc) website and via social media in a timely fashion with an updated and dated version distributed to all athletes, officials, athlete representatives, and interested parties who have lodged a completed *Expression of Interest* online form and a signed and returned current *Code of Conduct* document as required following the process outlined in the *Code of Conduct* document on, or prior to, the closing date.

The *Code of Conduct* must be signed and submitted along with the *Expression of Interest* form.

Failure to do so will render the application void.

The *Code of Conduct* will remain in force from this time onwards until the athlete/official removes their name from the list of those seeking selection.

Please ensure that you are reading the latest version of all relevant documents. The date of adopting is posted in the footer along with the date of the previous policy.

Archery NZ (Inc) Selection Principles

- This document is designed to enable participants to understand the principles and criteria on which they will be selected.
- This document will set out the criteria and process for the selection of athletes and officials to ensure fairness, consistency, equity, transparency, and the principles of natural justice apply throughout the selection process.

Definitions

In this Policy, the following definitions apply:

“Applicant” is anyone, primarily an athlete and/or official, seeking selection for an Archery NZ (Inc) representative place.

“Appellant” means the person appealing a decision. The appeals process is outlined later in the document.

“Athlete” means an individual who wishes to be considered for selection to a New Zealand Team for the stated selection period.

“Archery NZ (Inc)” means Archery New Zealand (Inc).

“Archery NZ (Inc) Constitution” means the constitution of Archery NZ (Inc).

“Archery NZ (Inc) Expression of Interest Form” means the online form that must be completed by every athlete wishing to be considered for selection to an Archery New Zealand Team.

“Archery NZ (Inc) Regulations” means the Rules and Regulations of Archery NZ (Inc) as advertised on the Archery NZ (Inc) website.

“Archery NZ (Inc) Code of Conduct” means the Code of Conduct agreement which must be completed by every athlete and official seeking selection to the NZ team. This is available on the Archery NZ (Inc) website.

“Archery NZ (Inc) website” means the Archery NZ (Inc) website at <http://www.archery.org.nz>

“Athlete” means an individual who wishes to be considered for selection to an Archery New Zealand (Inc) team competing during the stated selection period.

“Board” means Board of Archery NZ (Inc).

“CAS” means the Court of Arbitration for Sport

“Chair” means the Chair of the Board of Archery NZ (Inc)

“Dispensation Form” means the Archery NZ (Inc) Application for Dispensation Form. This is available on the Archery NZ (Inc) website

“Division” means the age group and bow type the athlete 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 athlete 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 for the sport of archery in Aotearoa New Zealand.

“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 (Inc) 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 or other official governing body such as The World Games that contains key information about the event.

“Officials” refers to Coaches, Team Manager/s, Assistant Team Manager/s or other officials ratified by the board of Archery NZ (Inc) on the recommendation of the Archery NZ (Inc) High-Performance Subcommittee.

“Overseas Archer” means an athlete qualified by residential status currently living and/or competing outside of New Zealand who still wishes to be considered for selection to a New Zealand Team.

“Panel” means Archery NZ (Inc) Selection Panel.

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

“Selection Dates” means the selection dates specified in the Selection Document.

“Selection Panel” means those persons who have been appointed by Archery NZ (Inc) to select athletes and officials for Archery NZ (Inc) teams.

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

“The Team” means a team ratified by the board of Archery NZ (Inc) which includes athletes and may also include coaches, team manager/s, assistant team manager/s or other officials selected by Archery NZ (Inc).

“Tournament Event” means an event registered with Archery NZ (Inc), World Archery, or any other such recognised tournament organising body.

“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 (excluding those hours occurring on a New Zealand public holiday).

1. Archery NZ (Inc) Primary Selection Goal

The goal of this Selection Policy is to select athletes for the Archery NZ (Inc) representative teams for the selection period.

Its purpose is to:

- Outline the steps necessary for New Zealand athletes and officials to earn national team selection to compete at international events approved by the board of Archery NZ (Inc).
- Support (as resources permit) those athletes and officials who are selected to Archery NZ (Inc) teams by providing one or more Training Camps.

2. Competition

Information on the format of international event will be released by Archery NZ (Inc) once received from the Local Organising Committee (LOC).

3. Allocated Places

Information on the number of places available will be released by Archery NZ (Inc) once received from the Local Organising Committee (LOC).

4. Selection Process

By engaging with the *Archery NZ (Inc) Selection Policy*, the applicant acknowledges that they:

- a) Have read and understood the *Archery NZ (Inc) Selection Policy*.
- b) Have read, understood, completed, and submitted the online *Expression of Interest* form.
- c) Have read, understood, completed, and submitted the online *Code of Conduct* form.
- d) Have had reasonable opportunity to understand or seek advice in relation to the *Archery NZ (Inc) Selection Policy*, the *Expression of Interest* form, and the *Code of Conduct*.
- e) Agree to be bound by the terms and conditions of *Archery NZ (Inc) Selection Policy* and those outlined in the *Code of Conduct*.
- f) Where practical, Archery NZ (Inc) will run online information sessions for athletes and officials).

The Selection Process is as follows:

Step 1

The applicant must read, understand, complete, and submit the online *Expression of Interest* form and the *Code of Conduct*.

Please note that the *Code of Conduct* is effective from the time the signed document is received by the chair of the Archery NZ (Inc) High-Performance Subcommittee, counter-signed and dated, until such time as the athlete or official ceases to be a prospective or full member of an *Archery NZ (Inc)* team and /or available for selection to an *Archery NZ (Inc)* team engaged in international or domestic competition.

The *Code of Conduct* remains effective during this entire period whether the athlete or official is in currently engaged in competition or is out of competition.

All documents are available at [Archery NZ - Target Archery in New Zealand](#)

Step 2

All athletes and officials must meet the selection criteria for the event(s) they are registering their interest in.

Please note that members of the *Archery NZ (Inc) Selection Panel* may attend events where athletes are engaged to view performance, behaviour and progress.

Step 3

After the closing date for event selection the following will take place:

1. The Selection Panel will review and verify all athlete MQS scores and check for compliance with this policy and the *Archery NZ (Inc) Code of Conduct* and make recommendations to the board.
2. The High-Performance Subcommittee will check officials for compliance with this policy and the *Archery NZ (Inc) Code of Conduct* and make recommendations to the board.
3. The board, the High-Performance Subcommittee, and the Selection Panel may exercise good judgement and some flexibility in selection to ensure fairness, consistency, equity, transparency, and the principles of natural justice apply in all cases in the full knowledge that rigorous and timely appeal processes are in place.

Step 4

Once ratified, the chair of the board of Archery NZ (Inc) will inform the convenor of selectors of the names of athletes selected for the team.

The Convenor of Selectors will, in a timely fashion, send written notification to both successful and unsuccessful athletes on behalf of the board of Archery NZ (Inc).

The correspondence sent to unsuccessful athletes should include details of the appeals process.

Once ratified, the chair of the board of Archery NZ (Inc) will inform the chair of the High-Performance Subcommittee of the names of officials who will accompany the team and their roles.

The chair of the High-Performance Subcommittee will, in a timely fashion, send written notification to both successful and unsuccessful applicants on behalf of the board of Archery NZ (Inc).

The correspondence sent to unsuccessful applicants for officials' roles should include details of the appeals process.

5. Eligibility

To be considered for selection to an Archery NZ (Inc) team, an athlete or official must:

- Meet the selection criteria as detailed in this Policy to the satisfaction of the board of Archery NZ (Inc), this to include completing any required learning modules and submitting all documentation requested in a timely fashion. A failure to do so may result in the athlete's removal from consideration.
- Be a current and full financial member of Archery NZ (Inc).
- Be a New Zealand citizen or permanent resident and eligible to hold a New Zealand passport.
- The passport must have at least six months left before the expiry date.
- Have no outstanding liabilities to Archery NZ (Inc) that have not had a payment plan negotiated at the time of selection or upon leaving the country to compete.
- Not have breached, or be under investigation for any breach, of any rule relating to the *Archery NZ (Inc) Constitution*, the *Archery NZ (Inc) Code of Conduct*, or any rules or regulations of World Archery, the International Olympic Committee, or the New Zealand Olympic Committee.
- Not be under investigation for, or been charged with any breach of, relevant anti-doping rules or any violation of any part of the *Archery NZ (Inc) Anti-Doping Regulations* or those of the Sport Integrity Commission.

• For Youth events:

- Each person 16 years of age or younger competing in an Open Division event must be accompanied by a non-competing parent, legal guardian, or person acting officially in loco parentis (one individual parent, guardian, or person acting officially in loco parentis per athlete or per family of athletes). This person or persons may not also be an appointed official with the team.
- Youth athletes to have completed the Sport Integrity Commission *Clean Sport 101 Te Hākinakina Pūroi Kore 101* and *Clean Sport Values for Youth* e-learning modules.
- Officials travelling with youth teams or young individual athletes must have satisfactorily completed the Sport Integrity Commission's *Safeguarding and Protecting Children and Young People* course, the *Support Personnel* course, and *Antidoping E-Learning Levels 1 and 2*.
- A failure to complete these e-learning modules will see the athlete and/or the official removed from consideration.

• **For Open events:**

- All athletes, regardless of age, who are planning to compete in Open Division events are to have completed the Sport Integrity Commission's e-learning module *Antidoping E-Learning Levels 1 and 2*.
- All officials to have completed the Sport Integrity Commission *Support Personnel Course*, and *Antidoping E-Learning Levels 1 and 2*.
- It is no longer a prerequisite for selection to have competed in the Archery New Zealand (Inc) National Outdoor Championships.

6. Selection Criteria

In order to be considered for selection, athletes are required to achieve a minimum of three qualifying score (MQS) as listed below. Only archers who have achieved valid MQS scores or the equivalent will be considered for selection.

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

- The score must have been shot at a Major domestic or international tournament.
- The board of Archery NZ (Inc) has delegated authority to the High-Performance Subcommittee to allow for one RMT to be included when circumstances demand.
- Scores must be obtained at three different tournament events and at a minimum of two different locations.
- Scores must be validated by having three signatures – athlete, scorer, and a tournament official.
- All scores must be at the same distance and in the same discipline for which the athlete is seeking selection (e.g. target for a target event, field for a field event, U16 distance for an U16 division and so on).
- All scores must be uploaded into Archery OSA.
- It is, however, the archer's responsibility to also 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. A photographic record will be deemed sufficient.
- Overseas archers or archers who have shot overseas may submit scores from a publicly accessible equivalent tournament recording system such as Archers Diary, IANSEO, or WAREOS.

The board of Archery NZ (Inc), the Archery NZ (Inc) High-Performance Subcommittee, and the Selection Panel reserves the right to request verified copies of all scores.

The Archery NZ (Inc) board, in consultation with the Selection Panel and the High-Performance Subcommittee, may recommend for selection, athletes with outstanding international experience using flexible and variable criteria.

Minimum Qualifying Scores for the Selection Period (or subset thereof)

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 <i>Please note this is dependent on this bow division being available at these events</i> <i>Field Event scores listed in appendix</i>				Oceania Championships,
WA 72 Arrow Round (50m – 122cm face)	Open Men			500
	Open Women			485
WA 72 Arrow Round (50m – 122cm face)	U21 Men & Masters 50+			480
	U21 Women & Masters 50+			460
WA 72 Arrow Round (50m – 122cm face)	U18 Men			440
	U18 Women			420
WA 72 Arrow Round (35m – 122cm face)	U16 Men			400
	U16 Women			380
WA 72 Arrow Round (20m – 122cm face)	U14 Men			380

	U14 Women			350
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Recurve		Tier 1 Events	Tier 2 Events	Tier 3 Events
Examples of type of event of each Tier <i>Please note this is dependent on this bow division being available at these events</i> <i>Field Event scores listed in appendix</i>		World Championships, World Cups	Asia Cups, European Grand Prix, Summer FISU World University Games*, Youth World Championships**, Pacific Games	Oceania Championships,
WA 72 Arrow Round (70m – 122cm face)	Open Men	645	620	605
	Open Women	630	600	585
WA 72 Arrow Round (70m – 122cm face)	U21 Men & Masters 50+		600	580
Masters 50+ 60m 122cm face	U21 Women & Masters 50+		590	560
WA 72 Arrow Round (60m – 122cm face)	U18 Men		600	580
	U18 Women		590	560

WA 72 Arrow Round (45m – 122cm face)	U16 Men			585
	U16 Women			565
WA 72 Arrow Round (35m – 122cm face)	U14 Men			580
	U14 Women			560

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 Field Event scores listed in appendix		World Championships, World Cups	Asia Cups, European Grand Prix, Summer FISU World University Games*, Youth World Championships**, Pacific Games	Oceania Championships,
WA 72 Arrow Round (50m – 80cm face)	Open Men	690	670	660
	Open Women	670	650	640

WA 72 Arrow Round (50m – 80cm face)	U21 Men & Masters 50+		670	650
	U21 Women & Masters 50+		650	630
WA 72 Arrow Round (50m – 80cm face)	U18 Men		650	640
	U18 Women		630	620
WA 72 Arrow Round (45m – 80cm face)	U16 Men			637
	U16 Women			617
WA 72 Arrow Round (35m – 80cm face)	U14 Men			625
	U14 Women			585

* University games selection must comply with the rules of the UTSNZ and sports bodies hosting the event.

**Youth World Championships are the only events with age group requirements. All other events are open scores for selection.

6.1. If there are more athletes qualifying in the one gender/division than there are places available, athletes with the higher qualifying scores who have met all the other selection criteria will be put forward for selection.

If athletes in the same division submit the same three qualifying scores, these athletes will be asked to provide their next highest score. Unless there are other factors involved, the archer with the next highest score will be put forward for selection.

6.2. Achieving the above scores during the required qualifying period does not guarantee automatic selection to an Archery New Zealand (Inc) team.

7. Selection Panel

The Archery NZ (Inc) Selection Panel has the responsibility of reviewing the suitability of athletes being considered for selection.

This will include, but is not limited to, a consideration of performance at competitions, verification of MQS scores, and the personal suitability of the athlete as regards the level of behaviour that is expected of an athlete in a national team.

The selectors may attend events where athletes being considered for selection are competing to aid in the assessment of their suitability.

Those engaged in the selection process should have access to past team manager's reports and such reports from officials as may be of interest.

The *Code of Conduct* will be used as a guide to what behaviour may be deemed potentially problematic.

A profile for each athlete and official will be maintained by the High-Performance Subcommittee and stored in a way that respects the athlete/official's expectation of a right to privacy.

Athletes and officials may be required to undertake such training as is considered necessary to support selection.

The Selection Panel will make their recommendations for national team places to the High-Performance Subcommittee via the Convener of Selectors in writing. Members of the High-Performance Subcommittee will have the opportunity to formally comment on the recommended selections and to link these to the officials who are under consideration for team roles to ensure the best synergy between officials and athletes can be achieved.

Once comments have been included by the High-Performance Subcommittee, the names of nominees will be submitted to the board via the Convener of Selectors. The board, will then consider the ratification of recommendations for Athletes and Officials.

Recommendations to the board of Archery NZ (Inc) for the selection of officials is the exclusive prerogative of the Archery NZ (Inc) High- Performance Subcommittee.

The decision to ratify the whole team lies exclusively with the Board.

The board will only reject recommended selections with good cause and after professional consideration.

Approval of selections will not be unreasonably withheld.

The Selection Panel for 2025//2026 is:

- Mykel Turner (Convener - Auckland)
- Barbara Scott (Member 1 – West Coast, North Island)
- Pam Gordon (Member 2 – Lower South Island)

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

The Selection Panel members will retain their roles for 2 years as detailed in the Administration rules.

The High-Performance subcommittee will consider recommendations for new selector appointments six (6) months before current appointments come up for review.

Handover training will be offered.

8. Removal of Athletes or Officials

An athlete or official who is to be nominated or has been selected to represent Archery NZ (Inc) may have their nomination or selection rescinded for any of the following reasons:

a) Voluntary withdrawal.

- An athlete or official who chooses to withdraw must do so in writing to the board of Archery NZ (Inc) via the board chair's Archery NZ (Inc) email.
- The board must accept or reject the withdrawal using conventional methods and reply in writing to the athlete or official.
- The athlete or official may be required to return any funding they have received.
- The High-Performance Subcommittee will be tasked with recommending a suitable replacement in a timely manner who will be ratified by the board if deemed appropriate.
- The Selection Panel will be involved in this process in a non-decision-making capacity.

b) Injury or illness.

- Injury or illness, as reported by the athlete or official and supported by a medical certificate supplied in a timely manner by a suitably qualified health professional and provided to Archery NZ (Inc) via the email of the chair of the High-Performance Subcommittee, or in such a manner as respects the privacy of the applicant and the needs of Archery NZ (Inc).
- The request will then be considered as in clause 8a.

- If the athlete is unable to provide verification of his/her/their self-reported health status or injury as determined by a suitably qualified health professional, his/her injury will be assumed to be disabling, and he/she may be removed.
- In cases where Archery NZ (Inc) suspects an athlete or official has an injury or health concern that has not been reported, the chair of the Archery NZ (Inc) High-Performance Subcommittee may require documentation to be provided by a suitably qualified health professional appointed by Archery NZ (Inc). Archery NZ (Inc) will cover all costs of acquiring such documentation.
- In cases where the athlete chooses to voluntarily withdraw due to personal health concerns, approval will not be unreasonably withheld, and the athlete's decision to withdraw will be formally noted on their record.

c) Violation of the Archery NZ (Inc) Member Protection Policy, or Code of Conduct.

- Any violation of the Archery NZ (Inc) Member Protection Policy or Code of Conduct may result in the nomination or selection of the athlete or official being rescinded and further action taken. Action may include an investigation which will see the athlete or official stood down while the investigation takes place, and a period of suspension imposed should the athlete or official be found guilty.
 - Violations of the Archery NZ (Inc) Member Protection Policy or Code of Conduct include a failure to pay outstanding invoices of more than three months standing where a payment plan has not been negotiated. In this case the selection of the athlete or official may be rescinded.
 - Any athlete or official who has their nomination and/or selection rescinded will have the right to appeal this decision.
 - All appeals will be completed in a timely fashion.
- d) Any athlete or official who is found to be in breach of Archery NZ (Inc) anti-doping rules or the anti-doping rules of any Archery NZ (Inc) stakeholder will have all their roles with Archery NZ (Inc) immediately terminated.
- e) Any athlete or official who is under investigation for the violation of Archery NZ (Inc) anti-doping rules or the anti-doping rules of any Archery NZ (Inc) stakeholder will be stood down from all their roles with Archery NZ (Inc) until the matter is resolved and potential consequences determined.

8.1 Withdrawal from the International Event

- The Selection Panel reserves the right, should an athlete or official choose to deselect themselves, to select a replacement who has met the criteria for selection and to submit this to the chair of the High-Performance Subcommittee who will follow the standard process for gaining ratification for this selection. The High-Performance Subcommittee may choose to comment.
- Ratification of selection will not be unreasonably withheld.
- As this is likely to be time critical, decisions must be made with this in mind, and all parties notified.

8.2 Sending Teams or Individuals to International Events

- The Board of Archery NZ (Inc) reserves the right not to send an Archery NZ (Inc) team or individual to an international event.
- By accepting their selection, athletes and officials accept that they have been selected for the specific Archery NZ (Inc) team and a specific event or series of events.
- Athletes need to reapply to be reselected for future years and future events.
- Athletes and officials with significant international experience with Archery NZ (Inc) may, at the discretion of the board, be selected using more flexible criteria.

8.3 Team selections

By accepting their selection, athletes and officials will disclose on request or as soon as practicable all information relating to:

- fitness and general preparedness.
- health status including COVID
- the status of known injuries.
- prescription medications that are listed as restricted or prohibited.
- any factor likely to adversely affect preparation, training, or competition in the lead up to and including all events the athlete or official has been selected for.

It is the athlete's total responsibility to ensure all medications they are taking comply with the conditions required by The Sport Integrity Commission and to apply for a Therapeutic Use Exemption (TUE) if required.

8.4 Injury, Illness, or Other Factors

If, at any stage following the selection announcement, there is any doubt due to injury and/or illness, that the athlete can compete to the best of their ability at the event selected for, the Selection Panel may take this, or other factors affecting fitness to compete, into account.

However, the Selection Panel must first enquire of the athlete as to the status and prognosis of the injury, illness, or other factor affecting their fitness. If the Selection Panel choose, they may request a health or other status report from a suitably qualified health or other professional, to determine, based on this assessment, whether the athlete is able to compete at no risk to themselves or others.

The Selection Panel must consider the report and share its assessment, where appropriate, with the chair of the High-Performance Subcommittee who will, in turn, submit this to the chair of the Archery NZ (Inc) board.

The athlete's expectation of privacy must be considered at all times.

9. NZ Athletes based overseas

If a suitably qualified athlete is currently living and/or competing outside New Zealand and wishes to be considered for selection to a New Zealand team, the following additional points apply:

- All tournaments used to gain qualification scores must be World Archery registered or be equivalent to a New Zealand Major Tournament.
- The athlete must provide a copy of the official results (or a web address where verified scores can be viewed) along with their Intention to Apply form.
- The athlete should make every effort to attend any required events as detailed in Section 5 and Section 13 or alternative events as determined by the board.
- If the athlete genuinely cannot attend the compulsory event, they must apply for dispensation prior to the event taking place. The granting of dispensation needs to be recommended by the High-Performance Subcommittee and ratified by the Board of Archery NZ (Inc).
- The *Application for Dispensation* form is available online.
- The Athlete must be a full financial member Archery NZ (Inc); and
- The Athlete must adhere to all relevant parts of this Selection Policy.

10. Exceptional Circumstances

If an athlete considers there are 'exceptional circumstances' that are relevant to their selection, they must notify the Convenor of Selectors in writing as soon as possible and within 48 hours (two working days) regarding the specifics of the 'exceptional circumstances' they consider relevant.

These 'exceptional circumstances' will be self-described by the athlete and must fall outside previously existing criteria.

The athlete must provide full details of the 'exceptional circumstances', and the effect or potential effect on the athlete and any potential effect on others that is posed by the athlete's selection.

Taking these self-described 'exceptional circumstances' into account, the Convenor of Selectors shall refer any claim of 'exceptional circumstances' made in accordance with this Policy to the High-Performance Subcommittee which may, at their discretion, take them into account in considering decisions that relate to the selection of the athlete. If a claim is not made in accordance with this Policy, the High-Performance Subcommittee cannot take these self-described circumstances into account.

Should there be privacy issues that concern the athlete they, or their advocate, may approach the chair of the board direct by email or by telephone.

11. No Consideration

The Selection Panel may not consider an athlete for selection under this Policy if the athlete does not meet the eligibility requirements specified in this Policy or as otherwise determined by the selectors, the High-Performance Subcommittee, and the board in consultation.

12. Funding

Selection is made on a 'self-funding' basis.

For the avoidance of doubt, an athlete or official who is selected under this Policy is required to cover their own travel, insurance, meals, any additional representative uniforms they purchase beyond those provided, entry fees, potential penalty fees imposed on them by the tournament LOC that are not the fault of Archery NZ (Inc), and accommodation. Official accommodation costs will be split equally between the members of the team unless any team member requests a single room, in which case that athlete or official will pay the full cost of their own accommodation.

Costs incurred during this process by Archery NZ (Inc) such as penalties for failing to meet deadlines will be paid by Archery NZ (Inc).

12.1 Notes for World Championships and World Youth Championships

When this Policy refers to the World Archery World Championships, The World Games, and the World Archery Youth World Championships, Archery NZ (Inc) will pay all tournament registration and entry fees.

13. Training Camps for Selected Athletes and Officials

The date and location of the training camp or camps will be announced to team members at least 30 days in advance of the event/training.

Archery NZ (Inc) will, however, endeavour to announce the dates and locations as far in advance as possible.

Funding will be sought by Archery NZ (Inc) to fully or partially subsidise those attending the camps.

All athletes and officials must attend the training camp/s.

If an athlete or an official is unable to attend a training camp, they must seek dispensation via the *Application for Dispensation* form.

14. Anti-doping Requirements

Athletes and officials are bound by the Archery NZ (Inc), World Archery, World Anti-Doping Agency, and the Sport Integrity Commission anti-doping rules.

This includes participation in out of-competition testing as required by the Sport Integrity Commission rules.

15. International Disclaimer

These procedures are based on World Archery rules and the rules of the Sport Integrity Commission as presently known and understood.

Any change in the selection procedures prompted by changes to World Archery rules and regulations will be promulgated to affected athletes and officials immediately they are known.

The selection criteria contained in this document are based on the latest information available to Archery NZ (Inc). However, selections are always subject to unforeseen, intervening circumstances, and a need for flexibility, and realistically may not have accounted for every possible contingency.

If any force of nature, international health crisis, war, or force majeure, should cause the alteration or cancellation of any of the selection events referred to in this document, these selection procedures will be revised, circulated, and adopted by the Board of Archery NZ (Inc) under advisement in a timely fashion.

16. Archery NZ (Inc) and the Board's Exclusive Right to Notification of Selection

The Board of Archery NZ (Inc) is required to ratify all national team and individual selections and until such time as the Archery NZ (Inc) board makes a formal team announcement, athletes and officials must refrain from publishing acknowledgement of their selection, or that of any other party, on social media, or from commenting publicly regarding any matters to do with selection.

17. Code of conduct

The Archery NZ (Inc) *Code of Conduct*, the Archery NZ (Inc) *Member Protection Policy* and the Archery NZ (Inc) *Anti-Match Fixing Policy* can be found on the Archery NZ (Inc) website.

18. Appeals

An athlete (“Appellant”) may lodge an appeal against their non-selection to Archery NZ (Inc) 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 (Inc) in writing of their wish to appeal the Selection Panel’s decision not to select the Appellant, this to be undertaken 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 (Inc) and the athlete. The purpose of the meeting is to allow the Selection Panel to explain their decision, to allow the Appellant to respond, and to see whether the appeal can be resolved by agreement; this meeting may take place in person, via Zoom or some other online platform, or by 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, and travel fees if the meeting takes place 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 working days) of the end of the “without prejudice” meeting or within 48 hours (2 working 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 working days) of informing the Chair.

- III. there is a further right of appeal from a decision of the Sports Tribunal to the Court of Arbitration for Sport (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 Chair: chairperson@archery.org.nz