



Australian Disc Golf Team Selection Policy

SCHEDULE 1: NATIONAL TEAM PROGRAM 2024

Month	Event	Comment
8 th -31 st January	Expressions of Interest open for Worlds team, selectors and team manager	
Early Feb 2024 Late Feb 2024	Selectors announced Squad announced	
Feb 24-26, 2024 Mar 9-11, 2024 Mar 22-24, 2024 April 26-28, 2024	ACT Open Tassie Open SA Open (not a major) Victoria Open	Results to be noted for selection consideration.
Late April 2024	Team announced	Including team manager
May to October 2024	Worlds Training Camps	Dates and locations to be advised to selected athletes
November 6-9th	WFDF Team Worlds (Perth)	

SCHEDULE 2: TEAM SELECTION CRITERIA

Player's experience in high level competition

- Current PDGA rating
- Recent results in Australian and International events (last 12 months)
- ADG tour results (best 6 events)
- Ratings history including increases over time

Team Experience

- Previous experience in Disc Golf team or other elite sporting teams
- Previous experience in Doubles and Matchplay events

Displays a high level of control of the disc

- A wide range of accurate and reliable throws in all match situations
- Ability and confidence to throw backhand and forehand
- Good decision making

Physical Condition

- Athleticism
- Commitment to completing required training programme
- Adheres to additional requirements outlined by leadership
- Demonstrated commitment to resolving injuries
- Physical fitness sufficient to compete at an elite level for duration of competition

Spirit

- Role model for Spirit of the Game
- Excellent knowledge of the rules
- Displays positivity and support for others throughout the preparation for the event

Attitude

- Plays to the team plan with a focus on team success above individual
- Has demonstrated resilience under pressure
- Communicates to and supports teammates while not competing.
- Responsive to feedback
- Follows outlined team guidelines and adheres to the Code of Conduct

Commitment

- Demonstrates commitment to the campaign and programs
- Completes physical, mental and skills training as well as other team requirements
- Ability to meet time and costs associated with campaign
- Understanding of and commitment to adhering to all Anti-Doping regulations

Australian Disc Golf Team Selection Policy - Jan 2024

Policy Type – Operational

Approved by - ADG board

Initial Date of Approval – 6th January 2024

1 INTRODUCTION

1.1 PURPOSE

The purpose of the Australian Disc Golf (ADG) National Teams Selection Policy (**Policy**) is to provide a framework and transparency for the identification and selection of athletes to Australian Disc Golf squads and teams and to assist those athletes to achieve their individual potential.

1.2 SCOPE

This Selection Policy covers all national disc golf teams from Under-18 years to Masters age groups and including Open, Women's and Mixed teams/squads.

1.3 OBJECTIVES

The objectives of this policy are to:

- select athletes for teams in international competition who will achieve the best possible results in the total context of the relevant campaign and the development of the sport;
- to employ a fair and transparent selection process that encourages all eligible athletes to challenge for positions in Campaign squads.

1.4 ADOPTION AND AMENDMENT

This policy is adopted and managed by the ADG board.

This policy may be amended or supplemented by the ADG board in their discretion in order to achieve the policy objectives and specifically where matters arise which, in the opinion of the ADG board, have not been provided for in this policy, or where the literal application of this policy would not achieve the above objectives.

Any variation or amendment will be in writing, given by the ADG board who will endeavour to give as much notice as possible to all persons affected by any amendment or supplement to this policy.

The ADG board authorises the High Performance Committee to amend Schedule 2 - National Team Program as necessary to reflect changing dates and events as they evolve across the high performance program.

1.5 DEFINITIONS

ADG means Australian Disc Golf, the recognised national organisation responsible for disc golf in Australia.

AFDA means the Australian Flying Disc Association Limited, the recognised national sports organisation responsible for flying disc sports in Australia.

AFDA Management means the CEO or another AFDA employee delegated by the CEO to manage an area of AFDA operations.

Campaign means the whole program leading to international competition, including staff and team selection, team preparation and training, pre-tour activities and matches and the international event itself.

Expression of Interest (EOI) means a form completed by players wishing to be considered for selection to the National Team.

High Performance Committee (HPC) means the committee established by ADG which assesses and recommends appointment of staff, including coaches, managers and selectors and provides advice to the ADG board on high performance matters.

National Team means a team selected by ADG to represent Australia in an international disc golf event but does not mean Australian individual players competing in international events.

National Team Program means the program of selection, training and international events as set out at **Schedule 2** of this policy and as amended from time to time and published on the ADG website.

Non-Selected Athlete means a person who has applied to selected for a Campaign as a player and who has complied with the processes detailed in this policy but who has not been selected for the Campaign team.

Selection Panel means the selectors appointed by the HPC and responsible for selecting a squad or team as described in 2.2 below.

Team means the team selected for an international event, including reserve athletes. For any specific individual match in a competition the team captains have sole responsibility for team selection and deployment.

Team Squad means, during the pre-selection period, the group of athletes who are engaged in the selection process up until the finalisation of National Team selection.

World Flying Disc Federation (WFDF) is the international governing body for flying disc sports.

2 SELECTION PROCESS

A selection Panel will identify and recommend athletes for Team Squads and National Teams. Refer to Schedule 2 for a timeline of this process. The High Performance Committee will oversee the selection process and will be responsible to ensure communication of and compliance with this Selection Policy.

2.1 HIGH PERFORMANCE COMMITTEE

The High Performance Committee (HPC) is established by ADG to advise the ADG board on matters relating to planning and administration of the national high performance program and international campaigns, including recommendations for national team managers, coaches and selectors.

The Committee will comprise from three (3) to six (6) members. The ADG will endeavour to arrange that at least 1 of the HPC will be a man and at least 1 will be a woman. HPC members will have recognised experience in high-level disc golf as a player.

Where possible, current National Team players, coaching and managerial staff should not serve on the HPC. If an HPC member is associated with a particular team as a coach or athlete they must recuse themselves from team specific discussions associated with the relevant team.

The terms of reference for the HPC are published on the ADG website.

2.2 SELECTION PANELS

A panel of 3-5 selectors will comprise independent selectors appointed by the ADG board in consultation with the High Performance Committee.

2.3 EOI AND TEAM SQUAD

A call will be put out for expressions of interest (EOI) to be part of the team. From these the selection panel will choose a team squad larger than the final team size. Players selected for the team squad will be required to pay a deposit of \$250 which will be refunded to those who do not make the final team.

2.4 MEDIATION

In the event that the Selectors require mediation on the selections, the High Performance Committee will be contacted for guidance.

2.5 DOCUMENTATION

The Selection Panel will make notes on athlete assessment and team selection in the form advised by the High Performance Committee which will address the Assessment Criteria described in section 5 and the Selection Criteria in **Schedule 1**.

2.6 ELIGIBILITY CRITERIA

Athletes must agree to sign the relevant ADG Athlete Agreement to be eligible for selection.

For an athlete to be eligible for selection in Australian teams and squads they must be qualified to compete for Australia under WFDF rules and regulations.

Athletes must be current ADG Registered Participants in good standing with ADG and their State Member Organisation and not subject to any ADG/PDGA or State Member Organisation suspension or other restrictive sanction.

3 ASSESSMENT CRITERIA

Athletes must meet acceptable performance standards and in selecting the team or squad the Selection Panel will nominate those athletes who, to the satisfaction of the selection panel in its sole and absolute discretion, will achieve the optimum team compatibility and balance and assist in achieving the best possible results for Australia.

Assessment is continuous and will be made on athlete performance in international competition, Australian Championships, regional competitions, local events, training camps and training sessions.

The Selection Panel will take into account the following Assessment Points at 3.1 and the Selection Criteria at **Schedule 1**.

3.1 ASSESSMENT POINTS

In determining which athletes will be selected for National teams and squads, the Selection Panel will consider:

- current form and performance;
- past playing record;
- technical skills;
- specialist skills;
- flexibility/versatility;
- team orientation;
- potential to progress in above areas;
- team composition

3.2 REHABILITATION

An athlete who has been unable to participate in competition and training because of injury can still be eligible for selection, subject to the approval of the High Performance Committee and appropriate medical verification and/or exemptions.

3.3 ENDORSEMENT AND RATIFICATION

In the first instance, National Teams and Squads recommended by the Selection Panel must be approved by the High Performance Committee and then endorsed by the ADG board.

4 NOTIFICATION

Athletes will be notified of team and squad selections in accordance with the agreed protocols. Timing of selection and announcements will be provided to all selected athletes at the earliest possible opportunity.

Non-selected squad athletes may, at their own discretion, seek feedback from the selection panel, in accordance with the arrangements and process communicated at the time of National Team notification.

5 CAPACITY TO PREPARE AND TOUR

Athletes advised of their inclusion in a team or squad must confirm their availability to attend the specific event and all squad trainings.

Athletes must have the capacity to meet costs to attend the designated events and tours as per the principle of player self-funding.

Athletes for overseas events must hold or obtain a current passport with more than 6 months until expiry date, and be eligible and able to obtain the necessary visas for entry into countries that are part of any tour and meet any vaccination requirements applicable to travel.

Athletes are responsible to ensure leave from their employment and/or studies is available for the specific competition/s and/or squad camp/s.

6 DE-SELECTION, EXCLUSION AND REPLACEMENT

6.1 RIGHT TO ADD OR REMOVE OR REPLACE

ADG reserves the right to add or remove players from squads or teams at its discretion and where a need is clearly established. Such changes must be approved by the High Performance Committee and ratified by the ADG board.

Reasons for which an addition, de-selection or replacement may be necessary, may include, but are not limited to:

- injury/illness;
- bereavement leave/personal matters;
- discipline, including breach of Athlete Agreement or integrity policy;
- failure to pay team fees in accordance with ADG's schedule.

6.2 ATHLETE PERFORMANCE STANDARDS

Selected athletes must maintain or improve their skill or fitness levels in accordance with the team's training programs.

Performance deterioration that is identified by the team manager subsequent to selection may lead to exclusion from the national team or squad.

6.3 INJURY/ILLNESS/UNFORESEEN CIRCUMSTANCES

Athletes must advise the team manager of any injury/illness or personal concerns immediately. The team manager will as soon as possible inform and discuss with the HPC.

Subject to approval from the High Performance Committee, the team manager may replace a team/squad member due to injury, illness, or unforeseen circumstance based on having clearly established the need to do so or having received confirming medical or other evidence in line with the rules of the competition.

7 APPEALS

7.1 WHO MAY APPEAL NON-SELECTION AND DE-SELECTION?

Athletes may appeal non-selection or de-selection in Australian national senior teams for WFDF world and regional events.

7.2 GROUNDS FOR APPEAL

The sole grounds for any appeal are:

- that the Australian Disc Golf Team Selection Policy was not properly followed and/or implemented;
- the appellant was not afforded a reasonable opportunity by ADG to satisfy this Selection Policy;
- the selection decision was affected by actual bias; or
- there was no evidence on which the selection decision could reasonably be based.

7.3 PROCESS

The AFDA Complaint Manager will manage the appeal process.

The notice of appeal must be sent to:

AFDA Complaint Manager

Email: integrity@afda.com.au

A prospective appellant may contact the ADG secretary (secretary@australiandiscgolf.com) to seek information about this policy and the appeal process prior to formally submitting the appeal.

In-scope and compliant appeals will be heard by the National Sports Tribunal (NST).

7.4 STEPS PRIOR TO SELECTION APPEAL

- a) A Non-Selected Athlete must not commence a Selection Appeal in the NST unless the provisions of this clause 7.3 have been complied with.
- b) Within 48 hours of the time that the official announcement of the selected team is published on the ADG website, the Non-Selected Athlete must provide Written Notice to the AFDA Complaint Manager that the Non-Selected Athlete disputes their non-selection.
- c) The Non-Selected Athlete must provide reasons to support their notice of dispute. The Written Notice must be accompanied by a \$200 application fee, which will be refunded to the Athlete should the outcome of the dispute or appeal process result in their selection for the Team for the Event.
- d) Within a reasonable timeframe of the Non-Selected Athlete Written Notice being received by the AFDA Complaint Manager in accordance with 7.3 (b) the AFDA Complaint Manager must provide the Non-Selected Athlete with a written statement of AFDA's reasons supporting the non-selection of the Non-Selected Athlete.
- e) Within 48 hours of a Non-Selected Athlete receiving AFDA's written statement in accordance with clause 7.3 (d), the Non-Selected Athlete must provide to the AFDA Complaint Manager a written response which indicates whether the Non-Selected Athlete intends to proceed to a hearing of their Selection Appeal in accordance with clause 7.4.

f) The Parties must use their best endeavours, acting in good faith, to resolve the dispute through communication in accordance with this clause 7.3 made on a without prejudice basis and kept confidential between the Parties.

g) For the avoidance of doubt, any formal written notice (and reasons) or statement made by the AFDA Complaint Manager or the Non-Selected Athlete in accordance with 7.3 (b)-(f) may be submitted to the NST for the purposes of the First instance Appeal and or Final Appeal.

h) For clarity, time periods referred to in clause 7.3 may be extended by agreement of AFDA and the Non-Selected Athlete in advance.

7.5 REFERRAL TO NATIONAL SPORTS TRIBUNAL

a) On completion of the processes under clause 7.3, the Complaint Manager will assess the appeal and determine if it is in-scope and compliant with this policy.

b) If the matter is not resolved to the satisfaction of the Non-Selected Athlete through the processes undertaken under clause 7.3 and the appeal is in-scope and compliant, as determined by AFDA's Complaint Manager in their sole discretion, the Complaint Manager will refer the appeal to the NST.

c) The appeal will proceed in accordance with the procedures set out in the *National Sports Tribunal Act 2019 (Cth) (NST Act)* and all legislative and notifiable instruments made under the NST Act. The costs of the appeal to the NST will be determined by the NST and are to be borne by the appellant.

d) AFDA will be a party to the appeal to the NST and the Complaint Manager will support the NST appeal process through the provision of relevant information on request and assistance with communications with the appellant and AFDA as required.