

## **APPENDIX 1 – STAFF ELIGIBILITY & NOMINATION**

### **Team Leader**

- i. The Team Leader for Team Ireland at the 2023 EOC European Games will be the National Head Coach (Diving)

### **Team Coach Eligibility**

Depending on the size of Team Ireland and the staff accreditations that are made available to Swim Ireland by the OFI, any additional coach to be considered eligible for nomination by the Performance Senior Leadership Team must meet the following criteria:

- i. Be a registered Swim Ireland member for the 2022-2023 season;
- ii. Be in good standing with Swim Ireland;
- iii. Be on the long list;
- iv. Be holders of the Swim Ireland Level 3 Coaching Certificate or international equivalent or be enrolled on a Level 3 Coaches Course at the time of nomination;
- v. Be available to fulfil the obligations of Team Ireland (Diving);
- vi. Comply with the statements and expectations of the Swim Ireland 'On This Performance Team' booklet
- vii. Comply with the provisions of the Olympic Charter currently in force;
- viii. Have completed the Team Ireland 2024 Team Member Agreement;
- ix. Have completed the International Olympic Committee (IOC) Preventing Competition Manipulation online course;
- x. Have completed the OFI Medical Data Capture Survey;
- xi. Has not acted in such a manner so as to bring himself/herself, Swim Ireland, the sport, World Aquatics, the OFI or the EOC/IOC into current disrepute. For the avoidance of doubt: the evaluation of this requirement is at the sole discretion of the Swim Ireland Senior Leadership Team for the purposes of Nomination and at the sole discretion of the OFI Selection Committee for the purposes of Selection: the public disrepute referred to within this clause includes potential and/or actual disrepute; an example of such public disrepute may include (but is not limited to) an individual being charged with or convicted of a criminal offence

### **Team Coach Nomination Procedure**

- i. Subject to coaches meeting the Eligibility criteria as set out above, one or more additional coaches may be recommended by the National Performance Director and where so recommended, may be nominated to the OFI by the Performance Senior Leadership Team
- ii. National Team Coaches may be selected in an offsite (2023 EOC European Games Holding Camp only), onsite (2023 EOC European Games) and/or combined (2023 EOC European Games Holding Camp and Olympic Games) role and such selections will be reflective of the Team size, the number of accreditations available, the needs of the individual athletes and/or relays selected, as well as considering the optimum balance of the Team as a whole. As such, a Team Coach may not be required/selected

### **Team Manager Eligibility**

Depending on the size of Team Ireland and the staff accreditations that are made available to Swim Ireland by the OFI, any team manager to be considered eligible for nomination by the Performance Senior Leadership Team must meet the following criteria:

- i. Be a registered Swim Ireland member for the 2022-2023 season;
- ii. Be in good standing with Swim Ireland;
- iii. Be a full-time resident within Ireland;
- iv. Be on the long list;
- v. Be available to fulfil the obligations of Team Ireland;
- vi. Be holders of the Swim Ireland Level 2 Team Management Certificate or equivalent Swim Ireland Team Manager CPD courses completed or international equivalent;
- vii. Other than in exceptional circumstances, team managers will not be the parent or guardian of an athlete member of the Team;
- viii. Other than in exceptional circumstances, have provided direct service or support as a team manager as part of the National Programme or Regional Programme in the period 1<sup>st</sup> September 2023 – 30<sup>th</sup> May 2024 (where offered/requested);
- ix. Comply with the statements and expectations of the Swim Ireland 'On This Performance Team' booklet
- x. Comply with the provisions of the Olympic Charter currently in force;
- xi. Have completed the Team Ireland 2024 Team Member Agreement;
- xii. Have completed the International Olympic Committee (IOC) Preventing Competition Manipulation online course;

**Diving Appendices**

- xiii. Have completed the OFI Medical Data Capture Survey;
- xiv. Has not acted in such a manner so as to bring himself/herself, Swim Ireland, the sport, World Aquatics, the OFI or the EOC/IOC into current disrepute. For the avoidance of doubt: the evaluation of this requirement is at the sole discretion of the Swim Ireland Senior Leadership Team for the purposes of Nomination and at the sole discretion of the OFI Selection Committee for the purposes of Selection: the public disrepute referred to within this clause includes potential and/or actual disrepute; an example of such public disrepute may include (but is not limited to) an individual being charged with or convicted of a criminal offence

**Team Manager Nomination Procedure**

- i. Subject to the team manager meeting the Eligibility criteria as set out above, the team manager may be recommended by the National Performance Director and where so recommended, may be nominated to the OFI by the Performance Senior Leadership Team
- ii. Team managers may be selected in an offsite (2023 EOC European Games Holding Camp only), onsite (2023 EOC European Games) and/or combined (2023 EOC European Games Holding Camp and Olympic Games) role and such selections will be reflective of the Team size, the number of accreditations available, the needs of the individual athletes and/or relays selected, as well as considering the optimum balance of the Team as a whole. As such, a team manager may not be required/selected

**Diving Specific Sports Science/Sports Medicine Practitioner Eligibility**

Depending on the size of Team Ireland and the staff accreditations that are made available to Swim Ireland by the OFI, any swimming/diving specific sports science/sports medicine practitioner to be considered eligible for selection by the Performance Senior Leadership Team must meet the following criteria:

- i. Be in good standing with Swim Ireland;
- ii. Be holders of an appropriate and recognised qualification for the position of appointment;
- iii. Be on the long list;
- iv. Be available to fulfil the obligations of Team Ireland;
- v. Comply with the statements and expectations of the Swim Ireland 'On This Performance Team' booklet
- vi. Comply with the provisions of the Olympic Charter currently in force;
- vii. Have completed the Team Ireland 2024 Team Member Agreement;
- viii. Have completed the International Olympic Committee (IOC) Preventing Competition Manipulation online course;
- ix. Have completed the OFI Medical Data Capture Survey;
- x. Has not acted in such a manner so as to bring himself/herself, Swim Ireland, the sport, World Aquatics, the OFI or the EOC/IOC into current disrepute. For the avoidance of doubt: the evaluation of this requirement is at the sole discretion of the Swim Ireland Senior Leadership Team for the purposes of Nomination and at the sole discretion of the OFI Selection Committee for the purposes of Selection: the public disrepute referred to within this clause includes potential and/or actual disrepute; an example of such public disrepute may include (but is not limited to) an individual being charged with or convicted of a criminal offence

**Sports Science/Sports Medicine Practitioner Selection Procedure**

- i. Subject to a sports science/sports medicine practitioner the Eligibility criteria as set out above, a sports science/sports medicine practitioner may be recommended by the National Performance Director and where so recommended, may be nominated to the OFI by the Performance Senior Leadership Team
- ii. Sports science/sports medicine practitioners may be selected in an offsite (2023 EOC European Games Holding Camp only), onsite (2023 EOC European Games only) and/or combined (2023 EOC European Games Holding Camp and Olympic Games) role and such selections will be reflective of the Team size, the number of accreditations available, the needs of the individual athletes and/or relays selected, as well as considering the optimum balance of the Team as a whole. As such, sports science/sports medicine practitioners may not be required/selected

## APPENDIX 2 – NOMINATION/SELECTION APPEAL PROCESS

The following appeals procedure applies in respect of any appeal made by an athlete where:

- a. they have met the Swim Ireland 'Eligibility Criteria' and 'Nomination Criteria' and have not been nominated for selection to the Irish team ("Irish Team") for swimming by the National Selection Panel for the 2023 EOC European Games, or;
- b. they have been de-selected from the Team Ireland either as a nominated athlete by the National Selection Panel or as a selected athlete to Team Ireland for swimming or diving by the Olympic Federation of Ireland (OFI) for the 2023 EOC European Games

In the case of an athlete who has not been nominated for selection, the appeal must be exercised within the timelines below and prior to the selection of athletes by the OFI. In the case an athlete who has been de-selected, the appeal must be exercised within the timelines below.

### Nomination Appeal - Limitation of Appeal

Any appeal is limited to grounds of:

- a. bias, and/or
- b. the Nomination Policy was not adhered to

### Nomination Appeal - Notice of Appeal

1. The Appeal must be delivered within **seven days** from the completion of the relevant Nomination Stage outlined within the Nomination Policy, from which the National Selection Panel have made nominations to the OFI for selection to Team Ireland or in the case of a de-selected member, the Appeal must be delivered within **72 hours** of the communication to the athlete of the de-selection decision.
2. The Appellant must lodge a Notice of Appeal (in the form prescribed at Schedule 1) setting out one or both of the limited grounds of appeal together with any supporting documentation.
3. The Notice of Appeal must be emailed to the Swim Ireland Performance Office and copied to the Swim Ireland Chief Executive Officer (CEO)
4. An administrative fee of €100.00 must be paid with the Notice of Appeal either electronically to Swim Ireland Bank Account (IBAN IE03AIBK93251559772048 and BIC AIBKIE2D) or by cheque made payable to 'Swim Ireland'. This fee will be refunded to the Appellant if the Appeal is successful

### Nomination Appeal - Leave to Appeal

5. The Swim Ireland Performance Manager shall supply copies of the Notice of Appeal to the Swim Ireland Complaints & Disciplinary Officer within **24 hours** of receipt of the Notice of Appeal
6. The Performance Manager and the Complaints & Disciplinary Officer shall review the Notice of Appeal and any attached documents in order to determine whether leave to appeal should be granted to the Appellant
7. The Performance Manager and the Complaints & Disciplinary Officer shall have regard to:
  - (a) whether the Notice of Appeal was served in time and;
  - (b) whether an eligible ground of appeal has been raised in the Notice of Appealin determining whether Leave to Appeal should be granted
8. If the Notice of Appeal is not fully completed and/or no evidence of the fee being paid is provided and/or the Notice of Appeal is not lodged within the prescribed period, then the appeal shall be deemed invalid.
9. If the Performance Manager and the Complaints & Disciplinary Officer determine that an Appellant has or has not met the criteria for Leave to Appeal, then they shall communicate their decision to grant or refuse Leave to Appeal to the Appellant and to the CEO of Swim Ireland within **48 hours** of receipt of the Notice of Appeal
10. Within **48 hours** of receipt of a decision to grant leave to appeal from the Performance Manager and the Complaints & Disciplinary Officer, the CEO shall:
  - (a) appoint an ad hoc Appeal Committee, (three persons, two of whom shall be independent of Swim Ireland)
  - (b) deliver to that Appeal Committee and the Appellant the appeal documents and
  - (c) notify the Appellant of the composition of the Appeal Committee
11. The Appellant shall raise any objection to the composition of the Appeal Committee, setting out the reasons for such objection within **48 hours** of receipt of the notice of the composition. If there is any objection to the composition of the Appeal Committee, the Appeal Committee shall have the right to determine if the objection is upheld or not. If there is any possibility of a perception of bias or actual bias then that member of the Appeal Committee should stand aside. If the objection is upheld, then the CEO shall appoint new person(s) to the Appeals Committee

12. The appeal hearing shall take place within **72 hours** of receipt by the CEO of the decision to grant leave to appeal. The Appeal Committee shall have discretion to extend this timeline for the appeal hearing where it deems fit
13. Within **48 hours** of the Appeal Committee being appointed (and not be objected to), the Chair appointed by the Appeal Committee shall deliver notification of the hearing to the Appellant and to the Performance Manager including, where appropriate, the following details:
  - a. the time, date and venue of the hearing, with at least **72 hours'** notice of the hearing;
  - b. all documents received by the Appeal Committee;
  - c. an outline of their rights at the hearing which includes the following rights: legal representation, to produce additional documents, to deliver submissions, to examine and cross examine witnesses (including expert witnesses); to make statements;
  - d. each party attending the appeal hearing shall deliver to the Appeal Committee notice of all witnesses and legal representatives and where appropriate, provide copies all witness statements and written submissions within **48 hours** of the scheduled appeal hearing;
  - e. where it appears that the interests of a Third Party may be affected by any decision of the Appeals Committee, the Appeals Committee may invite the Third Party to make submissions and produce additional documents and make submissions
14. The decision of the Appeal Committee, which is by majority, is limited to determining whether either or both of the grounds for appeal have been substantiated
15. The Appeal Committee shall e-mail a written reasoned decision to the parties attending the hearing within **48 hours** of the appeal hearing
16. The decision of the Appeal Committee shall be binding on the parties attending the appeal hearing and any affected third party who is a member of Swim Ireland, subject to a right to challenge such decision before the Sports Dispute Solutions Ireland (SDSI) Olympic Tribunal in accordance with the SDSI arbitration rules and procedures
17. Any arbitral challenge to the decision of the Appeals Committee must be commenced within **72 hours** of receipt by the Appellant of the decision of the Appeals Committee

#### **Nomination Appeal - Powers of the Appeal Committee**

18. The Appeal Committee shall have the flexibility to conduct the hearing in any manner it deems fit, subject to the hearing being conducted fairly
19. The Appeal Committee may, at its sole discretion, disregard any failure by a party to adhere to these Procedures and may give such further directions as may be appropriate
20. If any party fails to appear at the hearing or comply with the Chair's direction or other communication issued by the Chair, the Appeals Committee may proceed in the absence of that party
21. Throughout any appeals process the parties must use their best endeavours, acting in good faith, to resolve the dispute by communication. Any such communications may be made on a without prejudice basis and shall be kept confidential between the parties
22. The Appeal Committee shall either uphold or reject the appeal. The Appeal Committee cannot replace the decision of the National Selection Panel. Where the appeal is upheld, then the Appeal Committee shall remit the matter back to the National Selection Panel with directions
23. Each party shall be responsible for their own costs and expenses, including legal costs for the appeal hearing. The Appeal Committee has no power to make an award of legal costs against a party. The Appeal Committee has the power to order a party to pay for the costs of the appeal hearing, such as room hire, travel, catering, legal assessor and other expenses incurred because of the hearing
24. The Appeal Committee, the National Selection Panel and / or any employee or volunteer involved in the selection process shall be immune from suit in respect of any loss or damage caused to the athlete in respect of any decisions to select one athlete over another

#### **Selection Appeal**

25. Any Nominated Athlete may appeal against their selection or non-selection by the OFI to the SDSI Olympic Tribunal. This appeal to the OFI selection decision shall only be available to Nominated Athletes on the following grounds:
  - a. That the selection decision was affected by actual bias;
  - b. There was no basis upon which the OFI's decision could be reasonably made
26. The procedure for a Selection Appeal shall be as follows:
  - i Within **48 hours** of receiving the OFI's notice of their non-selection, the Athlete must file and serve (on the respective CEOs of the OFI and Swim Ireland) a Notice of Appeal with the SDSI Olympic Tribunal setting out clearly the grounds upon which they dispute their non-selection.
  - ii Thereafter the SDSI Procedural Rules shall apply.

- iii Any party to a Selection Appeal decision of the SDSI Olympic Tribunal may appeal such a decision to the Court of Arbitration for Sport (CAS) in accordance with its rules.
- iv Throughout any Selection Appeals process, the Parties must use their best endeavours, acting in good faith, to resolve the dispute through communication and any communications made for the purposes this process may be made on a without prejudice basis and kept confidential between the parties.

SCHEDULE 1

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NOTICE OF APPEAL

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**1. DETAILS OF THE PERSON / ORGANISATION APPEALING (the “Appellant”)**

Name of Appellant

Date of Birth (if individual)

Over 18 (if individual)

Address

Email

Phone

Discipline

Name of Barrister/Solicitor or other representative of Appellant (if applicable)

**2. PARENT/LEGAL GUARDIAN'S DETAILS (if Appellant is under 18):**

Name(s)

Address

Email

Phone

**3. DETAILS OF RESPONDENT (if other than Swim Ireland)**

Name of Respondent(s): (Individual or Organisation against whom the Appeal is filed):

Address

Email

Phone

**4. INTERESTED PARTIES**

Are there any other persons or organisations who or which may be directly affected by, or who has a sufficiently close interest in your selection?

Name

Address

Email



Phone

**5. DETAILS OF SELECTION DECISION BEING CHALLENGED:**

Date of selection decision (If date notified of selection decision is different, please state)

Person(s)/Organisation responsible for selection

Name of parties selected

Details (including date, venue and name) of the next event that the selected team is attending and/or participating in:

**6. GROUNDS OF APPEAL:**

Please state whether your appeal is based on:

- (a) bias, and/or
- (b) the Nomination Policy document was not adhered to

Provide a summary of the nature of this appeal

Please provide details of outcome and/or relief sought

Please provide details of any documents relied on (explaining the relevance of any document relied upon).

1.
2.
3.

Please provide the names of witnesses (if any).

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**7. URGENT APPEAL**

Are there grounds for showing that this appeal should be heard as a matter of urgency?

Yes     No

If yes, please provide reasons justifying this

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Signed: 

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If signatory is someone other than the Appellant, please outline signatory's relationship with the Appellant)

Date:

**CHECKLIST**

1. Is this document completed, dated and signed?
  
2. Have you attached documents you are relying upon?
  
- Have you confirmed if your appeal is on the grounds of (a) bias, and/or (b) the Nomination Policy document was not adhered to?
  
3. Have you either attached a cheque for €100.00 made payable to 'Swim Ireland' or transferred €100.00 to the Swim Ireland bank account (IBAN: IE03AIBK93251559772048 and BIC: AIBKIE2D)?
  
4. Have you sent this form by email only to the Performance Office at **email – performance@swimireland.ie** and copied to the CEO at **ceo@swimireland.ie**