

LEN EUROPEAN CHAMPIONSHIPS (25m)

5th – 10th December 2023, Bucharest, Romania

SELECTION POLICY (Swimming)



Introduction

This Policy provides five avenues by which an athlete can be selected to the Ireland National Team (“Ireland National Team”) for the LEN European Championships (25m). In all circumstances, an athlete is selected to the Ireland National Team for the LEN European Championships (25m) and not selected to a specific event. These avenues (“Selection Stages”) are described in further detail below

This Policy will only apply if:

- 1. The LEN European Championships (25m) are held on the existing dates of 5th – 10th December 2023 and/or are held in the existing location of Bucharest, Romania. If there is any postponement of the LEN European Championships (25m) beyond this period and/or a change of location, a new Selection Policy will be required*
- 2. The 2023 LEN European Junior Championships are held on the existing dates of 4th – 9th July 2023 and/or are held in the existing location of Belgrade Serbia. If there is any postponement of the 2023 LEN European Junior Championships beyond this period and/or a change of location, a new Selection Policy will be required*
- 3. The 2023 EOC European Youth Festival is held on the existing dates of 24th July – 28th July 2023 and/or are held in the existing location of Maribor, Slovenia. If there is any postponement of the 2023 EOC European Youth Olympic Festival beyond this period and/or a change of location, a new Selection Policy will be required*
- 4. The 2023 Irish Summer National Age Group Championships are held on the existing dates of 6th July – 9th July 2023. If there is any postponement of the 2023 Irish Summer National Age Group Championships beyond this period, a new Selection Policy will be required*
- 5. The 2023 Irish Summer National Youth & Senior Championships are held on the existing dates of 26th July – 30th July 2023. If there is any postponement of the 2023 Irish Summer National Youth & Senior Championships beyond this period, a new Selection Policy will be required*
- 6. The 2023 World Aquatics Championships (50m) are held on the existing dates of 23rd July – 30th July 2023 and/or are held in the existing location of Fukuoka, Japan. If there is any postponement of the 2023 World Aquatics Championships (50m) beyond this period and/or a change of location, a new Selection Policy will be required*
- 7. The 2023 Commonwealth Youth Games are held on the existing dates of 6th August – 9th August 2023 and/or are held in the existing location of Trinidad & Tobago. If there is any postponement of the 2023 Commonwealth Youth Games beyond this period and/or a change of location, a new Selection Policy will be required*
- 8. The 2023 LEN European Under 23 Championships are held on the existing dates of 11th – 13th August 2023 and/or are held in the existing location of Dublin, Ireland. If there is any postponement of the 2023 LEN Under 23 Championships beyond this period and/or a change of location, a new Selection Policy will be required*

This Policy sets out the Swim Ireland process for selecting athletes, additional coaches and/or team managers to:

- (a) be considered eligible for nomination for selection;*
- (b) be nominated for selection and;*
- (c) be selected to the Ireland National Team for swimming at the LEN European Championships (25m) in Bucharest, Romania*

The role of the National Performance Director is to compile the names of athletes, additional coaches, sports science/sports medicine practitioners and team managers who meet the criteria for nomination for selection and to make recommendations to the National Selection Panel (athletes) and the Performance Senior Leadership Team (additional coaches, sports science/sports medicine practitioners and team managers)

Athletes, additional coaches, sports science/sports medicine practitioners and team managers must satisfy certain criteria to be considered eligible for nomination for selection. In addition to the criteria for eligibility for selection, there are minimum qualification standards which an athlete needs to meet to be considered for selection by the National Selection Panel. The National Selection Panel is the expert panel, as defined in the ‘Swim Ireland Selection Panel Terms of Reference’ which selects athletes to the Ireland National Team

The Performance Senior Leadership Team comprises of the National Performance Director, the National Performance Pathway Manager, the Head of Physical Preparation, the Head of Performance Analysis, the Performance Manager and the three National Centre Head Coaches, and is the expert group which selects additional coaches, team managers and sports science/sports medicine practitioners to the Ireland National Team

LEN is the Ligue Europeenne de Natation and is the European federation/governing body for aquatic sports. World Aquatics is the international federation/governing body administering international competition in aquatic sports. LEN is affiliated to World Aquatics

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1. Nomination for Selection

- i. The National Performance Director will nominate athletes to the National Selection Panel for selection to individual and relay events for the Ireland National Team as expediently as possible following the conclusion of the relevant Selection Stages as described below
- ii. Individual Events
To be considered eligible for nomination to the Ireland National Team via an individual event/s, athletes must:
 - a. Satisfy the conditions and standards set out in Selection Stage 1, 2, 3 or 5 below; and
 - b. Meet the athlete eligibility criteria set out in Section 3 below
- iii. Relay Events
To be considered eligible for nomination to the Ireland National Team via a relay event/s, athletes must:
 - a. Satisfy the conditions and standards set out in Selection Stage 4 below; and
 - b. Meet the athlete eligibility criteria set out in Section 3 below
- iv. Selection Trials
The Selection Trials events will include Olympic individual event performances and single gender National Team relay lead-off leg performances at events defined as 'Selection Trials A' or 'Selection Trials B' as follows:

Selection Trials A

 - a. 2023 World Aquatics Championships (50m) in Fukuoka, Japan

Selection Trials B

 - b. 2023 LEN European Junior Championships in Belgrade, Serbia
 - c. 2023 EOC European Youth Olympic Festival in Maribor, Slovenia
 - d. 2023 Irish Summer National Age Group Championships in Limerick, Ireland
 - e. 2023 Irish Summer National Youth & Senior Championships in Dublin, Ireland
 - f. 2023 Commonwealth Youth Games in Trinidad & Tobago
 - g. 2023 LEN European Under 23 Championships in Dublin, Ireland

2. Ireland National Team

- i. At the recommendation of the National Performance Director, the National Selection Panel will determine the athlete team size and athlete personnel
- ii. The National Selection Panel agrees to notify Swim Ireland of its selection or its refusal to select any nominated athlete as soon as reasonably practicable after the National Selection Panel receives the National Performance Director's nominations after the Selection Trials
- iii. There are seventeen individual events per gender in the LEN European Championships (25m) programme for swimming. Athletes may be selected to the Ireland National Team via the fourteen Olympic individual events per gender only. Under LEN regulations, up to a maximum of four athletes can be nominated by the National Performance Director for selection by the National Selection Panel via each individual event
- iv. There are three relay events per gender and two mixed gender relay events in the LEN European Championships (25m) programme for swimming. Athletes may be selected to the Ireland National Team via the Olympic relay events only. Under LEN regulations, up to a maximum of one relay team per relay event can be nominated by the National Performance Director for selection by the National Selection Panel

3. Athlete Eligibility

- At the time that the National Performance Director is nominating athletes for selection to the National Selection Panel, athletes must meet the following criteria to be considered to be eligible for nomination:
- i. Be an Irish citizen at the time of entries being submitted to LEN;
 - ii. Be eligible to represent Ireland as per World Aquatics General Rules 1 & 2 (GR 1 & 2) at the time of entries being submitted to LEN;
 - iii. Hold an Irish passport at the time of entries being submitted to LEN;
 - iv. Be a registered Swim Ireland member for the 2022-2023 season;
 - v. Be in good standing with Swim Ireland;
 - vi. Be available to fulfil all of the Ireland National Team obligations;
 - vii. Other than in exceptional circumstances, have accepted their place on the National Programme in September 2023 (if offered);
 - viii. Comply with the statements and expectations of the Swim Ireland 'On This Performance Team' booklet;
 - ix. Not be the subject of an anti-doping ban, a doping violation and/or a pending doping violation;
 - x. Comply with any LEN eligibility criteria and/or requirements. Swim Ireland, in consultation with LEN, will decide on any question of eligibility (having regard to all eligibility criteria set by Swim Ireland and LEN) with the Swim Ireland decision being final

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- xi. Have not acted in such a manner so as to bring himself/herself, Swim Ireland and/or the sport into current disrepute. For the avoidance of doubt, the evaluation of this requirement is at the sole discretion of the National Team Panel for the purposes of selection. The public disrepute referred to within this clause includes potential and/or actual disrepute

4. Selection Stage 1 (Athlete Individual Events Only)

- i. To be considered for nomination for selection to the Ireland National Team via an Olympic individual event(s) in Selection Stage 1, athletes must have competed at Selection Trials A

5. Selection Stage 2 (Athlete Individual Events Only)

- i. To be considered for nomination for selection to the Ireland National Team via an Olympic individual event(s) in Selection Stage 2, athletes must achieve one or more of the Consideration Times detailed in Table 1 at Selection Trials B
- ii. Times in Selection Stage 2 can be achieved from all rounds of competition in individual events and/or relay lead off legs in single gender National Team relay events

Table 1

MALE	Event	FEMALE
Consideration Time		Consideration Time
22.29	50m Freestyle	25.07
49.07	100m Freestyle	54.41
1:47.85	200m Freestyle	1:59.02
3:50.18	400m Freestyle	4:11.62
7:58.72	800m Freestyle	8:34.31
15:14.50	1500m Freestyle	16:29.58
54.55	100m Backstroke	1:00.89
1:59.26	200m Backstroke	2:12.35
1:00.38	100m Breaststroke	1:07.79
2:11.63	200m Breaststroke	2:26.07
52.45	100m Butterfly	58.79
1:57.52	200m Butterfly	2:10.36
1:59.71	200m IM	2:13.44
4:17.49	400m IM	4:43.07

Table 2

MALE	Event	FEMALE
Consideration Time		Consideration Time
23.14	50m Freestyle	25.88
49.68	100m Freestyle	55.36
1:49.21	200m Freestyle	1:59.39
3:55.26	400m Freestyle	4:11.63
8:04.44	800m Freestyle	8:39.07
15:22.62	1500m Freestyle	16:31.09
54.85	100m Backstroke	1:02.36
1:59.58	200m Backstroke	2:14.50
1:02.35	100m Breaststroke	1:08.93
2:15.13	200m Breaststroke	2:30.31
53.41	100m Butterfly	59.76
1:59.22	200m Butterfly	2:11.91
2:02.36	200m IM	2:14.96
4:19.46	400m IM	4:43.08

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- 6. Selection Stage 3 (Athlete Individual Events Only)**
 - i. To be considered for nomination for selection to the Ireland National Team via an Olympic individual event(s) in Selection Stage 3, Female athletes born in 2005 or later and Male athletes born in 2004 or later will be ranked as a percentage inside or outside of the Consideration Time in Table 2 from Performances at Selection Trials A and B
 - ii. Only athletes who have achieved a time from the Selection Trials that is within 5% of the time detailed in Table 3 will be considered in Selection Stage 3
 - iii. Up to a maximum 5 Female and 5 Male athletes can be considered for selection in Selection Stage 3 and only where places remain available to the Ireland National Team following Selection Stages 1 and 2
 - iv. Times in Selection Stage 3 can be achieved from all rounds of competition in individual events and/or National Team relay lead off legs in single gender relay events

- 7. Selection Stage 4 (Athlete Relay Events Only)**
 - i. In Selection Stage 4, athletes may be selected to the Ireland National Team via Olympic relay events only
 - ii. Relays and additional athletes for relay events can be considered for nomination for selection to the Ireland National Team in Selection Stage 4 at the National Performance Director's professional discretion
 - iii. There is no obligation on the National Performance Director to nominate relays or additional athletes for relays to the National Selection Panel

- 8. Selection Stage 5 (Athlete Individual Events Only)**
 - i. In Selection Stage 5, additional athletes may be selected to the Ireland National Team at the professional discretion of the National Performance Director where an athlete has been unable to compete at the Selection Trials for fully and professionally validated/documentated medical reasons and/or due to national/international COVID-19/pandemic restrictions preventing them from attending one or more events within the Selection Trials. There is no obligation on the National Performance Director to nominate an athlete/s to the National Selection Panel via Selection Stage 5 nor is there an obligation on the National Performance Director to accept the reasons provided by an athlete/medical practitioner via Selection Stage 5
 - ii. Other than in exceptional circumstances, to be considered for nomination for selection to the Ireland National Team via an Olympic individual event(s) in Selection Stage 5, athletes must record a time in a 50m pool in a meet recognised and approved by the National Performance Director equal to or better than the individual event Consideration Standards detailed in Table 2, and record such a time in the period 1st April 2023 – 1st July 2023

- 9. Athlete Nomination Procedure**
 - i. At the conclusion of the Selection Trials, those athletes who have achieved the criteria requirements within a Selection Stage (including the athlete eligibility requirements outlined in Section 3) will be considered eligible for nomination to the National Selection Panel
 - ii. The National Selection Panel shall select athletes to the Ireland National Team on the basis of Selection Stage 1 taking priority over Selection Stage 2, Selection Stage 2 taking priority over Selection Stage 3, Selection Stage 3 taking priority over Selection Stage 4 and Selection Stage 4 taking priority over Selection Stage 5
 - iii. In the event of a tie (equal times achieved by two or more athletes) between any number of athletes within a Selection Stage, the athlete with the next fastest time achieved once (from all rounds of competition in Olympic individual events and lead-off legs in single gender National Team relays) in that event from the Selection Trials will be considered for nomination by the National Selection Panel:
 - iv. Subject to LEN regulations for the LEN European Championships (25m) and subject to National Performance Director professional discretion, any athlete selected via an individual event may also be considered for additional individual event selections
 - iv. Subject to National Performance Director professional discretion, athletes selected via an individual event may also be selected to populate teams in relay events
 - v. Subject to LEN regulations for the LEN European Championships (25m) and subject to National Performance Director professional discretion, athletes selected via relay events only may also be selected for individual events if the Ireland National Team do not already have two athletes qualified for the individual event in question via Selection Stages 1, 2 and 3
 - v. The decision of the National Selection Panel shall be subject to an Appeals Process (Section 25)

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10. Team Leader

- i. The Team Leader for the Ireland National Team at the LEN European Championships (25m) will be the National Performance Director

11. Team Head Coach/s

- i. The Head Coach/s for the Ireland National Team at the LEN European Championships (25m) will be nominated for selection by the National Performance Director to the Performance Senior Leadership Team following the Selection Trials

12. Team Coach Eligibility

Depending on the size of the Ireland National Team, any additional coach to be considered eligible for nomination for selection 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 a practising coach within an Irish swimming programme;
- v. 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;
- vi. Hold a Swim Ireland Coaching Licence;
- vii. Be available to fulfil the obligations of the Ireland National Team;
- viii. Other than in exceptional circumstances, have provided first hand service or support as a coach as part of the National Programme or Regional Programme in the period 1st September 2022 – 1st December 2023 (where offered/requested);
- ix. Comply with the statements and expectations of the Swim Ireland 'On This Performance Team' booklet
- x. Display a regular cultural alignment with the aims and aspirations of the Swim Ireland Performance Plan 2021-2024 and the Performance Team. For the avoidance of doubt, the evaluation of such alignment is at the sole discretion of the Swim Ireland Performance SLT for the purposes of identification
- xi. Have not acted in such a manner so as to bring himself/herself, Swim Ireland and/or the sport into current disrepute. For the avoidance of doubt, the evaluation of this requirement is at the sole discretion of the Swim Ireland Performance SLT for the purposes of identification: the public disrepute referred to within this clause includes potential and/or actual disrepute

13. Team Coach Nomination Procedure

- i. Subject to coaches meeting the criteria as set out in Section 12, one or more additional coaches may be recommended by the National Performance Director and where so recommended, may be selected by the Performance Senior Leadership Team
- ii. National Team Coaches may be selected in an offsite (LEN European Championships Holding Camp only), onsite (LEN European Championships) and/or combined (LEN European Championships Holding Camp and LEN European Championships) 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

14. Team Manager Eligibility

Depending on the size of the Ireland National Team, any team manager to be considered eligible for nomination for selection 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 holders of the Swim Ireland Level 2 Team Management Certificate or equivalent Swim Ireland Team Manager CPD courses completed or international equivalent;
- v. Be available to fulfil the obligations of the Ireland National Team;
- vi. Other than in exceptional circumstances, team managers will not be the parent or guardian of an athlete member of the Team;
- xii. 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 1st September 2022 – 1st December 2023 (where offered/requested);
- vii. Comply with the statements and expectations of the Swim Ireland 'On This Performance Team' booklet

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- viii. Display a regular cultural alignment with the aims and aspirations of the Swim Ireland Performance Plan 2021-2024 and the Performance Team. For the avoidance of doubt, the evaluation of such alignment is at the sole discretion of the Swim Ireland Performance SLT for the purposes of identification
- ix. Have not acted in such a manner so as to bring himself/herself, Swim Ireland and/or the sport into current disrepute. For the avoidance of doubt, the evaluation of this requirement is at the sole discretion of the Swim Ireland Performance SLT for the purposes of identification: the public disrepute referred to within this clause includes potential and/or actual disrepute

15. Team Manager Nomination Procedure

- i. Subject to the team manager meeting the criteria as set out in Section 14, the team manager may be recommended by the National Performance Director and where so recommended, may be selected by the Performance Senior Leadership Team
- ii. Team managers may be selected in an offsite (LEN European Championships Holding Camp only), onsite (LEN European Championships) and/or combined (LEN European Championships Holding Camp and LEN European Championships) 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

16. Sports Science/Sports Medicine Practitioner Eligibility

Depending on the size of the Ireland National Team, any 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 available to fulfil the obligations of the Ireland National Team;
- iv. Comply with the statements and expectations of the Swim Ireland 'On This Performance Team' booklet
- v. Have not acted in such a manner so as to bring himself/herself, Swim Ireland and/or the sport into current disrepute. For the avoidance of doubt, the evaluation of this requirement is at the sole discretion of the Swim Ireland Performance SLT for the purposes of identification: the public disrepute referred to within this clause includes potential and/or actual disrepute

17. Sports Science/Sports Medicine Practitioner Selection Procedure

- i. Subject to a sports science/sports medicine practitioner meeting the criteria as set out in Section 16, a sports science/sports medicine practitioner may be recommended by the National Performance Director and where so recommended, may be selected by the Performance Senior Leadership Team
- ii. Sports science/sports medicine practitioners may be selected in an offsite (LEN European Championships Holding Camp only), onsite (LEN European Championships only) and/or combined (LEN European Championships Holding Camp and LEN European Championships) role and such selections will be reflective of the Team size and the needs of the individual athletes and/or relays selected. As such, sports science/sports medicine practitioners may not be required/selected

18. Ireland National Team Obligations (General)

In accepting a selection to the Ireland National Team for the LEN European Championships (25m), athletes accept and agree that training with/competing for the Ireland National Team takes precedence over training for/competing in any other competition, including that for another Team/Club or University programme in Ireland or anywhere in the world. Swim Ireland require any athlete, coach, sports science/sports medicine practitioner or team manager who has been selected to represent the Ireland National Team at the LEN European Championships (25m) to meet and fulfil a suite of obligations, where non-adherence is subject to Section 20. Swim Ireland oblige all selected athletes and, where relevant, all Ireland National Team staff to:

- i. Agree not to disclose any selected Ireland National Team member name to the press or any other media (including their own social media) until Swim Ireland have themselves announced this to the press and other media
- ii. Compete in other National Team events in 2024 (if selected and required to do so by the National Performance Director)
- iii. Complete, sign and comply with the Swim Ireland National Team Code of Conduct
- iv. Complete a Swim Ireland Medical Form prior to competing at the LEN European Championships (25m)
- v. Commit to the values of the Swim Ireland National Programme Athlete Charter

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- vi. Abide by the Uniform Policy, the Media Policy, the Appearances Policy, the Betting, Gambling & Integrity Policy and the Sports Supplements Policy of the Swim Ireland National Team
- vii. At the date of the decision of the National Selection Panel of selections, all Ireland National Team athletes must ensure that they are making the required Kitman submission each training/competition day
- viii. Comply with Swim Ireland and World Aquatics swimwear regulations
- ix. Adhere to all prescribed travel arrangements which might involve different travel dates to other members of the Ireland National Team
- x. Not take holidays between 4th September 2023 and the 2023 LEN European Championships (25m)
- xi. Make themselves available for all Ireland National Team activities designated by the National Performance Director (including, but not limited to, any associated Ireland National Team camps) as part of or in addition to the National Programme or Regional Programme. No Team member will be allowed to leave a National Team camp or undertake any activities that are not directly relevant to the Ireland National Team camp, including any external media, sponsor or social activities. Under exceptional circumstances, written approval to be excluded from activities can be given by the National Performance Director
- xii. If Ireland National Team athletes intend to apply to/are invited to compete in the International Swimming League (ISL) in 2023, before making such an application they and/or their home programme coach must provide the National Performance Director with a clear and comprehensive plan as to how the athlete's involvement in the ISL will aid and not hinder a peak performance at the LEN European Championships (25m). Such athletes must receive a written approval from the National Performance Director in relation to this plan before accepting their position within an ISL team, and this will be specifically subject to Section 20

19. Team Uniform/Kit

- i. All Team uniform and kit (including racing caps and racing suits) will be provided for and to the Team by Swim Ireland
- ii. Athletes accepting racing suits from Swim Ireland must wear them (or another branded suit of the same sponsor) for all of their races. Athletes may exercise 'freedom of choice' in the wearing of a non-sponsor suit, but such a suit must be unbranded

20. Competitive Readiness

- 'Competitive Readiness' means the combined professional opinion of the National Performance Director and the appointed Ireland National Team Head Coach/s following advice, where necessary, from a member/s of the Sport Ireland Institute Medical Team as to the ability of an athlete who has been selected to represent the Ireland National Team at the LEN European Championships (25m) to achieve an equal or superior performance in their selected Olympic event(s) over their performance achieved to qualify for selection
- i. Athletes who, in the opinion of the National Performance Director and the appointed Ireland National Team Head Coach/s, do not remain Competitively Ready by reason of lack of fitness, injury, illness, application to training, performance behaviour or other reasons, may be removed from the Ireland National Team
 - ii. Athletes and their home programme coaches shall immediately report any injury, illness, change in training, change in application to training and/or performance behaviour, that could affect their ability to compete at their highest level at the LEN European Championships (25m), to the National Performance Director and the appointed Ireland National Team Head Coach/s in writing, via e-mail
 - iii. In the case of lack of fitness, injury or illness, it shall be necessary for the National Performance Director and the appointed Ireland National Team Head Coach/s to consider recommendations made by a member/s of the Sport Ireland Institute Medical Team
 - iv. In the case of application to training, or performance behaviour or other reasons, it shall not be necessary for the National Performance Director and the appointed Ireland National Team Head Coach/s to seek recommendations from a member/s of the Sport Ireland Institute Medical Team
 - v. In the case of lack of fitness, injury or illness, such athletes may be subject to a 'Proof of Readiness Test' to be determined by the National Performance Director, the appointed Ireland National Team Head Coach/s and appropriate a member/s of the Sport Ireland Institute Medical Team. The Proof of Readiness test will consist of a controlled performance such as a competition or an observed test or a time trial
 - vi. Athletes who are notified of a Competitive Readiness concern shall not travel with the Ireland National Team to any National Team event including the LEN European Championships (25m) and/or an associated Holding Camp, unless and until the opinion of the National Performance Director and the appointed Ireland National Team Head Coach/s has been communicated to that athlete that the athlete does meet their opinion of Competitive Readiness. If the athlete is at either the LEN European Championships (25m) or the associated

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Holding Camp and the opinion is that the athlete is not Competitively Ready, then he or she may be required to return home immediately

- vii. The opinion on Competitive Readiness made by National Performance Director and the appointed Ireland National Team Head Coach/s is final

21. Withdrawal & Removals

At any stage an athlete, team coach, team manager or sports science/sports medicine practitioner may withdraw from the Ireland National Team but may only do so in extenuating circumstances

- i. An athlete, team coach, team manager or sports science/sports medicine practitioner may be removed from:
 - a. Eligibility for nomination, or;
 - b. Nomination for selection, or;
 - c. Selection to the Ireland National Team for any of the following reasons:
 - Behaviour that is inconsistent with the National Team Code of Conduct. A copy of this document is available via performance@swimireland.ie;
 - found to be in violation of any anti-doping policy or procedure as outlined by Swim Ireland, Sport Ireland and/or the World Anti-Doping Agency (WADA);
 - unable or unwilling to fully comply with the Ireland National Team Obligations (Section 18)
 - decline selection to or withdraw from the LEN European Championships (25m)
- ii. An athlete may be removed from the Ireland National Team before or after nomination for selection or before or after selection if he/she, in the opinion of the National Performance Director and National Senior Team Head Coach/s, does not have Competitive Readiness (Section 20)

22. Replacement or Addition

- i. If an athlete, team coach, team manager or sports science/sports medicine practitioner is removed from or withdraws from the Ireland National Team, that individual may be replaced by another eligible individual who meets the required standards set out in this Policy
- ii. The National Performance Director, where in his opinion it is in the best interests of the Ireland National Team, may recommend that any number of additional athletes, team coaches, team managers and/or sports science/sports medicine practitioners be added to the selected Ireland National Team, subject to such additional individuals meeting the required standards set out in this Policy
- iii. Any replacement or addition of an individual to the Ireland National Team shall be made by way of nomination by the National Performance Director, and which nomination is approved by the National Selection Panel (in the case of athletes) or the Senior Leadership Team (in the case of team coaches, team managers and/or sports science/sports medicine practitioners)

23. Unforeseen Circumstances

- i. In the event that this Policy is silent on any matter which arises in the administration or application or interpretation of any selection process or decision, then the National Selection Panel shall have discretion to determine any issue as they deem fit so long as it is exercised fairly and quickly

24. Amendments

- i. The Performance Senior Leadership Team reserves the right to make changes to this Policy which, in its discretion, are necessary. No such changes shall be made after the commencement of the Selection Trials unless the changes relate to the National Selection Panel exercising its discretion under the 'Unforeseen Circumstances' provisions (Section 23)
- ii. The Performance Senior Leadership Team reserves the right to review and modify this Policy or a decision related to the selection process in the case of rule or policy changes from LEN that affect the criteria set out in this Policy. Any changes to this Policy shall be communicated via www.swimireland.ie

25. Appeals

- i. Any appeal against a selection made by the National Selection Panel must be made in accordance with the Swim Ireland Selection Appeals Procedures, available via www.swimireland.ie
- ii. Athletes should be aware of the strict time limits contained within the Swim Ireland Selection Appeals Procedures, which are designed with the intention of resolving issues expediently and fairly