

2008 AUSTRALIAN OLYMPIC TEAM

SOFTBALL AUSTRALIA

POLICY FOR ASSISTING & COUNSELLING ATHLETES SEEKING NOMINATION & SELECTION

1. Background

- 1.1 Clause 5.5 of the Australian Olympic Committee's (AOC's) Olympic Team Selection By-Law ("AOC Selection By-Law") requires that:

"Each National Federation (NF) must promptly develop and submit to the AOC for its approval its policy for assisting and counselling Athletes seeking nomination and selection and must not alter or amend this policy without the prior written approval of the AOC. The NF's policy in this regard must conform to best practice and, without limiting this in any way, must require the NF to:

- (1) regularly advise Athletes seeking nomination and selection as to their individual performances and progress against all applicable criteria; and
- (2) counsel unsuccessful aspirants for nomination and selection; and
- (3) require the NF to fully co-operate with and assist the Tribunal and the Court of Arbitration for Sport (CAS) in any appeal pursuant clause 11."

In accordance with the AOC Selection By-Law, Softball Australia has adopted this policy for assisting and counselling athletes seeking nomination to the AOC for selection to the 2008 Australian Olympic Team.

2. Information on Nomination & Selection to Athletes

- 2.1 All athletes chosen or recognised as members of the Shadow Team will be provided with an informative précis of the AOC Selection By-Law, a copy of the AOC Selection Criteria and the Softball Australia Nomination Criteria, and on request, a copy of the AOC Selection By-Law and the Participation Criteria.
- 2.2 Softball Australia will provide the documents listed at 2.1 by mail.
- 2.3 Any enquiries from athletes or other interested parties are to be directed to the Softball Australia High Performance Manager, Bob Crudginton on (07) 3357 1577 or mobile 0419 709 588.
- 2.4 Athletes will be advised of any changes to the documents listed at 2.1 by Bob Crudginton by email within 48 hours of such changes being effected.

- 2.5 Softball Australia will keep athletes seeking nomination informed of the funding and other support programs that are available. This information will be provided by email, letter and/or posted on the Softball Australia website – www.softball.org.au

3. Softball Australia Selection Panel & Appeals Tribunal

- 3.1 Softball Australia will advise athletes of the following by no later than 1 February 2008 by email.

(1) the names of its Selection Panel members, including the contact details of the Chairman: and

(2) the names of its Appeals Tribunal members, including the contact details of the Chairman.

- 3.2 Should there be any changes of personnel on either the Selection Panel or the Appeals Tribunal, Softball Australia will advise athletes by email within 48 hours of such a change being effected.

4. Olympic Appeals Consultant

- 4.1 The AOC has appointed Mr Brian Collis QC of Melbourne and Mr Bruce Collins QC of Sydney as the Olympic Appeals Consultants for the 2008 Australian Olympic Team. The Olympic Appeals Consultants will be available to discuss with athletes contemplating an appeal the reasons for their non-nomination by Softball Australia to the AOC or non-selection by the AOC.

- 4.2 Olympic Appeals Consultants will not provide legal advice to athletes but will be directed by the AOC to ensure that the athlete fully understands the reasons for the decision in question and to facilitate a consultative process between the athlete and Softball Australia or the AOC as the case may be. The AOC and Softball Australia will fully co-operate with each Olympic Appeals Consultant.

- 4.3 Softball Australia will promptly advise any athlete contemplating an appeal that the names and contact details for the Olympic Appeals Consultants are available on the AOC website – www.olympics.com.au

5. Information Regarding Progress through Nomination Process

- 5.1 Softball Australia acknowledges that it is important to keep athletes seeking nomination advised at all times of the nomination requirements and of their progress against these requirements.

- 5.2 Softball Australia will keep athletes informed on at least a quarterly basis of their progress through the nomination process, giving particular regard to the specific performance requirements listed in the Nomination Criteria. Athletes will be advised of their progress through the nomination process by the Head Coach, Fabian Barlow.
- 5.3 Athletes will be given the opportunity to enquire about their progress through the nomination process. Enquiries are to be direct to Fabian Barlow and can be in person or via telephone (07) 3357 1577 mobile 0413 733 573 or by email to fabian.barlow@ausport.gov.au. An enquiry by an athlete will be addressed within 48 hours of the enquiry being received.
- 5.4 Softball Australia will require all Shadow Team members to provide up to date contact information on a regular basis so that Softball Australia can keep them informed about any developments in relation to nomination.

6. Advice to Athletes Regarding Nomination and Non-nomination

- 6.1 Athletes chosen by Softball Australia to be nominated to the AOC for selection to the 2008 Australian Olympic Team will be notified by Mark McAllion (Softball Australia Chief Executive) by no later than 30 April 2008. Notification will be by telephone with confirmation in writing to follow.
- 6.2 As soon as practicable, and before any public announcement of nominations, those members of the Shadow Team who are not chosen for nomination will be advised by Mark McAllion (Softball Australia Chief Executive) of their non-nomination. Notification of non-nomination will be by a telephone with verification in writing to follow.
- 6.3 Immediately following notification to athletes of their non-nomination, Softball Australia will provide, in writing, to the non-nominated athlete:
- (1) the contact details for Head Coach and Chairperson of the Selection Panel, Fabian Barlow who is responsible for counselling athletes as to the reasons why they were not chosen for nomination;
 - (2) information about the lodgement of appeals, as per the requirements of the AOC Selection By-Law; and
 - (3) on request, the names and contact details of the Olympic Appeals Consultants.

7. Post Nomination (& Non-nomination) Support Services

- 7.1 Softball Australia acknowledges that it is important that athletes who strive for Olympic selection benefit from this challenge and that this becomes a positive part of their life. This is important because:

- (1) the athlete's sport experience should be an overall positive experience and influence on their life;
 - (2) the athlete is more likely to produce their personal best and be successful over a longer period if their sport experience is positive; and
 - (3) Softball Australia values the contribution that the athlete makes to their sport and would like them to continue their involvement as an athlete, coach or official in the future.
- 7.2 Softball Australia will advise the National Athlete Career and Education (ACE) program as to which athletes have been nominated for selection in the 2008 Olympic Team of the names of Shadow Team members and which athletes have not been nominated.
- 7.3 The National ACE program has an established network of counselling service providers to assist all athletes managing the challenges of nomination, non nomination, selection and non selection. This service is coordinated through the network of State/Territory Institutes and Academies of Sport throughout Australia and the Australian Institute of Sport. Softball Australia will provide the contact details of the ACE personnel in each state and territory to Shadow Team members as soon as practicable after the determination of nominations.
- 7.4 Softball Australia acknowledges that consultation with ACE personnel is at the discretion of the individual athlete, however, Softball Australia will encourage non-nominated athletes to avail themselves of the counselling services provided.
- 7.5 Softball Australia will notify the national ACE program in each state and territory of the names of Shadow Team members who have not been chosen for nomination as soon as practicable after the determination of nominations.