

High Performance Flat Water Racing Programme

2008 Selection Policy

Irish Canoe Union
Sport HQ
Park West
Dublin 12

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2008 Teams' Selection Policy for Flat Water Racing

1. The 2008 Teams' Selection Policy for Flat Water Racing ("2008 Selection Policy") will provide selection guidelines and criteria by which Teams will be selected for 2008. The 2008 Selection Policy will apply to 2008 only.

The 2008 Selection Policy will also set out eligibility conditions for athletes seeking selection; and the conditions that will apply to athletes who are selected for 2008 Teams.

Previous selection policies or criteria will have no bearing on the 2008 Selection Policy.

2. The 2008 Selection Policy may be amended at any time by the Selection Panel if the Selection Panel is of the opinion that such an amendment is necessary to give effect to the 2008 Selection Policy following discovery of a drafting error or oversight or for any other reason determined to be in the best interests of Teams' Selection. Neither the Selection Panel nor the Irish Canoe Union will be responsible or liable in any way as a consequence arising from the introduction of any such amendment.
3. The Irish Canoe Union and the Irish Sports Council recognise that Flat Water Racing is an Olympic Sport and one that attracts significant funding each year to run a High Performance Programme - consequently funding allocated to the Flat Water Racing Programme by the Irish Sports Council will primarily focus on the Olympic events at senior level competitions.

Athlete Eligibility Criteria

In order to be eligible for Team Selection, athletes must;

- a) complete, sign and maintain the conditions outlined in the Team Nomination Form.
- b) be currently registered ICU members who are eligible to compete for Ireland in international competition according to current ICF Rules.

Deadline for receipt of Team Nomination Forms is March 14th 2008. Team Nomination Forms must be returned to the Canoe Union Office by March 14th

Team Selection

1. Athletes may be selected for Teams as follows:
 - a) Pre-Selection
 - b) Performance Selection
 - c) Discretionary Selection
2. Regardless of how an athlete is selected, selection will always be conditional upon an athlete meeting and maintaining Athlete Eligibility Criteria.
3. Final Team Selection will only be finally confirmed when received by an athlete in writing. When confirmed as a Team Member, athletes must return a signed **Athletes' Contract** and confirm their availability or otherwise to attend the competitions and training camps outlined in the International Programme for their respective team.

Requests for exemption from attending the competitions and training camps outlined in a Team's International Programme must be returned in writing with Athletes' Contracts. Exemptions from attending the competitions and training camps outlined in a Team's International Programme will be accepted or not at the discretion of the Team Management.

Selection for a team or event does not automatically mean selection for subsequent teams or events. Team members can change from regatta to regatta.

TEAMS' SELECTION

Pre-Selection

No crews or teams will be considered as being pre selected for 2008.

Performance Selection

Selection by Performance for all teams will be as follows:

Selection Time Trials

It is expected that athletes wishing to be considered for teams' selection will be required to attend a series of teams' selection time trials. The format, venue, and dates of the proposed teams' selection time trials have been decided by the National Coach. It is anticipated that only athletes who achieve time trials results comparable to an accepted international results benchmark determined by the National Coach will be considered for inclusion on national teams.

Selection Criteria

In 2008, the makeup of national teams will be determined through an equitable team selection system that will provide all athletes with an equal opportunity to achieve inclusion on national teams. The selection events that will be used for 2008 are as follows:

- 1) Time Trials - February 9th on the canal at Celbridge Paddlers (500 & 1000m)
- 2) Time Trials - March 8th on the canal at Celbridge Paddlers (500 & 1000m)
- 3) Nottingham Regatta - April 5th/6th (All distances)
- 4) Time Trials - April 19th on the canal at Celbridge Paddlers (Provisional)

The time trials on the canal will be K1/C1 (500m) and K1/C1 (1000m) only.

Time Trial 1 is compulsory for all athletes and Time Trial 2 is specifically for Junior and U23 athletes only. Nottingham Regatta is compulsory for all athletes.

Recommended Attendance

It is in the best interests of all athletes who wish to be considered for team selection to comply with the selection criteria outlined above. Any changes in the schedule will be advertised by email as soon as possible before the first day of the commencement of the actual training /assessment session. There may be more training /assessment sessions put in place throughout the season and in these circumstances as much advance notice as possible will be given.

National Teams

Athletes selected for national teams will be required to:

- fully participate in team specific training programmes designed by the National Coach. Exemptions from specified training programmes must be agreed with the National Coach.
- be available to attend team specific national and international competition programmes as decided by the National Coach.
- attend various time trials and tests as determined from time to time by the National Coach.

Senior K1 & K2 Selection

Athletes achieving performances considered to be of a relevant international standard following the selection events outlined above will be considered for selection to compete at events on the International Calendar as outlined on page 14.

Senior K4 Selection

The makeup of a possible Senior K4 to compete at events on the international calendar will be decided by the National Coach and will be based on performances demonstrated at K4 time trials.

Senior European & Senior World Championships

There are no Senior World Championships in 2008 as it is an Olympic year. The makeup of teams to compete at the Senior European Championships will be determined following the selection events outlined above. Selection will be based upon the achievement of results / performances considered by the National Coach to be of a suitable international standard.

Junior European & U23 Championships

The makeup of teams to compete at the Junior European & U23 Championships will be determined following the selection events outlined above. Selection will be based upon the achievement of results / performances considered by the National Coach to be of a suitable international standard.

The Selection Panel recognises that U23 athletes may not be able to achieve the published guideline times as set out on page 13 of this document and the priority event for U23 athletes with results below the guideline times will be the U23 European Championships. In such circumstances the Selection Panel may exercise Discretionary Selection.

Discretionary Selection

1. Discretionary Selection may be exercised at any time by the Selection Panel; however, Discretionary Selection will only take place after Team Places have been decided or not by Performance Selection.
2. In exercising its discretion the Selection Panel may consider any factor, or combination of factors that in the opinion of the Selection Panel is relevant for consideration when selecting athletes by Discretionary Selection.
3. The Selection Panel may make a Discretionary Selection of any particular athlete and at any time subject to that athlete meeting further conditions which in the opinion of the Selection Panel is considered reasonable in the circumstances of that particular athlete.
4. If a particular athlete's Discretionary Selection is made subject to that athlete meeting further conditions, such conditions will be communicated as soon as possible to the athlete.
5. The Selection Panel may, following the completion of the Selection Process, consider written submissions from athletes who were unable to complete the Selection Process as a result of extenuating circumstances such as illness, injury, etc.
6. The Selection Panel reserves the right to vary selection dates if unforeseen circumstances disrupt the selection timetable. If this becomes necessary every effort will be made to inform athletes as soon as possible.
7. As an outdoor sport Flat Water racing can be affected by weather conditions and lane draws. Based on the weather conditions that prevail at the Nottingham regattas, the Selection Panel may allow a discretionary + or - 5% to the guideline times as set out on page 13 for selection purposes.
8. In cases where a Team selection is not clear-cut the Selection Panel may also look at previous results to assist in the selection process and consult with the National Coach.

Notwithstanding any of the above, the National Coach may, following final team selection; and following consultation with relevant personnel, make changes to the makeup of teams should in the opinion of the National Coach such changes are in a team's best interests. Possible reasons for making changes to the makeup of a team following selection are:

- Decline in athletes' performances.
- Injury or illnesses.
- Disciplinary issues / problems.

Ongoing Assessment

It is important that athletes understand that following selection, continued inclusion on Teams will be continually assessed and an athlete selected may be de - selected if that athlete fails to maintain Eligibility Criteria, significantly underperforms, or is considered to be in breach of the Athlete's Code of Conduct, or the Terms of Selection.

Confirmation of Selection

1. Selection will be confirmed in writing following completion of the Teams' Selection Process.
2. Any Team Places selected at the discretion of the Selection Panel will only be announced and confirmed following the completion of the Teams' Selection Process.

NOTE Page 12 - Time Trial Performances
Page 14 - Draft Domestic & International Competition Calendar

Management Structures & Responsibilities

- Selection Panel**
- Flat Water Racing Committee
 - National Coach - Gabor Kulcsar
 - ICU Executive Representative

All Selection Panel decisions must be ratified by the ICU Executive

- Team Management**
- National Coach - Gabor Kulcsar
 - Team Manager – Kevin Murphy
 - Programme Manager - Michael Scanlon
 - Members of the Flat Water Racing Committee
 - Medical Officer - Dr. Nick Mahoney

The Selection Panel will have responsibility for formulating selection policies and the selection of all teams.

The National Coach will have responsibility for the delivery of an effective high performance coaching programme and for the design of an appropriate international competition programme for each team.

The National Coach, Team Manager, and Programme Manager will have responsibility for day to day teams' organisation and management.

The Programme Manager will have responsibility for logistical, administrative, and budgetary management including arrangements relating to race entries, travel, accommodation, athlete contracts, and liaison with the High Performance Unit of the Irish Sports Council.

The ICU Executive Representative will have responsibility for liaising as required between the Selection Panel (and Team Management) and the ICU Executive.

The Medical Officer will have responsibility for providing medical advice and support to athletes as well as to Team Management.

Medical & Fitness Assessment

1. Any athlete who does not meet the Eligibility Criteria including the conditions outlined in the Team Nomination Form to the satisfaction of the Selection Panel will be subject to exclusion from selection at the discretion of the Selection Panel.
2. Any athlete who is determined to be ill, injured, or unfit respectively will be subject to exclusion from selection at the discretion of the Selection Panel.
3. Once confirmed on a Team, each Team Member has a personal obligation to maintain the level of fitness that will enable them to compete in their respective International Programme.
4. All Team Members must immediately inform the National Coach of any illness or injury that could reasonably impact on their ability to perform at the level expected.
5. At any time following selection any Team Member may be required to attend a medical examination at the discretion of the National Coach. This medical examination will be at a place and time taking into consideration the athlete's training, travel and competition plans.
6. If after any medical examination the ICU Medical Officer considers that a Team Member may be injured or ill, then that athlete may be required to undertake an illness/injury assessment. The illness/injury assessment may include a fitness or physical trial to be determined by the National Coach in consultation with the ICU Medical Officer.
7. Any Team Member may be required to undergo a fitness assessment at any time. The fitness assessment will be at the absolute discretion of the National Coach.
8. If at any time any Team Member is assessed as injured, ill, or unfit that Team Member may be withdrawn from the Team at the discretion of the Selection Panel.
9. A Team Member will only be assessed as being "injured or ill" if, in the opinion of the ICU Medical Officer in consultation with the National Coach, the athlete is injured or ill to such an extent that either of the following situations exist:
 - a) the athlete will not be capable of performing to a level at which the athlete would be expected to perform if not affected by the illness or injury in question;
 - b) by competing with the injury the athlete may suffer significant short or long term medical complications.
10. A Team Member will only be assessed as unfit if in the reasonably held opinion of the ICU Medical Officer, in consultation with the National Coach, the athlete's overall physical condition is such that the athlete is not capable of performing to the level at which the athlete qualified for, or was selected to.

Appeals Process

1. Right of Appeal

- a) An athlete who fails to be selected for a Team set out in this Selection Policy may appeal against omission from that Team.
- b) The sole grounds of any appeal are that:
 - (i) an athlete's omission from a Team was as a result of a failure by the Selection Panel to properly apply the Selection Criteria set out in the 2008 Selection Policy; or
 - (ii) there were no grounds on which a selection decision could reasonably be based.
- c) Any appeal based on the above will proceed in accordance with the procedures set out below.

2. Appeal Procedures

- a) Any eligible athlete wishing to appeal against his/her omission from a Team must forward a written Notice of Appeal to the ICU Office, addressed to the Secretary of the Irish Canoe Union, to be received within 3 days of the final announcement of the Team for which the athlete is seeking selection.

The Notice of Appeal must briefly set out the grounds upon which the appeal is made.

- b) After lodging the Notice of Appeal as set out in 2(a) above, the Appellant (the athlete making the appeal) must submit a written Appeals Document to the ICU Office, addressed to the Secretary of the Irish Canoe Union, to be received within 7 days of lodging the Notice of Appeal.
- c) The Appeal Document must set out all of the arguments and/or submissions that the athlete wishes to be considered in support of his/her appeal together with an outline of all the evidence that will be relied upon in support of those arguments and/or submissions.
- d) Within 2 days of receipt of an Appeals Document by the ICU Office, the ICU Office will, having previously notified the Selection Panel that a Notice of Appeal had been lodged, forward copies of the Appeals Document to each member of the Selection Panel. Within 7 days of receipt of the Appeals Document, the Selection Panel may lodge a document with the ICU Office, addressed to the Secretary of the Irish Canoe Union, setting out the grounds on which the disputed decision was made.
- e) The Appellant can withdraw an appeal at any time.
- f) The time limits for lodging the Notice of Appeal and the Appeals Document are mandatory. Failure to comply with these time limits will result in an appeal being dismissed without consideration.
- g) Following the lodgement of the relevant documents with the Secretary of the Irish Canoe Union an appeal hearing will be held in accordance with the ICU Disciplinary & Appeals Procedures.

Code of Conduct

1. Purpose

The purpose of this Code of Conduct is to declare the type of behaviour that are encouraged by the Irish Canoe Union. Also listed are some examples of behaviours that are deemed to be 'conduct unbecoming a member of the Irish Canoe Union', or 'conduct that is considered not to be in the best interests of the Irish Canoe Union and canoeing generally'.

2. Key Principles

All Team Members must endeavour to;

- a) show respect for other Team Members and their property.
- b) avoid any action that could be considered harassment or which creates a hostile, intimidatory or offensive environment.
- c) operate in a non-discriminatory manner.

3. Key Elements

All persons bound by this Code are expected to:

- a) obey all reasonable directions given by Team Management and any person appointed to implement those directions and furthermore to comply with Canoe Union regulations and / or policies passed by the ICU Board.
- b) join their respective Team at the point of departure and return to that point with the Team. Requests for exceptions from travel plans must be communicated well in advance to the Programme Manager.

Should a Team Member decide not to join their respective Team at the Team's point of departure & return, that Team Member will be liable for any expense incurred that would be in excess of budget allocated to the Team.

- c) dress and behave in an appropriate manner.
- d) wear team kit, if supplied, while competing for or representing Ireland. This applies from the start of a representative trip until the Team disperses. No logos or advertising may be added to team kit without prior approval.
- e) treat people involved in canoeing with courtesy, respect and proper regard for their rights and obligations.
- f) treat another person's property with respect and due consideration.
- a) demonstrate a positive commitment to the Canoe Union policies, rules and programmes.
- b) respect the confidentiality of information, which comes to them in the course of their duties.
- c) uphold, and not injure or compromise, the standing and reputation of the Irish Canoe Union and canoeing generally.

4. Unsuitable Behaviours

The following are examples of behaviour that are deemed to be conduct that is not in the best interests of the Irish Canoe Union or canoeing generally.

- a) Verbal, physical or emotional abuse of other athletes, officials or event organisers
- b) Causing damage to another person's property during events or training camps.
- c) Officials and other members of a team, not fully maintaining control over the finances made available to them to conduct the business of a team competing / training within Ireland or internationally.
- d) The onus is on the athletes to present themselves for competition and training in a fit and healthy condition free from the affects of alcohol and prohibited substances or any other detrimental factors which may affect their performance.

5. Governance

This Code will govern the conduct of all Team Members and Officials. Failure to comply with the Code of Conduct may result in disciplinary action being taken. Whilst no penalty schedule exists, each reported infringement of this Code will be treated in accordance with the 'situation'. Disciplinary action can range from de-selection, removal from the ISC International Carding Scheme, to a suspension for a period of time or indefinitely.

6. Sponsorship

Selected athletes may not enter into any sponsorship or advertising agreement without prior approval.

Team Nomination Form

Completed Team Nomination Forms must be returned or emailed to the Canoe Union Office before March 14th 2008.

Name	_____
Address	_____

ICU Number	_____
Date of Birth	_____
Telephone No.	_____ Mobile
	_____ Home
	_____ Work
Email address	_____
Emergency Contact	_____ Name
	_____ Mobile
	_____ Home
	_____ Work
Medication	_____

At the time of signing this Team Nomination Form, I hereby acknowledge that:

I have read, understand and accept the 2008 Flat Water Racing Selection Policy and the Athlete's Code of Conduct. I acknowledge the terms and obligations which may be imposed on me as a result of acceptance of this signed Team Nomination Form.

I also acknowledge that I;

- a) will be responsible for certain personal expenses as a result of my attendance at events designated as Team Selection Events and accept full responsibility for such expenses.
- b) may be subject to drug testing by the Irish Sports Council and/or the ICF and will at all times comply with WADA Anti Doping Policies.
- c) will be specifically bound in the case of an appeal to abide by ICU Disciplinary & Appeals Procedures.

Signed _____ *(athlete)* _____ Date _____

Signed _____ *(parent/guardian)* _____ Date _____

Where the applicant is under 18 years of age, this declaration must also be signed by an applicant's parent or legal guardian.

Senior Time Trial Performances

Category	200 m	2005 Times	500 m	2005 Times	1,000 m	2005 Times
K1 - Mens	0:37.0	0:35.2	1:42	1:36 (F)	3:38	3:30
K1 - Womens	0:42.5	0:40.2	1:56	1:50	4:02	4:00 (S)
K2 - Mens	0:34.5	0:32.7	1:33	1:28	3:18	3:18 (S)
K2 - Womens	0:39.5	0:37.4	1:47	1:39 (F)	3:45	3:40 (S)
K4 - Mens			1:25	1:20	2:58	2:56 (S)
C1 - Mens			1:55	1:48 (F)	4:02	3:57 (S)

Junior Time Trial Performances

Category	500	1,000
K1 - Boys under 14	2.20	4.54
K1 - Boys under 16	2.12	4.38
K1 - Boys under 18	1.56	4.06
K1 - Girls under 14	2.36	5.26
K1 - Girls under 16	2.28	5.10
K1 - Girls under 18	2.12	4.38

Draft Timetable for Domestic & International Competitions

International Competitions	2008	Location	Country
9th February	Time Trials	Celbridge	Ireland
8th March	Time Trials	Celbridge	Ireland
5 - 6th April	Nottingham 1 Regatta	Nottingham	England
3 - 4th May	Nottingham 2 Regatta	Nottingham	England
15 - 18th May	European Olympic Qualification Regatta	Milan	Italy
6 - 8th June	World Cup 1	Szeged	Hungary
7 - 8th June	Nottingham 3 Regatta	Nottingham	England
13 - 15th June	World Cup 2	Duisberg	Germany
14 - 15th June	Junior Regatta Bosbaan	Amsterdam	Netherlands
20 - 22nd June	Junior & U23 Regatta	Bochum	Germany
27 - 29th June	World Cup 3	Poznan	Poland
5 - 6th July	British Sprint Championships	Eton	England
17 - 20th July	Junior European & U23 Championships	Szeged	Hungary
18 - 23rd August	Olympic Games	Beijing	China