

# Irish Orienteering Team Selections Appeals Policy

**Objective: To ensure Irish Orienteering has a fair and transparent process for team selection appeals.**

## 1 Appeal Eligibility and Application Process

- 1.1 If a nominated athlete believes they have grounds for disputing their non-selection to a team, the following process shall be applied.
- 1.2 Within 48 hours of the publishing of the team, an athlete may discuss the matter with a nominated Selector without prejudice.
- 1.3 Should discussions with the nominated Selector not result in a satisfactory outcome, the athlete may appeal against a team selection on any of the following grounds:
  - (a) the selection criteria were not followed and/or implemented;
  - (b) the athlete was not afforded a reasonable opportunity to satisfy the selection criteria
  - (c) the selection decision was affected by actual bias;
  - (d) there was no material on which the selection decision could reasonably be based.
- 1.4 An appeal for non-selection must be lodged in writing with the Irish Orienteering Appeal Panel within 3 days of the release of the publishing of the team.
- 1.5 The appeal must set out the grounds for the appeal and provide all evidence to support the appeal at the time of lodging the appeal.

## 2 Appeal Panel

- 2.1 The Appeal Panel shall consist of three IOA/NIOA members. A panel chair will be confirmed by the panel members.
- 2.2 The Appeal Panel shall convene to hear the appeal within 4 days of the appeal being lodged.
- 2.3 The Appeal Panel may convene in person, or via video/audio conferencing facility, to hear the appeal. Alternatively, a 'documentary appeal' is allowed, where a written submission is made to the Appeal Panel. The format of the appeal, whether hearing, documentary, or both, should be the decision of the Appeal Panel.
- 2.4 The athlete, and any other affected parties, will be invited to present to the Appeal Panel either in person, via video/audio conferencing facility, or in writing. Other affected parties is defined as any other athlete selected, or non-selected nominated athlete, for the team whose position on the team may be directly affected by the decision of the Appeal Panel. Selectors should inform the Appeal Panel of other affected parties.
- 2.5 The Appeal Panel may seek additional information from the athlete, selectors or independent sources to assist in its decision-making process.
- 2.6 Within 2 days of the appeal being heard, the Appeal Panel shall make their determination and advise the Selection Panel, the Director of High Performance and the athlete.

### **3 Binding Decision**

- 3.1 If the appeal is upheld, the Selection Panel will within 2 days decide on the best course of action to address the issues raised in the appeal which may include reselection of the team. The Director of High Performance will advise the athlete and other affected parties of the Appeal Panel's decision.
- 3.2 If the appeal is not upheld, the Director of High Performance will advise the athlete and other affected parties of the decision.
- 3.3 The decision of the Appeal Panel shall be final and binding. No Appeal Panel decision can be appealed by any other athlete.

### **4 Appeal Communication**

- 4.1 Upon receipt of an appeal, the Appeal Panel shall advise the Selection Panel, Director of High Performance and all affected parties of an appeal being received and confirm the process to be followed.
- 4.2 Specific details of the appeal and the specific grounds for the appeal may not be publically advised if deemed this information is not in the public best interest. Non-disclosure may be chosen when athletes, selectors or specific individual's names and/or reputation may be detrimentally affected by any public disclosure.
- 4.3 All communication relating to the Appeal Panel process and decisions will be advised to the athlete and other affected parties in the first instance, and then published on the IOA website.

**Effective Date: January 2017**