

British Ski and Snowboard criteria for nomination of athletes to the British Olympic Association for the Olympic Winter Games PyeongChang 9 – 25 February 2018

1. INTRODUCTION

- 1.1 This document sets out the British Ski and Snowboard (BSS) nomination procedure that has been adopted by BSS for inclusion in Team GB to represent Great Britain in the Cross Country Team events at the Olympic Winter Games, (OWG), in PyeongChang in February 2018. It has been adopted for the 2016/17 and 2017/18 seasons, and will remain in place until superseded or amended by BSS. The British Olympic Association (BOA) is ultimately responsible for selection of athletes for Team GB. This document should be read together with the qualification requirements laid down by the International Ski Federation (FIS) and the Olympic Qualification Standards (OQS) agreed between BSS and the BOA and set out in Schedule 1 of this document.
- 1.2 Nominations will be made in accordance with these selection criteria and this procedure. Anyone wishing to lodge an appeal against the implementation of the procedure must be familiar with the detailed provisions of the BSS appeals procedure.
- 1.3 The purpose of this policy is to select the best eligible athletes for the Olympic Winter Games.

2. PARTIES

- 2.1 This document contains the only applicable selection criteria and procedure and forms the entire agreement between each athlete and BSS as to how athletes shall be selected by BSS for nomination to the BOA.
- 2.2 These selection criteria and this procedure are binding on BSS and on each athlete who is seeking selection to the Olympic Cross Country Team for the OWG.

3. NOMINATION PANEL

- 3.1 The BSS Nominations Panel will consist of (all voting members unless otherwise specified):

- 3.1.1 Chair of Selectors – *(to be decided)*
- 3.1.3 BSS Performance Director – Dan Hunt
- 3.1.2 BSS Nordic Discipline Committee member – *(to be decided)*
- 3.1.3 Head Cross Country Coach/relevant performance coach
- 3.1.4 impartial legal representative acting as non-voting independent observer to the Selection Panel – *(to be decided)*
- 3.1.5 Olympic Team Manager (non-voting)

- 3.2 The identity of the non-voting independent observer to the Nomination Panel will be confirmed and announced by the end of September 2017 having been approved by the board of BSS.

- 3.3 In the event that any member of the Nomination Panel has any personal involvement with or is related to any athlete eligible for selection, or in any other way placed in a position of conflicting interest, they shall be disqualified from voting.
- 3.4 In the event of a deadlocked vote, the Performance Director shall have the deciding vote.

4. ELIGIBILITY REQUIREMENTS

4.1 BOA Eligibility

- 4.1.1 The athlete must comply with the eligibility requirements imposed by the BOA, FIS and/or the IOC from time to time, including (but not limited to) in respect of nationality and anti-doping.
- 4.1.2 In order to be eligible for selection, athletes must have met the minimum Qualification Standards as set out in Schedule 1.
- 4.1.3 The athlete must have signed the BOA's Team Member's Agreement in order to be selected as a member of Team GB.

4.2 BSS ELIGIBILITY

- 4.2.1 The athlete must comply with any BOA requirements, including those set out at clause 4.1.
- 4.2.2 The athlete must hold a UK passport valid for at least 6 months after the finishing date of the OWG 2018.
- 4.2.3 The athlete must hold a valid British 'A' FIS licence.
- 4.2.4 The athlete must comply with all BSS conduct rules and not be subject to any banning orders.
- 4.2.5 The athlete must have signed and at all times adhere to the BSS Athlete's Agreement.
- 4.2.6 The athlete must register their availability for selection for the OWG by no later than 1 July 2017.

5. SELECTION CRITERIA

- 5.1 To be considered for nomination in any of the Cross Country Events an athlete must meet the Qualification Standards as outlined in the respective section of Schedule 1 to this document.

5.2 In the event that the same number of athletes are eligible for selection as there are qualified quota places (pursuant to the Qualification Standards set out in Schedule 1) then, subject to such athletes complying with the provisions of this selection policy, those athletes shall automatically be nominated for selection for the Olympic Winter Games by the Nomination Panel. If there are more athletes eligible and qualified for nomination than quota places earned and allowed by the BOA and the IOC, the Panel shall determine in their absolute discretion which athlete(s) have the best prospects of achieving a medal or (in the absence of a realistic medal hope) the best possible result at the OWG, having taken into consideration all relevant factors including (but not limited to, and in no particular order):

- (a) Finish positions behind winners in FIS events during the Olympic qualification period;
- (b) Performances in training during the qualification period;
- (c) Performance trajectory and current form;
- (d) Any other factors the Panel deem relevant to the selection decision.

For the avoidance of doubt, securing a qualification place at the Games will not result in automatic selection to the team.

5.3 In addition to the performance-related criteria referred to at 5.2 above, the Nomination Panel shall review any other relevant information which may include:

- 5.3.1 Injury preventing athlete from competing effectively in OWG
- 5.3.2 Illness (mental or physical) preventing an athlete from competing effectively in OWG
- 5.3.3 Illness or injury which puts the athlete and others in an OWG event at significant risk
- 5.3.4 Evidence of lack of form in performance or training indicating the athlete will not compete effectively at OWG
- 5.3.5 Significant breach of BSS Code of Conduct
- 5.3.6 Conviction of criminal offence likely to have an adverse effect on BSS, the BOA and the Olympic Movement in general.
- 5.3.7 Failure to attend a selection event if required without justifiable cause.
- 5.3.8 Failure to pay any outstanding fees to BSS without justifiable cause.

6. CONDUCT OF THE NOMINATION PANEL

6.1 The BSS Performance Director will provide the BSS Cross Country Nomination Panel with the full list of athletes who meet the selection and eligibility criteria defined in Clause 4 and Clause 5 of this document, including the athletes' qualification evidence and data, by the 15th of January 2018. The Chair of the Nomination Panel will circulate these details to all other members of the Panel no later than 2 days prior to the selection meeting.

6.2 The Nomination Panel will review the information provided by the BSS Performance Director for each athlete eligible for selection. This information will be provided at the start of the meeting and will consist of:

- 6.2.1 Athlete biography of results in qualifying competitions for period 1 July 2016 to 21st January 2018, including any results achieved after the cut-off date of 15 January referred to in 6.1 above;
- 6.2.2 An analysis of those results related to the selection criteria outlined in section 5; and
- 6.2.3 The athlete's periods of injury and current fitness.

6.3 BSS and all other members of the BSS Nomination Panel will refrain from publishing any details in relation to any nominations or selections until all athletes who met the eligibility criteria prior to the nomination or selection meeting have been informed of the BSS nomination decision regarding them and the decision of BSS to nominate or not nominate the athlete as applicable.

- 6.4 In the course of the selection meeting, the Nomination Panel shall nominate an appropriate number of 'reserve' athletes who, in the Panel's opinion, (a) have a realistic prospect of being offered a handback place by FIS/ the IOC; (b) satisfy all eligibility and selection criteria in this selection policy; **and** (c) would be likely to be nominated for selection to Team GB if a handback place was offered. While it is important to note that the BOA's position is that handback places will be refused unless in exceptional circumstances, it is agreed by all parties that the extremely tight timeframes between the reallocation of handback places and DRM necessitate making early nominations with regards to athletes who may be offered such places ("handback athletes"). Pursuant to this clause, athletes who are not nominated as handback athletes have a right to appeal under this policy in the same way and at the same time as other athletes who have not been nominated for selection.
- 6.5 BSS will not inform any third party (other than the BOA) of the nomination details during the notification process. In the event that an athlete cannot be contacted, BSS will continue with the notification process as agreed between the BOA and BSS.

7. APPEALS

- 7.1 The BSS Olympic Team Nomination Appeals Procedure, as set out in this clause, is the only applicable appeals procedure and forms the entire agreement between each athlete and BSS as to how nomination decisions are to be challenged.
- 7.2 The parties agree to submit any dispute concerning any matter connected with or arising out of nomination issues to binding arbitration in accordance with the provisions of this nomination appeal procedure.
- 7.3 The parties will treat all decisions under this Nomination Appeals procedure as final and binding upon them.
- 7.4 Any athlete seeking a review of a non-nomination/deselection should be aware of the time limits contained in the policy which are designed with the intention of resolving issues in a timely, fair and transparent manner. All athletes should read this policy carefully and satisfy themselves that they are eligible to appeal in the first instance. Any appeals which do not satisfy the grounds of appeals below will be dismissed automatically.
- 7.5 All appeals shall be made in writing to the Cross Country Chair of Selectors by email to: bss@teambss.org The Notice of Appeal must set out full details of the athletes' ground(s) of appeal and include:
- (a) details of the decision which the athlete is appealing;
 - (b) details of the ground(s) of appeal upon which the athlete relies, including the precise manner in which the athlete alleges that the selection criteria have not been applied or in which the procedure set out in the applicable selection policy has not been followed; and
 - (c) any documents or written evidence upon which the athlete relies in support of his or her appeal. These documents must be relevant specifically to the athlete's grounds of appeal.

7.6 Notification of Appeal must be received by British Ski and Snowboard in accordance with the timescales set out in Clause 10. If the athlete fails to submit the Notice of Appeal within the time limit set out in this Appeals Process he or she will have lost their right of appeal.

7.7 BSS will appoint an Internal Appeals Panel made up of at least three people who did not sit on the original Nomination Panel.

7.8 In cases of appeal against non-nomination for Team GB selection, all appellants should be aware that it is not the task of the Appeal Panel to substitute its selection views for those of the original Panel. An athlete may appeal against a nomination decision only on the grounds that:

- there has been a failure to apply the applicable selection criteria; and/or
- there has been a failure to adhere to the procedure set out in the selection policy.

7.9 The Appeals Panel will make its recommendation within 24hrs and notify the athlete of its decision. Should the Appeals Panel uphold the appeal, the Nomination Panel will reconvene at 12:00 noon (GMT) Wednesday 24th January 2018 (unless otherwise notified). The reconvened Nomination Panel will notify the results of the nomination process by 16:00 (GMT) on Wednesday 24th January 2018.

8. DE-SELECTION 'PRE' DELEGATION REGISTRATION MEETING (DRM)

8.1 Any decision to de-select an athlete up to DRM, provisionally set for 26th January 2018, is taken by BSS. De-selection may occur primarily in the event that injury or illness will – in the reasonable opinion of the selection panel – prevent the athlete in question from performing at the Games to the best of their ability, or in the event that the athlete has breached or no longer complies with the selection or eligibility criteria set out in clause 4 or 5.

8.2 In the event of a nominated athlete being de-selected, the Nomination Panel will consider nomination of another athlete using the nomination criteria as set out in this policy.

9. DE-SELECTION 'POST' DRM

9.1 Post DRM, it is the BOA's decision to de-select and any appeal will be subject to any applicable BOA rules on appeals. Any selection decisions taken after DRM will be in accordance with the IOC's Late Replacement Policy.

9.2 The IOC's Athlete Late Replacement Policy primarily provides for replacement of a selected athlete on the basis that they are unfit to compete due to injury and/or illness. In the event of there being a query over the ability of an athlete to be able to compete to the best of his/her ability due to an injury or illness the following procedure will be adhered to:

- (i) The BOA Chief Medical Officer can require an athlete to undergo a medical examination to determine his/her fitness to participate which at this stage will be determined based on an assessment of whether or not the injury or illness is such that the athlete is physically able to compete or risks causing medical harm to him or herself, or endangering other competitors, officials or spectators.

(ii) If the athlete passes the medical examination carried out but BSS and/or the BOA have concerns over whether or not the athlete is able to compete to the best of his/her ability due to the underlying injury or illness, the Team GB Chef de Mission can require the athlete to undergo a set of pre-determined sports specific performance tests. Those tests will be agreed in advance following consultation with the Team Leader, a physiotherapist and the BOA's Deputy Chef de Mission for Performance.

- 9.3 Should it be possible to replace the de-selected athlete with another eligible athlete, the BSS Nomination Panel will nominate the replacement athlete to the BOA in accordance with this Selection Policy.

10. TIMESCALES

10.1 The timing of the selection for nomination process is dictated by the date of the BOA's Delegation Registration Meeting (DRM) and the date of the publication of the final relevant FIS list. The selection meeting will take place between these two dates. The Nomination Panel will therefore meet on Monday 22nd January 2018 or as soon as practical after the publication of the Olympic FIS points list.

10.2 BSS will inform the athletes of their selection for nomination by 17.00 (GMT) on Monday 22nd January 2018 in accordance with the clauses set out below.

10.3 Should any athlete wish to appeal the Nomination Panel's decision, they must do so in writing, to the Chairman of the BSS Cross Country Appeals Panel (see Clause 7 of this document) via email to the BSS office, within 24 hours of the notification of nomination, no later than 17.00 (GMT) on Tuesday 23rd January 2018. Any appeal must contain the grounds for such an appeal and any supporting evidence. A £250 bond must be included with the submittal of the appeal. This bond will be returned if the appeal is upheld.

10.4 At this point (Tuesday 23rd January at 17.00 GMT), nominations in all Events that do not have pending appeals will be confirmed by BSS to the BOA. All nominations for a given Event that have appeals pending will be held back until the Appeals Panel decision and the re-convening of the Nomination Panel (if necessary).

10.5 The Appeals Panel will deliver its verdict no later than 12:00 noon (GMT) on Wednesday 24th January 2018.

10.6 Should the Appeals Panel uphold the appeal, the Nomination Panel will reconvene at 12:00 noon (GMT) Wednesday 24th January 2018. The reconvened Nomination Panel will notify the results of the nomination process by 16:00 (GMT) on Wednesday 24th January 2018.

10.7 BSS will make a final nomination of selected athletes to the BOA by 16:00 (GMT) on Wednesday 24th January 2018.

10.8 The BOA will confirm selection to BSS by Thursday 25th January 2018 and will announce the team as soon as practicable.

11. COMMUNICATIONS

- 11.1 In view of the timescales involved the BSS Nomination Panel will use any reasonable method of communicating with athletes, which will include verbal announcements, telephone calls, emails, skype, and paper correspondence. Athletes must be aware of this and keep a constant watch on these communication channels to receive the selection decision.
- 11.2 Athletes are advised that, should they be eligible for selection, they must notify the Chair of Selectors via e-mail (bss@teambss.org) of their preferred method of contact and provide the correct contact details for the date of the selection meeting no later than the 11th January 2018 prior to the selection meeting taking place.

12. CONFIDENTIALITY

- 12.1 BSS, the appellant and any third party or athlete are under an obligation of confidentiality in respect of any matters in relation to any selection/ appeal decisions taken in connection with this policy, other than to inform the BOA of any relevant proceedings. Save as permitted under these selection criteria and procedure none of these parties will make any public statement or disclosure of any selection-related decisions taken pursuant to this policy without the prior consent of BSS and the BOA.
- 12.2 BSS will be entitled to publish the decision of the Nomination Panel concerning the athletes to be nominated to the BOA in such manner and to such extent as is necessary to inform all properly interested and affected parties of the status of the nomination decision.

13. CHANGES AND AMENDMENTS TO THIS PROCEDURE

- 13.1 BSS will be entitled to amend this procedure from time to time. Such amendments will take effect from the first date of publication of the complete amended procedure on the BSS website.

14. QUERIES AND ACKNOWLEDGEMENT

- 14.1 Any queries regarding this document can be referred to the Cross Country Chair of Selectors by email: bss@teambss.org.
- 14.2 Athletes on the long list for selection to the Olympic Cross Country Team will be asked to sign an acknowledgement that they have read and understood the terms and conditions of the policy and selection procedure. The long list will be compiled by the BSS Performance Director in conjunction with the Head Coaches or Senior Coaches in each discipline.
- 14.3 Should an athlete have any queries regarding their entry to the long list for selection they should contact the BSS Performance Director by E-mail: bss@teambss.org.

Schedule 1

Olympic Qualification Requirements

CROSS COUNTRY SKIING

1. Quota places won for the PyeongChang 2018 Olympic Winter Games (the “**Games**”) are available to the NOC and not to the individual athletes.
2. The total number of quota places available in Cross Country Skiing is 310.
3. The maximum number of athletes per NOC is 20, with a maximum of 4 entries per gender in each of the individual events, and a maximum of 12 Men and 12 Women in total per NOC. The maximum number of entries in the Team events is one team per gender per event.
4. In the event that the NOC qualifies quota places pursuant to the qualification pathways set out in section D of the IOC/ FIS qualification document dated March 2016 (as may be amended from time to time) (“**IOC/FIS Standards**”), and subject to paragraph 6 below, the BOA will only accept as nominations for those quota places any individual(s) who:
 - (i) comply with any eligibility criteria as set out in the IOC/FIS Standards, including (but not limited to) in Section C; and

Men

- (ii) achieve an average OQS FIS points listing at BSS Accepted Events (i.e. the mean average of the five best results at BSS Accepted Events, as defined in paragraph 5) during the period 1 July 2016 – 21 January 2018 (the “**Qualification Period**”) of or better than:
 - a) 80 Sprint FIS points, or
 - b) 80 Distance FIS points

and
- (iii) achieve either:
 - a. two or more of: a top 67% finish at a World Championships/ a top 67% finish at a World Cup/ a top 45 result in a Scandinavian Cup; or
 - b. a top 45 place in a Scandinavian Cup and a top 35 place in an Alpen Cup,

during the Qualification Period.

Women

- (i) achieve an average OQS FIS points listing at BSS Accepted Events (i.e. the mean average of the five best results at BSS Accepted Events, as defined in paragraph 5) during the Qualification Period of or better than:
 - a) 100 Sprint FIS points, or
 - b) 94 Distance FIS points

and
- (ii) achieve either:
 - a. two or more of: a top 67% finish at a World Championships/ a top 67% finish at a World Cup/ a top 30 result in a Scandinavian Cup; or
 - b. a top 30 place in a Scandinavian Cup and a top 20 place in an Alpen Cup,

during the Qualification Period.

5. **“BSS Accepted Events”** shall include: World Cups; World Senior Championships; and Scandinavian and Central European (excluding Balkan & “Loppets”) FIS races. The World Under 23 Championships can be considered only if a race winner scores 25 FIS points or less. No other events will be accepted.
6. The BOA will not accept as qualification for the Games places offered as Tripartite Commission Invitation places or reallocated unused quota places (i.e. handback places, wildcard places or any other quota places which have not been generated by virtue of a direct qualification) unless agreed by the BOA to be in exceptional circumstances pursuant to the BOA PyeongChang 2018 OQS Policy.
7. The BOA will consider eligible for selection individual athletes who have been nominated under the BSS Selection Policy for the Games by 22 January 2018.