



## Selection Policy for the Tokyo 2020 Olympic Games Tokyo, JPN

### OVERVIEW

This Selection Policy (“the Policy”) outlines the process by which the British Triathlon Federation (“BTF”) will determine its nominations for Team GB at the Tokyo 2020 Olympic Games (“the Games”). In all cases, selection by the BTF represents a nomination to the British Olympic Association (“BOA”) for their ratification and will be conditional on athletes signing and adhering to the BOA Team Members’ Agreement (“TMA”). The final decision regarding selection for the Games therefore lies with the BOA.

The BTF intend to nominate athletes to the men’s and women’s individual races, as well as the Mixed Team Relay (“Mixed Relay”). In doing so, the primary aim of this Policy is to maximise medal success in BOTH the individual and Mixed Relay events in Tokyo.

### SECTION 1: ELIGIBILITY

To be eligible for nomination, athletes must satisfy the following:

- a. Meet the BOA, International Triathlon Union (“ITU”) and International Olympic Committee’s (“IOC”) eligibility requirements to compete for Team GB at the Games (including holding a full British Passport valid until at least 31 December 2020);
- b. Be a member in good standing of a Home Nation Triathlon Association which is a member of the BTF and eligible to represent Great Britain in international championships under the rules of the ITU;
- c. By 11 May 2020, be ranked in the top 140 of the ITU Individual Olympic Qualification Ranking; AND
- d. Not be serving a period of ineligibility as a result of an anti-doping rule violation.

### SECTION 2: SELECTION PROCESS AND CONDITIONS

2.1 Nomination will take place at two selection meetings as follows:

- a. 7 October 2019 - phases 1 and 2; AND
- b. 21 May 2020 - phases 3 and 4.

2.2 Any nomination decisions made at phases 1 and 2 will be subject to confirmation of quota places. As such, no public announcement may be made at this stage. Instead, at that point, all currently eligible athletes will be confidentially informed in writing of any nominations made. Athletes will then be entitled to appeal any such decisions (pursuant to section 4 of this policy).

- 2.3 Once final quota places have been confirmed, and subject to appeals against selection decisions made at phases 3 and 4, athletes signing the TMA and ratification from the BOA, the final team will be announced in May 2020.
- 2.4 Attendance at the 2020 BTF preparation camp in Miyazaki, JPN, on dates stipulated by BTF, will be a condition of selection (whether or not also a term of the TMA). Reserve athletes will also be expected to attend this camp AND remain in Tokyo until after the final deadline for athlete replacements (which will be a date TBD between the individual and Mixed Relay races). Exceptions to this stipulation will only be made at the absolute discretion of the Performance Director (“PD”). Failure to attend the preparation camp (without prior agreement from the PD) will result in the athlete being deselected.
- 2.5 The Selection Panel (“the Panel”) for each meeting shall comprise:
  - a. Voting members;
    - i. BTF PD;
    - ii. BTF Olympic Head Coach; and
    - iii. Olympic Camp and Competition Support Coach.
  - b. Non-voting members:
    - i. BTF CEO;
    - ii. Independent observer;
    - iii. BTF lawyer; and
    - iv. Note-taker(s) as required.
- 2.6 British Triathlon have the opportunity to qualify up to three male and three female individual quota places for the Games (none of these quota places is guaranteed at the date this Policy has been adopted). Athletes will be selected to fill all available quota places in four distinct phases between October 2019 and May 2020 (as outlined below). Once all available quota places are filled, one male and one female athlete may be selected as a reserve. The timing of the reserve selection will be at the discretion of the Panel.
- 2.7 This Policy will be applied in a way that is consistent with the number of quota places available at each phase, which may mean that certain steps cease to be appropriate or may need to be modified depending on the remaining available places. For more information on how the quota places can be achieved, please visit <http://www.triathlon.org/about/documents>.
- 2.8 Quota places are allocated to the BOA and not the athletes who secured them.
- 2.9 Only those athletes who are selected for the individual Olympic races will be eligible for nomination to the Mixed Relay team. The final selection of the team of four athletes to compete in the Mixed Relay will be made by the PD and BTF Olympic Head Coach, who may consult other members of the Games-time Coaching and Medical Team, as well as any independent coaching representative from outside the Games time environment. This decision will be made following completion of the individual events in Tokyo, taking into account the impact of the individual male/female events on the available athletes’ form/fitness, as well as the specific technical requirements of the Mixed Relay event. As such, the selection for the Mixed Relay team is entirely discretionary and not subject to appeals provisions as outlined at Section 4 of this Policy.

#### 2.10 Phase 1 - 7 October 2019 - individual event automatic nominations (including returning medallists):

- a. Eligible athletes will be automatically nominated for the Games if they:
  - i. finish in the top three of the respective individual senior races at BOTH the 2019 Yokohama World Triathlon Series (“WTS”) event AND the 2020 Tokyo Olympic Games Test Event; OR
  - ii. are a returning Rio 2016 Olympic Games medallist who finishes in the top three of the individual event at the 2020 Tokyo Olympic Games Test-Event.
- b. The above automatic nominations will not apply if, in the opinion of the Panel, the results of either race (and in the case of returning Rio medallists, the Test Event only) are/is significantly impacted by:
  - i. a large-scale racing incident (such as a crash); OR
  - ii. environmental conditions/exceptional circumstances which result in substantial alteration to the race format.
- c. In the unlikely event that there are more automatic nominations than available quota places the Panel shall have absolute discretion (using the criteria outlined at 2.11[b] below) to nominate the athletes they believe have the best chance of satisfying the aim of this Policy.

#### 2.11 Phase 2 - 7 October 2019 - individual event discretionary nominations:

- a. Should quota places remain following phase 1, athletes may be nominated for the Games if, based on assessment of the criteria outlined at paragraph 2.11(b), they are considered by the Panel at this time to be a clear and obvious individual medal contender for the Games.
- b. the Panel will consider the following factors, (listed in no priority order):
  - i. Athlete performances at 2019 ITU WTS, World Cup, Continental Cup or Continental Championships (including an assessment of the quality of field in any relevant event);
  - ii. ITU World Rankings;
  - iii. Performances at previous Olympic Games;
  - iv. The BTF ‘What it Takes to Win Model’;
  - v. Athlete development profiles;
  - vi. Compatibility (in terms of likely race tactics and teamwork) with those already selected;
  - vii. Anticipated environmental factors affecting the Games and their potential impact on the race tactics/outcome;
  - viii. Current form (including ITU Ranking);
  - ix. Injury/illness history and status; AND
  - x. Subjective assessments relating to athletes’ ability to perform under pressure and deliver performances aligning to the “one day, one race” philosophy of BTF.

#### 2.12 Phase 3 - 21 May 2020 - additional individual event discretionary nominations:

- a. Should quota places remain following completion of phases 1 and 2, there will be a second selection meeting where additional eligible athletes will be nominated for the Games if they are considered by the Panel to be a realistic individual medal contender.
- b. In making this decision, the Panel will:
  - i. prioritise performances from the completed 2020 WTS races; AND
  - ii. consider all the factors listed at 2.11(b). above. Where the decision to fill a final quota place is very close between one or more athletes,

the Panel may then also consider those athletes' ability to enhance the medal winning capacity of the Mixed Relay team at the Games.

### 2.13 Phase 4 - 21 May 2020 - Pilot Athlete nominations

- a. If following phase 3 there are available quota places the Panel will proceed to consider nominations for 'Pilot athletes'.
- b. 'Pilot athletes' are athletes who are considered by the Panel to have the ability to:
  - i. provide direct support (during the individual races) to athletes selected in phases 1 to 3; AND/OR
  - ii. be a Mixed Relay specialist athlete who is capable of delivering a relay performance which will enhance the medal winning capacity of the Mixed Relay team at the Games.
- c. In determining whether athletes satisfy either of the above criteria, the following factors (listed in no priority order) will be taken into account:
  - i. how the eligible athletes' specific strengths are likely to compliment those of athletes already selected;
  - ii. how the eligible athletes' specific strengths are likely to suit the individual/relay course layout and profile, and the likely impact on the race outcome and tactics of the course's specific characteristics;
  - iii. Anticipated environmental factors, their potential impact on the race tactics/outcome, and the resulting requirements of pilots;
  - iv. Eligible pilots' individual performances in ITU WTS, World Cup, Continental Cup and Continental Championship events;
  - v. Eligible pilots' previous Mixed Relay performances;
  - vi. Eligible pilots' previous experience, success and commitment to the role;
  - vii. Eligible pilots' relationships with athletes already selected;
  - viii. Current form;
  - ix. Injury/illness history and status; AND
  - x. Eligible pilots' ability to contribute to the overall team environment and support athletes' preparation for the Games.

## SECTION 3: DE-SELECTION AND REPLACEMENTS

- 3.1 The process by which an athlete may be de-selected from Team GB depends on the timing of the Delegation Registration Meeting ("DRM") - i.e. the date on which Team GB is formally entered into the Games. The Tokyo DRM is currently set for 4 July 2020.
- 3.2 At any time prior to the DRM, BTF reserves the right to withdraw an athlete's nomination should they:
  - a. in the reasonable opinion of the Panel, experience a significant drop in form which suggests that they may not be able to deliver performances at the Games at least equivalent to their ITU World Ranking at the date of the meeting at which they were nominated;
  - b. in the reasonable opinion of the BTF Chief Medical Officer ("CMO") and BTF PD - in consultation with relevant external specialists (where appropriate and practical) - be affected by injury/illness (including mental health challenges) which impacts on their potential to deliver performances at the Games at least equivalent to their ITU World Ranking at the date of the meeting at which they were nominated; OR
  - c. commit a serious breach of the TMA, or fail to attend the BTF preparation camp, or (if a reserve athlete) fail to remain available in Tokyo in accordance with 2.4 above.

- 3.3 In the event of the withdrawal of an athlete nomination pursuant to 3.2 the BTF may, but will not be obliged to, nominate the relevant (male/female) reserve athlete selected under 2.5 above.
- 3.4 Following the DRM, athlete de-selections and replacements are only allowed in accordance with the IOC's "Late Athlete Replacement Policy". Athletes may be de-selected at this stage due to the athlete no-longer being eligible, or due to injury/illness. In such circumstances, should the BTF CMO or PD believe injury/illness will impact upon an athlete's potential to deliver a performance at the Games at least equivalent to their ITU World Ranking at the date of the selection meeting at which they were nominated due to injury or illness the following process will be undertaken:
- a. The Team GB CMO, in conjunction with the BTF CMO (or designated medical representative/specialist), will request that the athlete undergoes a medical examination to determine his/her fitness to compete. If the athlete is deemed not fit to compete or refuses to undergo the examination, his/her nomination will be withdrawn and BTF will nominate the relevant reserve athlete.
  - b. If the athlete satisfies the Team GB CMO that he/she is 'fit to compete' and yet the BTF and/or the BOA believe he/she will not be able to deliver a performance at least equivalent to their ITU World Ranking at the date of the selection meeting at which they were nominated as a consequence of the underlying injury or illness, the Team GB Chef de Mission, at his sole discretion, may request the athlete undergoes a set of performance tests. The test(s) will be agreed by each of the PD, the BTF CMO (or designated medical representative) and the BOA. If the athlete is unable to perform in the tests at a reasonably equivalent level to what they could have done at the date of nomination (based on their then ITU Ranking) in the opinion of the PD and the BOA, or refuses to undertake the test, they will be withdrawn by the BOA from Team GB under the IOC Replacement Policy. At this stage the BOA will nominate the relevant reserve athlete.

#### **SECTION 4: APPEALS**

- 4.1 Athletes may appeal any pre-DRM decision under this Policy that affects them under the "BTF Appeals Policy" which can be found on the BTF website. The appeal will proceed directly to Sport Resolutions UK under the 'Second Appeals' process set out at paragraph 4 of the BTF Appeals Policy. Athletes wishing to seek advice regarding the appeals process are advised to contact the British Athletes Commission (BAC) at [www.britishathletes.org](http://www.britishathletes.org).
- 4.2 In the event that the BOA refuses to ratify a nomination by the BTF Panel, or in the case of de-selections that take place after DRM, the athlete may appeal that decision under the BOA's Appeals Policy, which will be provided upon request.

#### **SECTION 5: AMENDMENT**

- 5.1 In the event that any unforeseen circumstance makes any provision of this Policy unworkable or ineffective to promote the aims of the Policy, the BTF will be entitled to amend this Policy so that the aims can be secured. Any amended version will be made available at [www.britishtriathlon.org](http://www.britishtriathlon.org).