



Selection Policy for the Paris 2024 Olympic Games **Paris, FRA**

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 Paris 2024 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, and the Mixed Team Relay (“Mixed Relay”). **The primary aim of this Policy is to maximise medal opportunities in BOTH the individual and Mixed Relay events in Paris.**

SECTION 1: ELIGIBILITY

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

- a. Meet the BTF, BOA, World Triathlon (“WT”) 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 2024);
- 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 WT;
- c. By 27 May 2024, be ranked in the top 180 of the WT Individual Olympic Qualification Ranking;
- d. Not be serving a period of ineligibility as a result of an anti-doping rule violation or any BTF (including Home Nation) BOA, WT or IOC disciplinary process; AND
- e. In respect of nomination (including reserves) for the female event (and as a competitor in one of the two female places in the Mixed Relay) were registered as a female at birth. See the BTF Transgender Policy at <https://www.britishtriathlon.org/about-us/governance/equality-diversity-inclusion/statements-and-policies> for more information.

SECTION 2: SELECTION PROCESS AND CONDITIONS

2.1 The BTF has 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). **These quota places are allocated to the BTF/BOA and not to the athletes who secured them.**

- 2.2 Subject to the provisions outlined at paragraph 2.14 below regarding reserves, athletes will be selected for nomination in two distinct selection meetings as follows:
- a. 24 October 2023 – phases 1 and 2; AND
 - b. June 2024 (exact date TBC following publication of the 2024 competition calendar) – phases 3, 4 and 5 (reserves).
- 2.3 The Selection Panel (“the Panel”) for each meeting shall comprise:
- a. Voting members;
 - i. BTF PD – Mike Cavendish;
 - ii. BTF National Coach – Rick Velati; and
 - iii. Olympic independent selector – Glenn Cook.
 - b. Non-voting members:
 - i. BTF CEO – Andy Salmon;
 - ii. Olympic National Coach Consultant – Ben Bright
 - iii. BTF medical representative (only required if relevant medical/health issues to be discussed);
 - iv. Independent observer (the identity of which may be different for each meeting);
 - v. BTF lawyer;
 - vi. BTF media representative; and
 - vii. Note-taker(s) as required.
- 2.4 Subject to paragraph 2.11(b) the Panel will be permitted to fill all available places at any round of the selection process. For the avoidance of doubt, this means that, should athletes satisfy the relevant criteria to the satisfaction of the Panel, all quota slots *may* be filled in October 2023 via phases 1 and 2.
- 2.5 Any nomination decisions made at phases 1 and 2 will be subject to confirmation of quota places by WT. At the time the nomination decisions are made, all current eligible athletes will be confidentially informed in writing of any nominations made. This notification will trigger the window in which athletes may appeal nomination decisions made in phases 1 and 2 (pursuant to section 4 of this policy). Following completion of the appeals process – and subject to ratification and approval by the BOA – announcements of any nominations made at phases 1 and 2 will take place by the end of 2023.
- 2.6 Once final quota places have been confirmed, and subject to appeals against nomination decisions made at phases 3 and 4, athletes signing the TMA and ratification from the BOA, the final team will be announced in June 2024.
- 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 secured, please visit <https://www.triathlon.org/uploads/docs/Paris2024-QS-Triathlon.pdf>
- 2.8 Only those athletes who are nominated for the individual Olympic races (or, in the case of withdrawal/de-selection due to injury/illness, a reserve) will be eligible for selection in 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 National Coach, who may (at their absolute discretion) consult other members of the Games-time Coaching and Medical Team and any other independent coaching representative from outside the Games time

environment. This decision will be made following completion of the individual events in Paris taking into account the impact of the individual events on the available athletes' form/fitness, as well as the specific technical and tactical requirements of the Mixed Relay event. As such, the selection for the Mixed Relay team is entirely discretionary and not subject to the appeals provisions outlined at Section 4 of this Policy.

2.9 Attendance at the BTF preparation camp in Libourne, FRA, on dates stipulated by BTF, will be a condition of selection for all nominated athletes. Requests to employ an alternative preparation strategy should be discussed with the BTF National Coach and Performance Director ("PD") immediately following nomination. Attendance of reserve athletes at the BTF preparation camp will not be mandatory but will be facilitated if deemed mutually beneficial by both the reserve athlete(s) and team staff.

2.10 Phase 1 – 24 October 2023 – individual event automatic nominations:

- 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 2023 Paris Olympic Games Test Event **AND** the World Triathlon Championships Series ("WTCS") Grand Final (Pontevedra, 22-24 September 2023); OR
 - ii. are a returning Tokyo 2020 Olympic Games individual medallist who finishes in the top three of the individual event at the Paris Olympic Games Test-Event **AND** who also achieves an individual WTCS podium in either 2022 or 2023.
- b. The above automatic nominations will not apply if, in the opinion of the Panel, the results of any race used for automatic nomination purposes 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 2.11c below) to nominate the automatic athletes that they believe have the best chance of satisfying the aims of this Policy.

2.11 Phase 2 – 24 October 2023 – individual event discretionary nominations:

- a. Should quota places remain following phase 1, athletes may be nominated for the Games in this phase 2 if they:
 - i. achieve an individual podium in at least 1 2023 WTCS event or at the 2023 Paris Olympic Games Test Event; **AND**
 - ii. based on assessment of the criteria outlined at paragraph 2.11c, are considered by the Panel at this time to be a clear and obvious individual medal contender for the Games.
- b. The Panel will NOT fill all available male and/or female quota places at this round if there are athletes who have not met the criteria at 2.11a.i. above but in the opinion of the Panel could reasonably claim to satisfy the definition of clear and obvious individual medal contender for the Games. Where this is the case, the Panel will leave at least 1 slot free for use in subsequent rounds.
- c. In determining whether an athlete is a clear and obvious individual medal contender for the Games (or choosing between multiple athletes who satisfy this definition) the Panel will consider the following factors, (listed in no priority order):
 - i. Athlete performances at 2023 WTCS – *please note, performances at Olympic distance races (e.g. Yokohama WTCS, Paris Test Event, and*

WTCS Grand Final) will carry the greatest weight for selections in this round, followed by sprint and then eliminator formats.

- ii. Performances at all other 2023 WT races, including World Cups, Continental Cups and Continental Championships (including an assessment of the format, course and quality of field in any relevant event);
- iii. WT World and Olympic Rankings;
- iv. Performances at previous major Games (including Olympic and Commonwealth Games);
- v. Eligible athlete(s)' swim/bike/run profiles and how they compare to the current and predicted Paris race tactics/dynamics;
- vi. Compatibility (in terms of likely race tactics/dynamics) with other athletes already, or with realistic potential to be nominated to the team;
- vii. Anticipated environmental factors affecting the Games and their potential impact on the race tactics/outcome;
- viii. Current form;
- ix. Injury/illness history and status;
- x. Relay experience, leg profile, performance history and compatibility with tactics the relay team will potentially look to use; AND
- xi. 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 – June 2024 – 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 an identified Olympic distance WTCS race (to be confirmed as soon as possible following publication of the 2024 competition calendar);
 - ii. consider all the factors listed at 2.11(c) above, as well as any other performances from 2024 World Triathlon races.

2.13 Phase 4 – June 2024 – Relay Specialist and/or Pilot Athlete nominations:

- a. If, following phase 3, quota places remain unfilled, the Panel will proceed to consider nominations for Relay Specialist and/or Pilot athletes. These roles are defined as follows:
 - i. **Relay Specialist** athletes – those who are considered by the Panel to be capable of delivering a relay performance that will enhance the medal winning capacity of the Mixed Relay team at the Games.
 - ii. **Pilot** athletes – those who provide direct support (during the individual races) to medal potential athletes selected in phases 1 to 3.
- b. Which of the Relay Specialist/Pilot role is deemed to be the priority and which athletes are nominated in this round will be at the absolute discretion of the Panel and based upon which role presents the greatest opportunity to enhance the chances of Team GB medal success across individual and relay events in Paris. In making this decision the Panel will consider the following factors (listed in no priority order):
 - 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 WT 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.

2.14 Phase 5 – June 2024 – Reserves:

- a. Once phases 1 to 4 have been completed, the Panel will select male/female reserve athletes.
- b. Given the required profile of a reserve athlete may differ depending on which nominated athlete withdraws/is de-selected, the Panel, at their absolute discretion, may choose at this time to:
 - i. delay selecting and naming reserves to a later date; OR
 - ii. select a pool of reserves from which to choose an appropriate replacement at a later date.
- c. In selecting reserves, the Panel will first select any remaining athletes who satisfy the criteria outlined at phase 3 but who were not selected in that round (realistic individual medal contenders) followed by those who satisfy the criteria outlined at phase 4 (Relay Specialist and/or Pilot Athlete).

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 Paris DRM is currently set for 12 July 2024.
- 3.2 At any time prior to the day before the DRM, the BTF reserves the right to withdraw an athlete's nomination should they:
 - a. in the reasonable opinion of the Panel – taking into account the athlete(s)' preparation and tapering plans for the Games – experience a significant drop in form which suggests that a reserve athlete may now be better equipped to deliver an individual medal winning performance or effectively fulfil a relay specialist/pilot performance role at the Games (pursuant to the role for which the athlete concerned was originally nominated);
 - b. in the reasonable opinion of the BTF Chief Medical Officer ("CMO") (and/or designated physio representative), BTF National Coach and BTF PD – be affected by injury/illness (including mental health challenges) which suggests that a reserve athlete may now be better equipped to deliver a medal winning performance or effectively fulfil a relay specialist/pilot performance role at the Games (pursuant to the role for which the athlete concerned was originally nominated); OR
 - c. fail to attend the BTF preparation camp, or, if a reserve athlete, fail to remain available for the Games; OR
 - d. fail or refuse to fulfil the role for which they were selected (i.e. as a pilot athlete); OR

- e. commit a serious breach of the TMA.
- 3.3 Where an athlete is deemed to satisfy either 3.2(a or b) above, the Panel may request the athlete undergoes a set of performance tests. The nature, content and intensity of these tests will be determined at the sole discretion of voting members of Panel (as well as any external expertise that they deem fit). They will consider the nature/timing of the injury or loss of form and any test will be designed to provide confidence to the Panel that the athlete concerned retains the ability – in comparison to any available reserve athlete – to deliver a medal winning performance or effectively fulfil a relay specialist/pilot performance role in Paris (pursuant to the role for which the athlete concerned was originally selected). Note, this does NOT mean that the athlete is required to deliver that level of performance during the performance test itself, but their results must satisfy the Panel that they – more likely than not – will be able to do so at the Games.
- 3.4 In the event of the withdrawal of an athlete nomination pursuant to 3.2 and 3.3 above the BTF may, but will not be obliged to, nominate a relevant (male/female) reserve athlete selected under 2.14 above.
- 3.5 From 12 July 2024 onwards (post-DRM), athlete de-selections and replacements are only allowed in accordance with the IOC’s “Late Athlete Replacement Policy” (the “LARP”) (which may be amended for each Games, requiring amendment to the criteria outlined below). Based on the most recent version of the LARP, athletes may only be de-selected at this stage due to them no-longer being eligible or due to injury/illness that prevents the participation of that athlete. In the case of injury/illness the following process will be undertaken:
- a. After nomination, the Team GB CMO, in conjunction with the BTF CMO (or other 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 in accordance with the LARP.
 - b. If the athlete satisfies the Team GB CMO that he/she is ‘fit to compete’ and yet the BTF and/or the BOA still have concerns that, as a consequence of the underlying injury/illness, the athlete may still not be fit to participate (or cause themselves further injury/ill-health in doing so), the Team GB Chef de Mission, at his/her sole discretion, may request the athlete undergoes a set of pre-determined sports specific performance tests. The test(s), and the most appropriate staff to conduct such tests, will be agreed by the PD (in consultation with his/her national coaching team), the BTF CMO (and/or designated medical representative) and the BOA in advance. The nature, content and intensity of these tests will consider the nature/timing of the injury (if relevant) and will be designed to provide confidence to the Panel that the athlete concerned will be able to fully participate in the individual and/or relay event(s) at the Games without causing further injury/ill-health.
 - c. If the athlete is unable to perform in the tests at the reasonably required level, or refuses to undertake the test, they will be withdrawn by the BOA from Team GB on medical grounds and, if appropriate, a replacement athlete will be nominated by the BTF to the BOA who will then – subject to ratification – enter them in accordance with the LARP.

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.

- 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 to the BOA.

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.