

# Baseball Australia National Selection Policy (Junior Squads)

**September - 2020**

## Contents

|  |   |
|--|---|
| PART 1: INTRODUCTION.....  | 4 |
| 1.1 Introduction.....  | 4 |
| 1.1.1.....   | 4 |
| 1.1.2.....   | 4 |
| 1.1.3.....   | 4 |
| 1.2 Selection Philosophy .....   | 4 |
| 1.2.1.....   | 4 |
| 1.2.2.....   | 4 |
| 1.3 Application.....   | 4 |
| 1.3.1.....   | 4 |
| 1.2.2.....   | 4 |
| PART 2: GUIDING PRINCIPLES OF SELECTION.....                             | 4 |
| 2.1 Mandatory Requirements .....   | 4 |
| 2.2 Selection Criteria .....   | 4 |
| 2.3 Consideration of Data and Information .....                          | 5 |
| 2.4 Extenuating Circumstances .....                                      | 5 |
| 2.4.1.....   | 5 |
| 2.4.2.....   | 5 |
| 2.4.3.....   | 6 |
| 2.4.3.....   | 6 |
| 2.5 Selectors' Discretion.....   | 6 |
| 2.5.1.....   | 6 |
| 2.5.2.....   | 6 |
| 2.5.3.....   | 6 |
| 2.6 Non-Disrepute .....  | 6 |
| PART 3 THE SELECTORS .....   | 7 |
| 3.1 Composition of Selection Panel.....                                  | 7 |
| 3.1.1.....   | 7 |
| 3.1.2.....   | 7 |
| 3.2 Powers of the Selectors.....   | 7 |
| 3.2.1 The powers of the Selectors shall include without limitation:..... | 7 |
| 3.2.2.....   | 7 |
| PART 4: GOVERNANCE & OVERSIGHT .....                                     | 8 |
| 4.1 Powers of the Governance and oversight Delegate.....                 | 8 |
| 4.1.1.....   | 8 |

|  |    |
|--|----|
| 4.1.2.....                                       | 8  |
| 4.1.3.....                                       | 9  |
| PART 5: APPEALS .....                            | 9  |
| 5.1 International Teams .....                    | 9  |
| 5.1.1.....                                       | 9  |
| 5.1.2.....                                       | 9  |
| 5.1.3.....                                       | 9  |
| 7.2 The Baseball Australia Appeal Tribunal ..... | 9  |
| 7.2.1.....                                       | 9  |
| 7.2.2.....                                       | 9  |
| PART 6: GENERAL .....                            | 10 |
| 6.1 Notification and Announcements .....         | 10 |
| 6.2 Amendments .....                             | 10 |
| PART 7: DICTIONARY .....                         | 10 |

## PART 1: INTRODUCTION

### 1.1 Introduction

1.1.1 Baseball Australia (BA) is the national governing body in Australia for the sport of baseball as recognised by Sport Australia (SA) and the World Baseball Softball Confederation (WBSC).

1.1.2 The purpose of this Selection Policy is to establish transparent and consistent criteria and procedures for the selection of athletes in all National Teams and Squads

1.1.3 It is the athlete's responsibility to read and understand the Selection Policy and to seek advice in the event that an athlete is unclear or uncertain about the operation or effect of the Selection Policy.

### 1.2 Selection Philosophy

1.2.1 The objective of the Selection Policy is to select the best possible team to represent Australia with the intent of delivering performance outcomes in international competition.

1.2.2 In selecting National Teams the entire Selection Criteria is taken into consideration, and Athlete's will not be selected on technical or athletic ability alone.

### 1.3 Application

1.3.1 The Selection Policy applies to all Athletes who confirm availability for selection in the National Team and also those who are members of the National Team.

1.3.2 The Selection Policy does not apply to officials and coaches. BA has responsibility for and discretion in respect of the selection and removal of officials and coaches at any time.

## PART 2: GUIDING PRINCIPLES OF SELECTION

### 2.1 Mandatory Requirements

All Athletes seeking selection to the National Team must satisfy the requirements set out in the Selection Policy and the eligibility requirements for the nominated international event.

### 2.2 Selection Criteria

The Selection Criteria to be taken into account by the Selectors in Athletes for the National Team include the following:

- (a) performance in trialling, training camps, events and competitions;
  - For athlete to be considered for National Junior Squads, and National Junior Teams, attendance for the duration of the Australian Youth Championships (U18 or U16), *or replacement event* is mandatory.

- (b) current and past national and international performances;
- (e) The Athlete's demonstrated attitude and commitment to BA, team culture, balance and harmony;
- (f) The Athlete's demonstrated ability to work with coaching staff, team officials and other team members;
- (g) the Athlete's current level of skill and physical preparedness;
- (h) any current injury or condition, which will impair or prevent the Athlete's performance;
- (i) factors relevant to team combination, including positional balance, specific positional skills and versatility to play alternative positions, technical compatibility;
- (k) potential of Athletes for subsequent National Teams; An Athlete's demonstrated the potential for improvement in the key attributes that project to successful performance in international competition.
- (l) a registered, financial and eligible member of BA.

## 2.3 Consideration of Data and Information

In applying any of the Selection Criteria, the Selectors may consider results and reports recorded from collated data and information including physical screens, game and training statistics and data, sports science or medical tests or considerations, training camps and ability to maintain required training and competition workloads.

Training data must be provided from sources approved by the General Manager – Performance Pathways & Player Development to ensure the validity and quality of assessable data.

Current recognised training programs that produce and maintain data are the State Performance Pathway Programs only. All data on players is to be stored and reported through TRAQ, the recognised BA athlete management platform.

## 2.4 Extenuating Circumstances

2.4.1 In considering the performances of Athletes at events, trials, training camps or other attendances required under the Selection Policy or the Event Requirements, the Selectors may in their discretion give weight to Extenuating Circumstances.

2.4.2 Any Athlete unable to compete at events, trials, training camps or satisfy other attendances required under the Selection Policy must advise the General Manager – Performance Pathways & Player Development, or a delegated representative of this fact in writing, prior to the commencement of the event, trial, training camp or other attendance

where practicable, and in all other cases within a reasonable time of becoming aware of the failure to meet the particular requirement.

2.4.3 Written notice must set out all of the relevant facts, matters and circumstances specifying why the Athlete is unable to participate.

2.4.3 Where any Athlete seeks consideration of Extenuating Circumstances, a decision in each case will be made by the Selectors (or their delegate) in their sole discretion on an individual basis.

## 2.5 Selectors' Discretion

2.5.1 The Selectors have discretion in selection of Athletes to, or removal of Athletes from, a National Team or squad having regard to the Selection Criteria as set out in sections 2.2 and 2.3 of the Selection Policy.

2.5.2 The Selectors may apply a standard which calls for a value judgment and overall assessment of the relevant criteria. In the exercise of their discretion, the Selectors are expected to bring to account those matters within the criteria that they consider to be relevant to the determination, in achieving the overall objective of the Selection Policy.

2.5.3 When comparing Athletes' performance, the predominant function of the Selectors' discretion is to determine the relevance of each of the Selection Criteria. For the Selectors to exercise their discretion prudently, judiciously and with sound judgment they are required to:

- (a) act reasonably and justly;
- (b) act in good faith and for proper purposes;
- (c) consider the Selection Criteria; and
- (d) consider the relevant materials and disregard irrelevant considerations.

## 2.6 Non-Disrepute

Without limiting the powers of the Selectors, the BA Board may remove an Athlete from consideration for selection to the National Team, the National Squad or (if applicable) from the National Team or National Squad itself if BA determines in its sole discretion that the Athlete:

- (a) has at any time engaged in conduct (whether publicly known or not), which has brought or would have the tendency to bring the Athlete or baseball into disrepute or censure, or which would be inconsistent with, contrary to or prejudicial to the BA Team Code of Conduct, the best interests, image or values of BA, or as a result of which the Athlete's membership would not be in the best interests of the National Team; or

- (b) has at any time been found in breach of any matters in conflict with the Baseball Australia Member Protection Policy

## PART 3 THE SELECTORS

### 3.1 Composition of Selection Panel

3.1.1 The selection panel (Selectors) will be comprised as follows: (a) the current Head Coach of the National Team (b) the General Manager – Performance Pathways & Player Development or a suitable delegate (c) A suitably appointed National Selector(s). The panel shall comprise of a minimum of three (3) and a maximum of five (5) selectors.

3.1.2 Contributions to aid selectors maybe requested from assistant coaches, state/territory Performance Pathways Managers, state/territory head coaches, or additional human resources through the approval of the General Manager – Performance Pathways & Player Development.

### 3.2 Powers of the Selectors

3.2.1 The powers of the Selectors shall include without limitation:

- (a) making all selection decisions (including decisions not to select an Athlete to, and decisions to remove an Athlete from, a National Squad or the National Team) unless otherwise expressly referred to the BA Board;
- (b) exempting an Athlete from the requirements of the Selection Policy or the Event Requirements, on the basis of Extenuating Circumstances or any other conditions;
- (c) engaging experts, including medical or health professionals to provide reports or conduct examinations of an Athlete, with further authority to provide such reports and information to BA solely for the purpose of considering selection to or removal from the National Team, a National Squad, and for the purpose of monitoring the performance and attitude of any such member or Athlete;
- (d) requesting an Athlete to attend specific or individual testing and/or medical examinations to assist the Selectors in considering any of the Selection Criteria in section 2.2 and 2.3 and the Athlete's condition;

3.2.2 Subject only to the right of appeal in accordance with Part 6 of the Selection Policy and the Appeals Policy, each decision by the Selectors shall be final and binding on the Athletes and each member of any National Team or National Squad.

## PART 4: GOVERNANCE & OVERSIGHT

### 4.1 Powers of the Governance and oversight Delegate

An appropriately selected governance and oversight delegate (the delegate) will oversee all conduct including selection of all National Teams and Squads. The delegate will not be a coach or selector within any National Team program. The delegate can be a BA employee, board member or appropriately qualified nominee.

#### 4.1.1 The powers of the delegate shall include without limitation:

(a) to investigate an act or omission of the Selectors or seek more information from the Selectors in relation to the exercise of their powers under the Selection Policy, in respect of which:

- (i) a complaint or an inquiry has been made to BA;
- (ii) the Selectors seek clarification; or
- (iii) the delegate wishes to investigate of his or her own motion;

(b) for the purpose of promoting and monitoring compliance with the Selection Policy, to observe and attend (at the delegate's discretion):

- (i) event, trials and other attendances required under the Selection Policy or the Event Requirements;
- (ii) any debriefing session between an Athlete who has failed to be selected and one or more of the Selectors;

(c) to give a recommendation to the Selectors that addresses an act or omission of the Selectors that relates to the exercise of their powers under the Selection Policy (which recommendation must be given due consideration by the Selectors).

#### 4.1.2 The delegate is not required to investigate all complaints or inquiries. For example, the delegate may refuse to deal with a matter if the delegate considers:

- (a) it is trivial; or
- (b) it is frivolous or vexatious or is not made in good faith; or
- (c) it lacks substance or credibility; or
- (d) the subject-matter of the complaint or inquiry has already been investigated or otherwise dealt with by the delegate.



4.1.3 Investigations conducted by the delegate will generally take place during the relevant event, trial or other attendance and must be completed by no later than 48 hours after the announcement (in accordance with the Selection Policy) of the relevant selection decision. The delegate is not authorised to make selection decisions.

## PART 5: APPEALS

### 5.1 International Teams

5.1.1 Athletes may appeal non selection or de-selection in National Teams for designated benchmark events e.g. WBSC ranking point events.

5.1.2 The sole ground for any appeal is that the BA Selection Policy was not properly followed and/or implemented.

5.1.3 Any appeal by an athlete against non-selection or removal from a National Team made to the Baseball Australia's Appeal Tribunal, must accord with the following procedure.

5.1.3.1 The appellant must give written notice of his appeal to the Chief Executive within 72 hours of the announcement of the decision against which the appeal is made.

5.1.3.2 Within 5 working days of submitting the written notice of appeal, the appellant must submit to the Chief Executive the grounds of that appeal.

5.1.3.3 Prior to the hearing, the Selection Panel will provide the Baseball Australia Appeal Tribunal and the appellant with a written statement as to the reasons for the decision against which the appeal is made.

5.1.3.4 The Baseball Australia Appeal Tribunal will convene a hearing as soon as possible after the submission of the grounds of appeal. The hearing may occur in such a manner as the Chairman decides.

5.1.3.5 The Baseball Australia Appeal Tribunal will give its decision as soon as practicable after the hearing and will provide the Chief Executive and the appellant with a statement of the reasons for its decision. The decision of the Baseball Australia Appeal Tribunal will be final.

### 7.2 The Baseball Australia Appeal Tribunal

7.2.1 The BA Tribunal will comprise the following persons appointed by the Board:

- A barrister or solicitor who will act as Chairman
- Two other persons of experience and skills suitable to the function of the Baseball Australia Appeal Tribunal.

7.2.2 No person is eligible to be appointed to the Baseball Australia Appeal Tribunal if he or she is a member of the relevant Selection Panel, or by reason of his or her relationship with

the appellant, or any member of the National Program or the Selection Panel, would be reasonably considered to be other than impartial.

## PART 6: GENERAL

### 6.1 Notification and Announcements

BA will deliver a notification or announcement made under or pursuant to the Selection Policy or the Event Requirements to an Athlete via the email address provided to BA. The notification or announcement will be taken to be duly made or announced in accordance with this Selection Policy the next working day from the email being sent.

### 6.2 Amendments

Any change or addition to the Selection Policy must be approved by the BA Board (in the case of the Selection Policy) and notified to Athletes via the BA Website. The change or addition will take effect at 9am on the next day following publication on the BA Website.

## PART 7: DICTIONARY

1. Meaning of Expressions and Words In this Selection Policy the following expressions, abbreviations and words shall have the following respective meanings (unless the context dictates otherwise):
  1. Appeals Policy means the BA Appeals Policy as issued and amended by BA from time to time.
  2. Team Code of Conduct means the Code of Conduct for Australian Baseball Teams as issued and amended by BA from time to time.
  3. Athletes include all baseball players, regardless of gender, eligible to be selected in the National Team.
  4. BA Website means [www.baseball.com.au](http://www.baseball.com.au).
  5. Event Requirements means the requirements for World Cups, set out in documentation issued and amended from time to time by the World Baseball Softball Confederation.
  6. Extenuating Circumstances means an inability to compete and/or attend at an event, trial, training camp or satisfy any other attendance required under the Selection Policy or the Event Requirements arising from:
    - (a) injury or illness;
    - (c) travel delays;
    - (d) bereavement; and/or

(e) any other factors reasonably considered by the Selectors to constitute extenuating circumstances.

7. Head Coach means the Head Coach of the Australian Baseball Team as appointed by BA.
8. National Squad means the national squad (if any) for formation prior to selection of Athletes in a National Team. National Junior Squads shall ordinarily comprise of 30 players, with selector discretion applied to include additional players if deemed necessary.
9. National Team means the national team selected to compete at the World Cup, and any preliminary event. Team limits shall be outlined by the event technical norms.
10. Nomination and Eligibility Requirements means the nomination and eligibility requirements for selection set out in documentation issued and amended from time to time.
11. Selection Criteria means the criteria specified in sections 2.2 and 2.3 of the Selection Policy.
12. Selection Policy means this Selection Policy and includes without limitation any annexures and the Appeals Policy.