



# INDIAN KAYAKING & CANOEING ASSOCIATION

Registered under the Societies Registrations Act XXI 1860

Recognised by : Ministry of Youth Affairs & Sports Department, Govt. of India, New Delhi

Affiliated to :



## **SELECTION POLICY**

### **IKCA NATIONAL SELECTION POLICY FOR CANOE SLALOM -2020-2024**

#### **Management Structure & Responsibilities**

#### **Selection Panel**

1. Members of the Canoe Slalom Committee
2. National Coach(S)
3. Programme Manager

#### **Selectors Panel**

(Appointed annually by the IKCA)

1. President or his nominee any Vice President of IKCA/Chair or even/or Senior Member of IKCA
2. Retired International Senior Paddler
3. Sr. Coach
4. Two Elected nominee of IKCA (one must be woman)
5. Medical Officer/Physiotherapist
6. Secretary General

#### **Team Management**

1. National Coach(s)
2. Team Manager
3. Sectary General IKCA
4. Members of the Canoe Slalom Committee
5. In -charge of Coaching centre
6. Medical Officer

#The Selection Panel will have responsibility for formulating selection policies and the initial selection of all international Canoe Slalom Teams (hereinafter refer to as "Team(s)").

#The Selection Panel must submit a report outlining the rationale for all selection decisions to the SELECTORS PANEL whose function is to ensure that all selection decisions of the Selection Panel are in accordance with the 2022 Selection Policy; and that all selection decisions are balanced, fair and impartial. All selection decisions of the Selection Panel must be ratified by the Selectors Panel before the final Selection Confirmation Date for each Designated International Event.

## **Responsibilities**

The National Coach will have responsibility for the delivery of effective high performance coaching programmes and for the design of appropriate international competition programmes for each Team.

The Team Manager, the Secretary General and the National Coach will have responsibility for day to day Teams' organisation and management.

The SECRETARY GENERAL/ Programme Manager will have responsibility for logistical, administrative, and budgetary management including arrangements relating to race entries, travel, accommodation, athlete contracts, and liaison with Higher Administrative Authority & Sports ministry.

The Medical Officer will have responsibility for providing medical advice and support to athletes as well as to Team Management.

## **IKCA National Selection Policy for Canoe Slalom-2022**

1.1 : The 2022 Selection Policy for Canoe Slalom (hereinafter referred to as "the 2022 Selection Policy") provides selection guidelines and criteria by which Teams will be selected for 2022.

The 2022 Selection Policy also sets out eligibility conditions (Height, Weight, Physical Norms Test, Performance)e for athletes seeking selection.

The terms and conditions that will apply to athletes who achieve selection for inclusion on a Team are set out in the Athletes' Contract which must be signed to confirm final selection.

1.2 : Previous selection policies or criteria will have no bearing on the 2022 Selection Policy.

1.3 : The 2022 Selection Policy may be amended at any time by the Selection Panel if the Selection Panel is of the opinion that such an amendment is necessary to give effect to the 2022 Selection Policy following discovery of a drafting error or oversight or for any other reason determined to be in the best interests of the selection of athletes. Neither the Selection Panel nor the IKCA will be responsible or liable in any way as a consequence arising from the introduction of any such amendment or amendments; and such amendments will be considered final and binding on all athletes.

- 1.4 : The aim of the Canoe Slalom Programme will be to prepare athletes for the highest levels of international competition (including Junior & Under 23 Asian Championships, Senior Asian Championships, Junior World Championships, Senior World Championships, World Cups, Asian Games and the Olympic Games) with a primary focus on Olympic events at senior level.
- 1.5: All entries to ICF Canoe Slalom/ World Championships/ Asian Championships/ Asiad/ Olympic and any other Events must be made by the recommendations of Canoe Slalom Committee to IKCA. Indian team entries can only be made by the IKCA for Olympic/Asiad/ICF and ACC Competitions.
- 1.6 : Teams for all major international events must comply with ICF and ACC Rules. Entry to ICF and ACC events is restricted to Indian Kayaking and canoeing Association affiliated to the ICF and the ACC.

## **Eligibility & Conditions for Selection**

### **Athlete Eligibility Criteria & Team Selection:**

2.1 : In order to be eligible for Team Selection, an athlete must;

2.1.1 : complete, sign and maintain the conditions outlined in the Team Nomination Form;

2.1.2 : return a Team Nomination Form to the IKCA before due date

2.1.3 : be a currently registered IKCA member who is eligible to compete for INDIA in ICF and ACC Canoe Slalom Events;

2.1.4 : As a general rule, for senior international level events, be ranked in the IKCA system as "Men's A" or "Women's A".

2.1.5: He/she has to participate in all the events of IKCA National Championships and all India Zone Championships.

2.2 : Athletes will be selected through one of the following;

2.2.1 : Pre-Selection

2.2.2 : Performance Selection

2.2.3 : Discretionary Selection

2.3 : Regardless of how an athlete is selected, selection will always be conditional upon an athlete maintaining Athlete Eligibility Criteria.

2.4 : The selection of an athlete for inclusion on a Team will only be finally confirmed when that athlete receives written confirmation of selection from the Canoe Slalom Committee.

2.5 : When confirmed as a Team Member, an athlete must return a signed Athletes' Contract and confirm their availability to attend the competition and training camp programme for their respective Team on cost to the IKCA/On cost to the Government or no Cost.

**(He/She has to attend the National Coaching Camp no cost to IKCA or Government)**

2.6 : **Requests for exemption by an athlete** from the competition and training camp programme for their respective Team must be submitted in writing to the IKCA Slalom Committee; and will be accepted or not at the discretion of the IKCA.

2.7 : Selection for a Team for a specific Designated International Event does not automatically mean selection for subsequent Teams or International Events.

2.8 : Any changes in the Teams' Selection Programme will be circulated by email as soon as possible should such a change occur or be considered necessary. There may also be more training /assessment sessions put in place throughout the season and in these circumstances as much advance notice as possible will be given.

2.9 : Athletes / crews achieving performances considered to be of a relevant international standard following the selection process will be considered for selection to compete at the Designated International Events as outlined on page 7.

2.10 : The makeup of a possible crew boats to compete at Designated International Events will be decided by the Selection Panel and will be based on performances demonstrated at Individual & crew boat time trials and / or such events as the Selection Panel might decide from time to time.

**Teams' Selection**

3.1 : In exception cases, such as injury / illness preventing participation in the Selection Process, the Selection Panel may adopt, in advance of the designated Selection Events, the pre selection of an athlete based on that athlete's track record, nature of their injury / illness, and such issues which in the opinion of the Selection Panel are considered reasonable in the circumstances of the particular athlete.

3.2 : Exceptional Pre – Selection will only take place under extraordinary circumstances. A request for consideration for Exceptional Pre Selection must be submitted in writing along with supporting documentation before due date.

3.3 : The Selection Panel's decision with regard to Exceptional Pre Selection will be considered final. It will be a condition of consideration for Exceptional Pre Selection that an athlete seeking Exceptional Pre – Selection accepts the decision of the Selection Panel as final and binding.

## **Performance Selection**

- 3.4 : The makeup of Teams will be determined through an equitable performance selection process that will provide all athletes with an equal opportunity to achieve inclusion on Teams.
- 3.5 : It is in the best interests of athletes who wish to be considered for Teams' Selection to comply fully with the Selection Policy. Whilst performances in the selection events are primarily to assess possible K1 selection for International competitions, performances at these events / distances may also influence all / any subsequent selections including crew boats.
- 3.6 : Selection by Performance will in the first instance determine the selection of athletes by their performances during selection trials or championships . For canoe event the Left hand and Right hand paddlers will be selected separately.
- 3.7: Based on the Performances at the Selection events, the Canoe Slalom Committee, in consultation with the Coach will nominate crew boats to compete in championships.

## **Time Trials & National Team Selection Events.**

- 3.8: It is expected that any athlete wishing to be considered for selection for inclusion in a Team will be initially required to attend a series of Time Trials and / or National Team Selection Events.
- 3.9 : The format, venue, and dates of the proposed Time Trials will be decided by the IKCA.
- 3.10 : It is anticipated that only athletes who achieve results comparable to an accepted international results benchmark as outlined will be considered for inclusion on Teams.
- 3.11 : As an outdoor sport, Canoe Slalom can be affected by weather conditions and lane draws. A strict observation for the alignments of the tract and Lanes should be considered. Based on the weather conditions that prevail at the International Regattas, the Selection Panel may allow a discretionary + 5 % to the guideline times as set for selection purposes. An ongoing assessment process will also form part of the selection process.
- 3.12 : The Selection Panel reserves the right to vary Selection Confirmation Dates if unforeseen circumstances disrupt the selection timetable. If this becomes necessary every effort will be made to inform athletes as soon as possible.
- 3.13 : In cases where a Team Selection is not clear-cut following Performance Selection, the Selection Panel may look at previous performances and results to assist in final Teams' Selection.

### **Designated International Events**

- 3.14: The makeup of Teams to compete at the Designated International Events will be determined following the Time Trials, National Team Selection Events, and other selection events as outlined in this policy document.
- 3.15 : The Selection Panel recognises that Under 23 athletes may not be able to achieve the published guideline times as set out for Senior Paddlers in the Selection Policy. Following the completion of the Under 23 Performance Selection, Under 23 athletes with performances and results below the published guideline times may be selected by Discretionary Selection.
- 3.16 : The route map for Performance Selection for 2022 Designated International Competitions, following initial Selection Time Trials, is as outlined in Appendix 1.

### **Discretionary Selection.**

- 3.17 : Discretionary Selection may be exercised at any time by the Selection Panel; however, Discretionary Selection will only take place after Team Places have been decided or not by Performance Selection.
- 3.18 : In exercising its discretion the Selection Panel may consider any factor, or combination of factors that in the opinion of the Selection Panel is relevant for consideration when selecting athletes by Discretionary Selection.
- 3.19 : The Selection Panel may make a Discretionary Selection of any particular athlete subject to that athlete meeting further conditions which in the opinion of the Selection Panel is considered reasonable in the circumstances of that particular athlete.
- 3.20 : If a particular athlete's Discretionary Selection is made subject to that athlete meeting further conditions, such conditions will be communicated as soon as possible to the athlete.
- 3.21 : The Selection Panel may, following the completion of the Selection Process, consider written submissions from athletes who were unable to complete the Selection Process as a result of extenuating circumstances such as illness, injury, etc.

### **Ultimate Discretionary Selection**

- 3.22 : Notwithstanding the selection process by which an athlete is selected, the Canoe Slalom Committee may, following final team selection; and following consultation with the Selection Panel, make changes to the makeup of teams should in its opinion such changes are in a team's best interests. Possible reasons for making changes to the makeup of a team following selection are;

1. Decline in athletes' performances; 2. Injury or illnesses; 3. Disciplinary issues / problems.

### **Ongoing Assessment**

3.23 : it is important that athletes understand that following final selection, continued inclusion on Teams will be continually assessed and an athlete selected may be de selected if that athlete fails to maintain Eligibility Criteria, significantly underperforms, becomes ill, or is considered to be in breach of the Athlete's Code of Conduct, the Terms of Selection, or the Athlete's Contract.

### **Race Offs**

3.24: In the event of athletes having similar results during assessment races for major competitions the Canoe Slalom Committee may nominate an event as a final race off. The decision to hold a race - off will be at the sole discretion of the IKCA or Selection Committee. The venue and date of such a race off will be circulated as early as possible.

### **Performance Guideline Times**

For World championship and Asian Championship Events , the minimum Qualification time may be not less than the Previous Six Position Timings +7% & + 5% respectively for each events. The selection Guideline times will be considered with respect to the upcoming events.

### **Designated International Competitions**

The location of the Training camp may be decided in view of the forthcoming International events and their location. As weather & climate affect the performances of the Competitors ,the Training camp may be Organised at the Best Suitable places as per the Competitions.

**(Appendix -I)Route Map to Target Events :** A route Map to Target Events will be constructed for the entire Seasons.

**(Appendix-II) Nomination Form :** A draft Copy is Enclosed herewith as Nomination Form.

**(Appendix-III) Selection Appeals Procedures:** The condition of Appeals for the selection in the National Team is also attached.

**(Appendix-IV) Medical & Fitness:**

**(Appendix-V) Code of Conduct:**

**(Appendix-II)**

**Indian Kayaking and Canoeing Association, New Delhi**

Email:ikcasports@gmail.com

## Team Nomination Form

Name:.....

Address:.....

IKCA Membership No.:..... Expiry Date:.....

Date of Birth:.....

Telephone No. Mobile:.....

Home:.....

Work:.....

Email address:.....

Passport Number:.....

Expiry Date:.....

Emergency Contact Name:.....

Mobile:.....

Work:.....

At the time of signing this Team Nomination Form, I hereby acknowledge that:

1. I have read, understand and agree to abide by the Terms of Selection as detailed in the 2022 Selection Policy for Canoe Slalom;

2. I have read, understand and agree to abide by the Athlete's Code of Conduct as contained in the 2022 Selection Policy for Canoe Slalom;

3. I will be responsible for some personal expenses as part of the selection process, to attend the national Coaching Camp and to participate in International Event(s) I accept full responsibility for such expenses;

4. I will be specifically bound in the case of a dispute, complaint or appeal to abide by the Selection Appeals Procedures and/or the IKCA Complaints & Appeals Procedures. In the event for any technical reason that a dispute, complaint, or appeal cannot be dealt with by the IKCA Selection Appeals Procedures and/or the IKCA Complaints & Appeals Procedures, I hereby also agree that any such dispute, complaint or appeal may be referred to Indian Judiciary for final and binding mediation and/or arbitration.

Signed (*athlete*) Date

Signed (*parent/guardian*) Date



*FORWARDED BY THE SECRETARY GENERAL/ PRESIDENT OF STATE ASSOCIATION/UNIT*

*Signature and Seal*

*Where the applicant is under 18 years of age, this declaration must also be signed by an applicant's parent or legal guardian.*

**Signed and completed Team Nomination Forms must be returned or emailed to the IKCA office before due date.**

**(Appendix-III) Selection Appeal Procedures**

4.1 : An athlete who fails to be selected for a Team set out in this Selection Policy may appeal against omission from that Team.

4.2: The sole grounds of any appeal are that:

4.2.1 : An athlete's omission from a Team was as a result of a failure by the Selection Panel to properly apply the Selection Criteria set out in the previous Selection Policy or;

4.2.2 : There were no grounds on which a selection decision could reasonably be based.

4.3: Any appeal based on the above will proceed in accordance with the procedures set out below.

4.4 : Any eligible athlete wishing to appeal against his/her omission from a Team must forward a written Notice of Appeal to the IKCA Office, addressed to the Secretary General of the Indian Kayaking & Canoeing Association to be received within 3 days of the Selection Confirmation Date for the Team for which the athlete is seeking selection with a fee of INR 7,500/-.

4.5 : The Notice of Appeal must briefly set out the grounds upon which the appeal is made.

4.6 : After lodging the Notice of Appeal as set out in 2(a) above, the Appellant (the athlete making the appeal) must submit a written Appeals Document to the IKCA Office, addressed to the Secretary General of the IKCA, to be received within 7 days of lodging the Notice of Appeal.

4.7 : The Appeal Document must set out all of the arguments and/or submissions that the athlete wishes to be considered in support of his/her appeal together with an outline of all the evidence that will be relied upon in support of those arguments and/or submissions.

4.8 : Within 2 days of receipt of an Appeals Document by the IKCA Office, the IKCA Office will, having previously notified the Selection Panel that a Notice of Appeal had been lodged, forward copies of the Appeals Document to each member of the Selection Panel. Within 7 days of receipt of the Appeals Document, the Selection Panel may lodge a document with the IKCA Office, addressed to the Secretary General of the IKCA, setting out the grounds on which the disputed decision was made.

4.9 : The Appellant can withdraw an appeal at any time.

4.10 : The time limits for lodging the Notice of Appeal and the Appeals Document are mandatory. Failure to comply with these time limits will result in an appeal being dismissed without consideration. The time limits have been shortened from those outlined in the IKCA Disciplinary & Appeals Procedures in order to expedite selection appeals

4.11 : Following the lodgement of the relevant documents with the Secretary General of the IKCA an appeal hearing will be held or not in accordance with Items 5, 6, 7 and 8 of the IKCA Disciplinary & Appeals Procedures.

#### **(Appendix-IV)**

#### **Medical & Fitness**

5.1 : Any athlete who is determined to be ill, injured, or unfit respectively will be subject to exclusion from selection at the discretion of the Selection Panel.

5.2: Once confirmed on a Team, each Team Member has a personal obligation to maintain the level of fitness that will enable them to compete in their respective International Programme.

5.3 : All Team Members must immediately inform the Canoe Slalom Committee in writing of any illness or injury that could reasonably impact on their ability to perform at the level expected.

5.4 : At any time following selection any Team Member may be required to attend a medical examination. This medical examination will be at a place and time taking into consideration the athlete's training, travel and competition plans.

5.5 : If after any medical examination the IKCA Medical Officer considers that a Team Member may be injured or ill, then that athlete may be required to undertake an illness/injury assessment. The illness/injury assessment may include a fitness or physical trial to be determined in consultation with the IKCA Medical Officer.

5.6 : Any Team Member may be required to undergo a fitness assessment at any time.

5.7 : If at any time any Team Member is assessed as injured, ill, or unfit that Team Member may be withdrawn from the Team at the discretion of the Selection Panel.

5.8 : A Team Member will only be assessed as being "injured or ill" if, in the opinion of the IKCA Medical Officer in consultation with the Canoe Slalom Committee, the athlete is injured or ill to such an extent that either of the following situations exist;

5.8.1 : the athlete will not be capable of performing to a level at which the athlete would be expected to perform if not affected by the illness or injury in question;

5.8.2 : by competing with the injury the athlete may suffer significant short or long term medical complications.

5.9 : A Team Member will only be assessed as unfit if in the reasonably held opinion of the IKCA Medical Officer the athlete's overall physical condition is such that the athlete is not capable of performing to the level at which the athlete qualified for, or was selected to.

## **(Appendix-V)**

### **Code of Conduct**

#### **Purpose**

6.1 : The purpose of this Code of Conduct is to declare the type of behaviour that are encouraged by the IKCA. Also listed are some examples of behaviours that are deemed to be 'conduct unbecoming a member of the IKCA', or 'conduct that is considered not to be in the best interests of the IKCA and canoeing generally'.

#### **Key Principles**

- 6.2 : All Team Members must endeavour to;
- 6.2.1 : show respect for other Team Members and their property;
- 6.2.2 : avoid any action that could be considered harassment or which creates a hostile, intimidatory or offensive environment;
- 6.2.3 : operate in a non-discriminatory manner.

#### **Key Elements**

- 6.3 : All persons bound by this Code are expected to:
- 6.3.1 : obey all reasonable directions given by Team Management and any person appointed to implement those directions and furthermore to comply with IKCA regulations and / or policies passed by the IKCA Board.
- 6.3.2 : join their respective Team at the point of departure and return to that point with the Team. Requests for exceptions from travel plans must be communicated well in advance to the Programme Manager.
- 6.3.3 : Should a Team Member decide not to join their respective Team at the Team's point of departure & return, that Team Member will be liable for any expense incurred that would be in excess of budget allocated to the Team.
- 6.3.4 : dress and behave in an appropriate manner.
- 6.3.5 : wear team kit, if supplied, while competing for or representing INDIA. This applies from the start of a representative trip until the Team disperses. No logos may be added to team kit without prior approval.

6.3.6 : treat people involved in canoeing with courtesy, respect and proper regard for their rights and obligations.

6.3.7 : treat another person's property with respect and due consideration.

6.3.8 : demonstrate a positive commitment to the IKCA policies, rules and programmes.

6.3.9 : respect the confidentiality of information, which comes to them in the course of their duties.

6.3.10 : uphold, and not injure or compromise, the standing and reputation of the IKCA and canoeing generally.

### **Unsuitable Behaviours**

6.4 : The following are examples of behaviour that are deemed to be conduct that is not in the best interests of the IKCA or canoeing generally.

6.4.1 : Verbal, physical or emotional abuse of other athletes, officials or event organisers

6.4.2 : Causing damage to another person's property during events or training camps.

6.4.3 : Officials and other members of a team, not fully maintaining control over the finances made available to them to conduct the business of a team competing / training within Ireland or internationally.

6.4.4 : The onus is on the athletes to present themselves for competition and training in a fit and healthy condition free from the affects of alcohol and prohibited substances or any other detrimental factors which may affect their performance.

### **Governance**

6.5 : This Code will govern the conduct of all Team Members and Officials. Failure to comply with the Code of Conduct may result in disciplinary action being taken. Whilst no penalty schedule exists, each reported infringement of this Code will be treated in accordance with the 'situation'. Disciplinary action can range from de-selection, removal from the IKCA International Carding Scheme, to a suspension for a period of time or indefinitely.

### **Sponsorship**

6.6 : Selected athletes may not enter into any sponsorship or advertising agreement without prior approval.

### **Performance Guideline Times**

The timings can be flexible with respect to weather and Climatic condition