



GymSports NZ Incorporated

Trading as Gymnastics New Zealand

Selection Policy for Pinnacle Events and International Events

1. **Objectives of this Policy**

- 1.1 The objective of this Selection Policy is to clearly document, and make available to Athletes, the process and Selection Criteria to be used by GymSports NZ in selecting Athletes and officials or International Events.
- 1.2 For the avoidance of doubt, this Selection Policy will not apply to the nomination of an Athlete by Gymsports NZ to the New Zealand Olympic Committee for the Commonwealth Games or the Olympic Games. Any such nomination will be addressed by way of separate nomination criteria prepared by Gymsports NZ in accordance with any applicable NZOC selection regulation.

2. **Application of this Policy**

- 2.1 This Policy is issued by the Board of GymSports NZ under Rule 24 of the Constitution.
- 2.2 This Policy shall take effect from **March** 2025.
- 2.3 This Policy incorporates any pre-existing selection guidelines, rules, documents or policies and from the Commencement Date those documents will therefore be revoked.
- 2.4 This Policy applies to all Members of GymSports NZ and all Athletes wishing to be considered for selection to International Events.

3. **Definitions**

Athlete	means a competing gymnast who wishes to be considered for selection under this Policy.
Board	means the Board of GymSports NZ as constituted under the Constitution.
Chief Executive	means the Chief Executive of GymSports NZ.
Commencement Date	means the date this Policy came into force, namely 15 August 2011.
CAS	means the Court of Arbitration for Sport.
Constitution	means the Constitution of GymSports NZ Incorporated.

FIG means the Federation Internationale de Gymnastique which is the international federation governing Gymnastics sports.

FISAF means the Federation of International Sports, Aerobics and Fitness Incorporated.

General Criteria means the General Criteria as set out in clause 6.2.

Gymnastics sports means the sports and/or activities of Aerobic Gymnastics, Men's Artistic Gymnastics, Women's Artistic Gymnastics, Rhythmic Gymnastics and Trampoline Gymnastics, as defined by the FIG.

GymSports NZ means GymSports New Zealand Incorporated trading as Gymnastics New Zealand.

International Event means a gymnastics event for which an individual or team is being selected to represent New Zealand; excluding a gymnastics competition at the Olympic Games or the Commonwealth Games (for which separate nomination criteria will be issued by GymSportsNZ). Gymsports NZ International Event categories include:

Participation

Participation tours are for Social Competitive pathway athletes 13 years and over. They also include tours for emerging competitive codes (e.g. parkour)

Development

Development tours are for national competitive pathway athletes 13 years and over. These events will also be for athletes looking to transition into the performance pathway.

Aspiring

Aspiring tours are for identified performance pathway athletes 13 years and over at a junior and senior

level. The priority of these tours is to provide development opportunities toward high level competitive outcomes.

Performance

Performance tours are for identified performance pathway senior athletes and include pinnacle events. The priority of these tours is to provide opportunities for athletes to achieve performance outcomes and to support World and Olympic selection.

- Member** means and includes the members of GymSports NZ as specified in the Constitution.
- Official** means any person appointed by Gymsports NZ to be one or more of the following roles: coach, judge, head of delegation, manager, assistant manager, athlete support, choreographer, chaperone, medical advisor, physiotherapist or other auxiliary support role required for the competition.
- Pinnacle Event** means a priority international event identified by GNZ and the code technical committees each calendar year; excluding a gymnastics competition at the Olympic Games or the Commonwealth Games (for which separate nomination criteria will be issued by GymSportsNZ).
- Qualification Criteria** means the criteria on which the Selectors shall make its selection decisions and includes the General Criteria (clause 6.2), and the applicable Specific Criteria (clause 6.3).
- Selected Athlete** means an Athlete who has been chosen by the Selectors to compete at an International Event.
- Selectors** means the people referred to in clause 4 of this Policy.

Selection Criteria means the Selection Criteria set out at clause 6 of this Policy.

SIC means the Sport Integrity Commission established by the Integrity Sport and Recreation Act 2023.

Specific Criteria means the Specific Criteria as set out in clause 6.3.

Sports Tribunal means the Sports Tribunal of New Zealand established under the Sports Tribunal Act 2006 (previously, the Sports Anti-Doping Act 2006).

Technical Committee means a committee appointed by GNZ for each gymnastics discipline (Artistic, Rhythmic, Trampoline, Aerobics, Parkour)

WADA means the World Anti-Doping Agency.

Unless specified otherwise, any other terms used in this Policy shall have the meanings set out in the Constitution.

4. Selection Committee and Selectors

4.1 **Delegation:** In accordance with Rule 15.15 of the Constitution, the Board delegates its power to carry out the object of Gymsports NZ to select representative Athletes, squads, and teams to a Selection Committee made up of the Selectors set out at clause 4.2. Each group of Selectors are named in the Qualification Criteria published for each International Event.

4.2 **Composition:**

(a) **Selection Committee for Pinnacle Events:** the Selection Committee shall consist of the following:

(i) **Independent Chair:** An experienced sport administrator appointed to lead impartially and ensure adherence to best practices.

(iii) **Independent Legal Expert:** To ensure compliance with policy

and uphold integrity.

- (iv) **Discipline-Specific Technical Expert:** A specialist with technical knowledge relevant to the specific gymnastics discipline.

GNZ Representative (Administrator/Non-Voting Member): An individual with extensive high-performance gymnastics expertise.

- (b) **Selection Committee for International Events,** the Selection Committee shall consist of:

- (i) **GNZ Representative:** To ensure alignment with organizational priorities.

- (ii) **Discipline-Specific Technical Expert:** To provide technical expertise for the discipline.

If consensus cannot be reached between the two (2) members of this Selection Committee, then the Independent Chair of the Pinnacle Events Selection Committee will be called upon to make the final decision.

4.3 **Independent Chair:** The Independent Chair of the Selection Committee for Pinnacle Events shall also act as a Selector. In the event of a tied vote of the Selection Committee for Pinnacle Events, the Independent Chair of the Selection Committee for Pinnacle Events shall have a casting vote.

4.4 **Quorum:** The quorum for all meetings of a Selection Committee for Pinnacle Events (including meetings held by teleconference) is three (3) Selectors. The quorum for all meetings of the Selection Committee for an International Event (including meetings held by teleconference) is two (2) Selectors.

4.5 **Application Process and appointment:**

The process for appointing Selectors, including Discipline-Specific Technical Experts, will involve a public call for applications.

The Board shall review and appoint all Selectors, including the Independent Chair, ensuring alignment with GymSports NZ's strategic goals and the necessary technical expertise.

The Chief Executive will provide recommendations to the Board for final approval.

4.6 **Criteria for Appointment:** In considering the applications for appointment

as a Selector, the Board shall appoint based on merit; and in doing so shall take into account the following factors about the applicant:

- a. their prior experience as a Selector;
- b. their knowledge of, and experience in, the applicable gymnastics sports particularly at a high performance level;
- c. their occupational skills, abilities, and experience;
- d. their knowledge of, and experience in, High Performance sport generally;
- e. their attention to detail and process;
- f. the need for conflicts of interest to be minimised; and
- g. their commitment to, and understanding of World High Performance levels.

4.7 Conflicts of Interest:

Any Selector who identifies a conflict of interest, or a potential conflict, must declare it as soon as reasonably possible to the Chief Executive.

A formal review process undertaken by the Chief Executive will determine the extent of the conflict and the appropriate action, including recusal from discussions or removal from the committee if necessary.

Selectors may formally raise concerns or issues regarding conflicts of interest through the Chief Executive, who will document and address the matter with transparency.

4.8 Term of office: All Selectors will be appointed for a period of two (2) years or such other period as determined by the Board. If a Selector resigns during their term of office, the Board must appoint a replacement person for the balance of the term on the recommendation of the Chief Executive.

4.9 Removal: The Board may remove any Selector (either permanently or for such period as the Board considers appropriate), if the Board considers, in its sole discretion, that:

- a. the Selector has a conflict of interest which cannot be resolved to the Board's satisfaction by the relevant Selection Committee;
- b. there are circumstances which may give rise to a question of bias in the selection process;
- c. the Selector has breached any GymSports NZ Code of Conduct

and/or any GymSports NZ Policy; or

- d. the Board considers the Selector has brought GymSports NZ (including any employee, official or Member) into disrepute.

Before removing any Selector from a group of Selectors, the Board must notify the Selector of its proposal to remove him/her and give the Selector an opportunity to make submissions on the proposed removal.

4.10 **Replacement Member:** If the circumstances in clause 4.9 occur, the Board shall appoint a replacement Selector for the balance of the term on the recommendation of the Chief Executive.

4.11 **Specific responsibilities:**

- a. The Independent Chair shall oversee and lead the Selection Committee for Pinnacle Events (and where necessary, the Selection Committee for an International Event) to ensure impartiality and adherence to this Policy.
- b. The GNZ Representative shall provide insights into high-performance gymnastics and organizational alignment.
- c. The Discipline-Specific Technical Expert shall provide detailed technical knowledge tailored to the discipline.
- d. The Independent Legal Expert shall review all decisions to ensure compliance with policies and integrity.

4.12 **Procedures:**

- a. The Selectors shall meet as and when required and on any request by the Independent Chair or the Chief Executive.
- b. The Selectors will observe, and be bound by, any Code of Conduct for Selectors issued by the Board from time to time.
- c. The Independent Chair shall ensure that minutes (or records of correspondence) are taken of all meetings of the Selectors (including all meetings held by teleconference or other electronic means). All minutes are to be kept confidential to the relevant Selection Committee, the Chief Executive, and the Board, unless otherwise agreed by the Chief Executive.
- d. The Selectors shall use their best efforts to achieve a decision by consensus; however, if any decision is not unanimous, the decision

of the majority of Selectors shall be sufficient.

- e. All public comments regarding the actual selection or non-selection of any Athletes to compete in International Events will be made by the Chief Executive as determined by the Chief Executive, and no other person, on behalf of GymSports NZ. For avoidance of doubt, this clause does not prevent any Selector publicly discussing the selection processes generally or the content of this Policy, provided that such comments are consistent with and supportive of this Policy, and approved prior by the Chief Executive.
- f. All discussions between a Selector(s) and an Athlete(s) regarding the actual selection or non-selection of an Athlete(s) to compete in any International Events shall only occur with the approval of the Chief Executive.
- g. Templates must be developed to document:
 - Meeting minutes, nominations, and decisions.
 - Rationale for selection or non-selection of athletes.
- h. The GNZ Board shall oversee the process and ensure compliance but will not participate directly in selection decisions.

5. Eligibility for Selection

- 5.1 To be eligible for selection for International Events an Athlete seeking selection must first:
 - a. Be a current and financial Club Member of GymSports NZ.
 - b. Be a New Zealand citizen for all F.I.G events.
 - c. Not have participated in any gymnastics competition or activity that is not recognised by Gymsports NZ, unless Gymsports NZ provides written consent otherwise.
 - d. Not have participated in any gymnastics events or activities organised by non recognised organisations (i.e. FISAF or any affiliates of FISAF).
 - e. Not be in breach of any anti-doping rules or policies of WADA, SIC and/or Gymsports NZ, nor have had a sanction imposed which has not been completed. For the purposes of this sub-clause a "breach" shall include:

- i. an Athlete being under investigation for an alleged anti-doping rule violation under the rules or policies of WADA, SIC and/or GymSports NZ; or
 - ii. a failure to comply with an Athlete's obligations under the anti-doping rules or policies WADA, SIC or GymSports NZ, even if such a breach does not result in an anti-doping rule violation; or
 - iii. an Athlete being suspended pending determination of an alleged anti-doping rule violation.
 - f. Not be under any stage of a disciplinary process of FIG or GymSports NZ, including investigations and pending determination of the matter.
 - g. Athletes need to complete and sign the Intention to Travel form to be eligible for selection and return it to Gymsports NZ by no later than the date notified. The Selectors may in their discretion accept the application form after the due date.
- 5.2 If an Athlete is selected to an International Event the Athlete acknowledges and agrees that:
- a. s/he will be required to read, sign, return to Gymsports NZ, and comply with the Gymsports NZ Team Member Agreement, by the date specified;
 - b. s/he will be available for drug testing by SIC and/or any other recognised drug testing authority, and must comply with the Sports Anti-Doping Rules made by SIC and may be required to register with the World Anti-Doping Authority for out of competition testing, and to provide accurate and up-to-date whereabouts information in accordance with the World Anti Doping Authority Code; and
 - c. s/he must maintain a designated level of fitness and standard of competitiveness as set out in the Qualification Criteria and Gymsports NZ Team Member Agreement.
- 5.3 Failure to comply with, or maintain compliance with, any part of clause 5.1 or 5.2 may result in the Athlete not being eligible for consideration for selection, or, if selected, from being removed from any selection.

6. **Selection Criteria**

6.1 The Selection Criteria for selection to International Events are made up of two parts as follows:

- a. the General Criteria which is applicable for all selections; and
- b. the Specific Criteria (for a particular event) for selection to an International Event.

6.2 **General Criteria:** The General Criteria set out in this clause apply to all International Events. In addition to the applicable Specific Criteria, the Selectors may take into account the following factors in considering the selection of an Athlete to any International Event:

- a. the results of the Athlete, (including consistency and trajectory of results) at the events (particularly internationally), competitions, and activities (such as camps and trials), over a period of twelve (12) months preceding the selection date or as set out in the Qualification Criteria;
- b. adequate fitness and a commitment to maintain a fitness and training programme as agreed with the applicable coach(es);
- c. demonstrated appropriate behaviour, including a commitment to training and attendance at training camps / sessions;
- d. demonstrated compatibility with others in a team environment;
- e. demonstrated compliance with the rules of events and competitions;
- f. understanding and respect when competing at any International Event, including respect for team members and officials;
- g. willingness to promote Gymsports NZ in a positive manner;
- h. demonstrated ability to take personal responsibility for self and their results;
- i. proven ability to be reliable; and
- j. any other factor(s) that the Selectors consider relevant.

In considering any of the above factors, the Selectors may make such enquires of the Athletes seeking selection, or others, as it sees fit.

- 6.3 **Specific Criteria:** In addition to the General Criteria outlined above:
- a. Specific Criteria for each of the International Events will be developed by Gymsports NZ.
 - b. When considering the selection of an Athlete(s) to an International Event the Selectors shall follow the Specific Criteria as set out in the appropriate Qualification Criteria.
 - c. In any decision regarding the selection of Athletes to an International Event, the Selectors may, in their sole discretion, take into account any Extenuating Circumstances in accordance with clause 7.
 - d. There is no obligation on the Selectors to fill any or all of the available places on an International Event.
 - e. The Selectors may give weight to any one or more of the factors specified in the Selection Criteria and no particular factor shall be weighted more or less significantly by reason only of the order in which that factor appears in the Policy.
 - f. The decisions of the Selectors in respect of selection of Athletes to compete at an International Event are subject to approval by Gymsports NZ.
 - g. The Selectors may, in their discretion, provide reasons for their decisions, but there is no obligation to do so.

7. Extenuating Circumstances

- 7.1 In considering the selection of Athletes in accordance with this Policy, the Selectors for a relevant Selection Committee may in their sole discretion, give weight to any extenuating circumstances which include, but are not limited, to the following:
- a. injury or illness;
 - b. travel delays;
 - c. equipment failure;
 - d. bereavement or personal misfortune; and/or
 - e. any other factors reasonably considered by the Selectors to constitute extenuating circumstances.
- 7.2 Athletes unable to compete at events, trials, or other attendances required

under this Policy, must advise the Technical Committee of the extenuating circumstances, and reasons, in writing, with as much advance notice as possible and ideally seven (7) days prior to the commencement of the event, trial or other attendance. If the Technical Committee is not

notified of any extenuating circumstances, then the Selectors have no obligation to rely on such circumstances.

- 7.3 In the case of injury or illness, Athletes may be required by the Selectors to provide a medical certificate and/or undergo a medical examination by a medical practitioner/s nominated by Gymsports NZ, and to provide that opinion and/or report to the Selectors. Any failure to agree to such a request may result in the Selectors being unable to consider the injury or illness as an extenuating circumstance.
- 7.4 In the case of any extenuating circumstance/s, the Selectors will make a decision on a case by case basis.

8. Notification of Selection

- 8.1 Once the Selectors have determined the Athletes to be selected for the International Event, the Selected Athletes will be named through a team announcement, distributed directly to all athletes who submitted an Intention to Trial and published on the Gymsports NZ website.

9. Reviews and Appeals

- 9.1 **Grounds:** An Athlete who is not selected to compete at an International Event may only appeal such a decision on any one or more of the following grounds:
- a. the Selection Criteria has not been properly followed and/or implemented;
 - b. the decision not to select the Athlete was affected by actual bias;
 - c. there was no material on which the decision to select the other Athletes in the team could be reasonably be based.
- 9.2 **Process:** An appeal must be made by the following process:
- a. The Athlete must notify the Chief Executive in writing of his or her wish to appeal (Notice of Appeal). This notice must be sent by email, and must be received by the Chief Executive within forty-eight (48)

hours of the public announcement in clause 8.1.

- b. The Notice of Appeal must set out the following:
 - i. the decision of the Selectors in question;
 - ii. the grounds on which the appeal is made; and
 - iii. the reasons or circumstances supporting the alleged grounds of appeal.
- c. On receipt of the Notice of Appeal, the Chief Executive shall as soon as practicable convene a "without prejudice" and confidential meeting with the chairperson of the Selectors (and/or another applicable Selector), the Athlete, their parent/guardian (if under 18 years) and their authorised representatives (if any). The purpose of such a meeting is to allow the Selectors to explain the selection decision and to discuss the concerns of the Athlete. Any person participating in the meeting may, with the agreement of the other parties to the meeting, ask any other person(s) who has been involved or connected with the selection decision (including other applicable Selectors) to contribute to the meeting. Any such participants must agree to be bound by the without prejudice and confidential basis of the meeting.
- d. If the Athlete is not satisfied with the outcome of the meeting in clause 9.2c, he or she may appeal the decision by submitting it to the Sports Tribunal. Such an appeal must be filed with the Tribunal within five (5) working days of the date of the meeting in clause 9.2c and copied to the Chief Executive. The appeal shall be conducted in accordance with the rules of the Sports Tribunal.
- e. The decision of the Sports Tribunal shall be final and binding on the parties. No party may institute or maintain proceedings in any other Court or Tribunal other than as specified in this Policy.

10. **Removal / Withdrawal from Selection**

- 10.1 A Selected Athlete may be withdrawn from the International Event they are selected for by the Chief Executive if the Selected Athlete:
 - a. breaches or fails to comply with this Policy or any term of the Gymsports NZ Team Member Agreement;
 - b. breaches or fails to comply with:

- i. the GymSports NZ Constitution;
 - ii. the Policys and policies of GymSports NZ (including committing any violation of the Sports Anti-Doping Rules);
 - iii. the rules of any event, competition or activity in which the Athlete has been selected to participate;
 - iv. any reasonable instruction or request by the Chief Executive, of the applicable coach(es);
- c. brings him/herself, another Athlete, an official, Gymsports NZ, or gymnastics generally, into disrepute;
 - d. has a significant illness or injury which in the opinion of the Selectors will prevent the Athlete from continuing to meet the Selection Criteria on which he or she was selected; or
 - e. fails to consistently maintain the level of performance and/or results or to maintain any one or more of the General Criteria set out in the clause 6.2.

10.2 Before notifying a Selected Athlete under clause 10.1, the Chief Executive shall notify the Selected Athlete and their parent/guardian (if under 18 years of age) of the alleged breach or grounds on which it is proposed to withdraw the Selected Athlete. The Selected Athlete will be given a reasonable opportunity to provide reasons as to why he or she should not be withdrawn, and if the Chief Executive considers it appropriate, s/he may grant the Athlete time to show improvement (in accordance with any conditions the Chief Executive considers appropriate).

10.3 A Selected Athlete may withdraw from being selected to an International Event by informing the Technical Committee of this decision in writing.

10.4 If a Selected Athlete is withdrawn from selection, the Selectors may, at their sole discretion, reconvene to determine whether they wish to select another Athlete who meets the Selection Criteria.

11. **Communication**

11.1 GymSports NZ must implement a clear communication plan for all selection processes, including:

- a. Publishing Selection Criteria, timelines, and nomination requirements

well in advance.

- b. Using plain-language documentation to make processes accessible to athletes, coaches, and other stakeholders.
 - c. Providing visual tools, such as flowcharts, to clarify selection steps and decision-making processes.
- 11.2 All selection updates must be communicated directly to Athletes and made publicly available on the GymSports NZ website.

12. **Amendments, Supplements and Review to this Policy**

- 12.1 This Policy may be amended or supplemented from time to time by the Board.
- 12.2 The Board will give as much notice as possible of any amendment/s or supplement/s to this Policy, to persons affected by any such amendment/s or supplement/s.
- 12.3 This Policy shall be reviewed at the start of each high-performance cycle (being the start of an Olympic quadrennium).