



TEAM IRELAND PARIS 2024 NOMINATION AND SELECTION POLICY

The Olympic Games take place in Paris, France from the 26th July – 11th August, 2024.

As the recognised National Olympic Committee for Ireland by the International Olympic Committee, the Olympic Federation of Ireland is responsible for the final selection of athletes for Team Ireland at Paris 2024. This document outlines clearly to athletes and all stakeholders the full process of the nomination of athletes by the NF and final selection by the OFI to Team Ireland.

This document is subject to the terms and conditions of the Paris 2024 Qualification Guide as published in Spring 2022 and amended from time to time. All sport specific nomination policies must be read in conjunction with the Paris 2024 IOC and IF Qualification Guide for that sport.

DEFINITIONS AND ACRONYMS

Athlete		means a person who competes in the sport of the NF and is recognised by that NF as eligible for nomination to Team Ireland.
Paris 2024		see 'Games', meaning the Paris 2024 Olympic Games.
Court of Arbitration for Sport	CAS	means the Court of Arbitration for Sport.
Chef de Mission	CDM	means the appointed leader of Team Ireland by the OFI.
Chief Medical Officer	CMO	means the appointed lead doctor of Team Ireland responsible for all medical issues with Team Ireland.
European Olympic Committee	EOC	means the European Olympic Committee.
Games		Means the Paris 2024 Olympic Games.
International Federation	IF	means the International Federation for the Sport.

International Olympic Committee	IOC	means the International Olympic Committee.
IOC Conditions of Participation Form		means the document signed by the Athlete / Support Staff confirming their eligibility to participate at the Games and submitted by the OFI to the IOC.
Long List	LL	means a list of all Athletes / Support Staff who are recognised by an NF as potentially eligible and capable of being nominated for Team Ireland and therefore prospective members of Team Ireland.
Minimum Qualification Standard	MQS	means the minimum performance score set by the relevant IF for a specific sport contained in the Paris 2024 qualification guide for the sport.
National Federation	NF	means the recognised national federation or national governing body of the sport.
National Olympic Committee	NOC	means the national Olympic committee recognized by the IOC. In the case of Ireland this is the OFI.
NF Agreement		means the agreement between the OFI and the NF which governs the process by which Athletes and Support Staff are nominated and selected for the Games.
NF Appeals Process		means the written procedure, submitted by the NF to the OFI, for a Nomination Appeal.
NF Appeals Policy		means the policy submitted by the NF to the OFI which governs how an Athlete can appeal a Nomination decision.
NF Nomination Criteria		means the sport specific criteria submitted by the NF to the OFI which governs how an Athlete will be nominated for selection.
Nominated Athlete		means an athlete nominated by the NF to the OFI Nomination List.
Nomination		means the process by which NFs submit the names of Athletes and Support Staff to the OFI for consideration for selection by the OFI for the Games.
Nomination Appeal		has the meaning given to it in clause 6.1 below.
Nomination Committee		means the committee appointed by the NF for the purpose of selecting Athletes and Support Staff for Nomination to the OFI.

Nomination Date		means the date specified by the OFI by which time the OFI Nomination List must be submitted to the OFI.
Organising Committee		means the Organising Committee of the Games.
OFI Nomination List		means the list of Nominated Athletes and Support Staff to be submitted to the OFI on or before the Nomination Date.
OFI Medical Data Capture Survey		means the survey issued by the OFI Chief Medical Officer to all Athletes and Support Staff.
OFI Selection Committee		means the three-person committee appointed by the OFI Executive Committee for the purposes of selecting Athletes and Support Staff for the Games.
Olympic Federation of Ireland	OFI	means the National Olympic Committee of Ireland.
Pre-Nomination Status		means the intention of the Nomination Committee to either nominate or not nominate an Athlete pending any appeal process.
Provisional Nomination List		means the list of Athletes and Support Staff provisionally nominated on or before the Provisional Nomination Date.
Provisional Nomination Date		means a date at least 14 days prior to the OFI Nomination Date.
Selection Appeal		has the meaning given to it in clause 6.2 below.
Sports Dispute Solutions Ireland	SDSI	means the independent dispute resolution service for sport in Ireland.
SDSI Olympic Tribunal		means the SDSI tribunal on standby for Olympic specific appeals which will be handled within an expedited timeframe.
Support Staff		means the sport specific staff who have been recognised by that NF as eligible for nomination to Team Ireland.
Team Ireland		means all Athletes or Support Staff who are selected or appointed by the OFI for the Games.
Team Leader		means the appointed leader of the specific sport.
Team Member Agreement	TMA	means the OFI's agreement with Athletes or Support Staff which governs an Athlete's or Support Staff's participation in the Games.

1. NOMINATION & SELECTION PRINCIPLES

The nomination and selection of the athletes to represent Ireland at the Paris 2024 Olympic Games will be conducted in accordance with the following underlying principles:

- 1.1. **Performance** – The NF Nomination Criteria for each sport are designed to identify those athletes most likely to perform to the highest level at the Games. It is understood that in some instances, an NF may set performance standards that are higher than the Minimum Qualification Standards set by the IF. NFs are encouraged to do this where they feel the Minimum Qualification Standards of the IF are at a lower level than the performance expectations of the sport nationally.
- 1.2. **Quota Places** – The decision to accept quota places will be made jointly by the NF and the OFI. In line with principle 1 'Performance', a decision may be made not to accept all quota slots if Athletes do not meet the performance standards set by the NF. The official acceptance or rejection of an allocated quota place in writing is the sole responsibility of the OFI.
- 1.3. **Transparency, Clarity and Communication**– The nomination and selection policy of each NF must be clear and well communicated within a reasonable timeframe to all Athletes and coaches to ensure that all stakeholders understand it.
- 1.4. **Objective decision making** – Where possible decisions of Nomination Committees should be based on objective, measurable criteria. Where subjective criteria need to be included such as within teams or pairings, the process for this must be clearly explained to all stakeholders and the rationale for final decisions outlined in the Nomination meeting notes.
- 1.5. **Fairness** – The Nomination process must be fair and operated without bias or prejudice.
- 1.6. **Age** – The OFI does not set a minimum or maximum age requirement. The age requirement will be in accordance with IF rules for each sport [see sport specific criteria/eligibility].
- 1.7. **Universality / Re-allocation place acceptance** – In sports where universality places are awarded or re-allocation places offered, the following criteria will apply:
 - (i) the decision to apply for such an athlete or team quota slot, will be jointly determined by the NF & OFI.
 - (ii) The OFI will only consider nominations for awarded individual universality or re-allocation quota slots on the basis of the athlete meeting either (a) or (b) from the following criteria:
 - (a) The athlete has achieved a minimum performance standard as per the sport specific criteria agreed with the NF.

- (b) The athlete has not had the opportunity to qualify through the normal qualification system due to injury, pregnancy, nationality dispute etc.
- (iii) The OFI will only consider nominations for awarded team universality or re-allocation quota slots if the team has achieved a minimum performance standard as per the sport specific criteria agreed with the NF (each NF Nomination Policy will clearly state what they consider a Team).

1.8. **NF and OFI Approval** – All Nomination Policies must be approved in writing by the relevant NF Board and the OFI prior to publication.

2. NOMINATION AND SELECTION PROCESS

The nomination and selection of athletes to the 2024 Irish Olympic Team will result from a graduated process of checks and balances to ensure the agreed criteria are applied correctly and to provide extra assurance to Athletes that their selection is confirmed by a robust process. The subsequent steps in the process are as follows (the timelines are sport specific and clearly documented within the relevant sport sections):

Step 1: The Irish Qualification period closes.

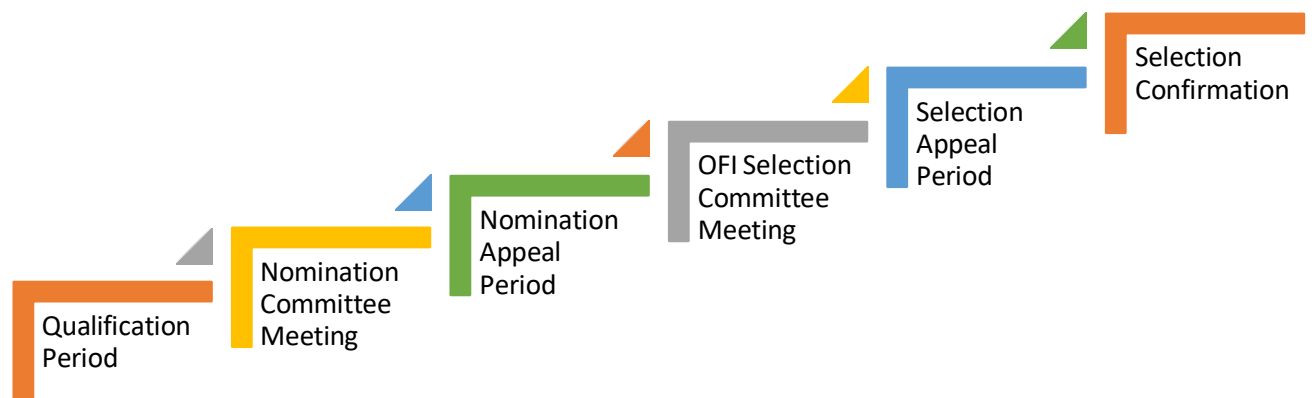
Step 2: The Nomination Committee convenes and applies the agreed NF Nomination Criteria for the sport. Athletes are informed of their Pre-Nomination Status.

Step 3: Sport specific appeal period including internal NF Appeals Process and external SDSI appeal process if required.

Step 4: Formal nomination of Athletes by the Chair of the Nomination Committee to the OFI. All appeals must be concluded before this can happen.

Step 5: The OFI Selection Committee convenes to ratify the NF Nomination after confirming that the NF Nomination Criteria have been applied correctly.

Step 6: Athletes are informed of their selection by the Chef de Mission. Should the OFI Selection Committee not select a Nominated Athlete, the Athlete has the right to use the Selection Appeal Process.



3. NOMINATION AND SELECTION TIMELINES

The timelines for nomination and selection are sport specific and laid out in subsequent sections of this document. The close of the Irish qualification period for specific sports is final and will supersede the closing date for Athletes to achieve qualifying performances as per the Paris 2024 Qualification Guide.

4. NOMINATION COMMITTEE PRINCIPLES AND PRACTICES

- 4.1. Nomination Committees should be made up of a minimum of three voting members, save where the NF seeks permission from the OFI to have less than three voting members. In such circumstances the NF shall set out the reasons justifying why the Nomination Committee should comprise less than three voting members, and the OFI shall have sole discretion to decide whether to grant such permission. There may be more than three voting members but an odd number is recommended to avoid a dead-lock.
- 4.2. All relevant information and paperwork should be circulated to the Nomination Committee Members in advance of the meeting to allow sufficient time for review to enable informed decision making to occur at the meeting.
- 4.3. An independent non-voting chairperson should be appointed. Ideally this person should have proven chairing skills and experience of high performance selection.
- 4.4. Detailed meeting notes must be recorded giving clear rationale for decisions on nomination or non-nomination and retained by the chairperson of the Nomination Committee.
- 4.5. NF Nomination Criteria must be applied in full fairly and consistently.
- 4.6. Where there is any actual or potential conflict of interest or loyalty e.g. where a member of the Nomination Committee is a personal coach of an athlete, this potential

conflict must be declared before the convening of the meeting and this person should be replaced on the Nomination Committee by another suitably qualified member.

- 4.7. The communication of an Athlete's Pre-Nomination Status must be communicated respectfully. The Nomination Committee Chairperson and Performance Director should give careful consideration to how the information is communicated to all Long List Athletes. Formal communication should be in writing.

5. OFI SELECTION COMMITTEE PRINCIPLES AND PRACTICES

- 5.1. The OFI Selection Committee shall be made up of three members appointed by the OFI Executive Committee comprising the following members:
- (i) OFI Chief Executive Officer (Chair);
 - (ii) Paris 2024 Chef de Mission ; and
 - (iii) OFI Executive Committee member. This member will be appointed in advance of each selection meeting and will be selected from those members who do not have any association with the sport being selected.
- 5.2. Detailed meeting notes must be recorded giving clear rationale for decisions on selection or non-selection and retained by the chairperson of the OFI Selection Committee.
- 5.3. Any perceived or known conflict of interest or loyalty will be declared by an OFI Selection Committee Member in advance and subsequent action will be taken to protect the integrity of the selection process.

6. APPEALS

In accordance with the NF Agreement, there will be two types of appeal, namely Nomination Appeals and Selections Appeals. No party to a Selection Appeal or a Nomination Appeal may institute or maintain proceedings in any Court or Tribunal other than as specified in the NF Agreement.

- 6.1. Nomination Appeals
- (i) Any Athlete on the Long List may appeal against their nomination or non-nomination by the NF to the Provisional Nomination List in accordance with the procedures set out in the NF Appeals Process (the "Nomination Appeal").
 - (ii) The final right of any Nomination Appeal shall be to an SDSI Olympic Tribunal.
 - (iii) The decision of the SDSI Olympic Tribunal shall be final and binding on the parties.
 - (iv) Where the OFI is not a party to a Nomination Appeal, the NF consents to the circulation of the decision of the SDSI Olympic Tribunal and any other documents (in respect of that Nomination Appeal) to the OFI and to any other party specified by the OFI.
 - (v) The OFI and/or their legal representative reserves the right to observe the SDSI Olympic Tribunal Nomination Appeal.
 - (vi) The NF shall not nominate any athlete while any internal appeals process is ongoing and shall confirm same in the athlete nomination form.
- 6.2. Selection Appeals

- (i) Any Nominated Athlete may appeal against their selection or non-selection by the OFI to the SDSI Olympic Tribunal in accordance with clause 6.2(ii) below (“Selection Appeal”). This appeal to the OFI selection decision shall only be available to Nominated Athletes on the following grounds:
 - (a) That the selection decision was affected by actual bias; or
 - (b) There was no basis upon which the OFI’s decision could be reasonably made.
- (ii) The procedure for a Selection Appeal shall be as follows:
 - (a) Within 48 hours of receiving the OFI’s notice of their non-selection, the Athlete must file and serve (on the respective CEOs of the OFI and NF) a Notice of Appeal with the SDSI Olympic Tribunal setting out clearly the grounds upon which they dispute their non-selection.
 - (b) Thereafter the SDSI Procedural Rules shall apply.
 - (c) Any party to a Selection Appeal decision of the SDSI Olympic Tribunal may appeal such a decision to CAS in accordance with its rules.
- (iii) Throughout any Selection Appeals process, all parties must use their best endeavours, acting in good faith, to resolve the dispute through communication and any communications made for the purposes of this process may be made on a without prejudice basis and kept confidential between the parties.

7. NOTES TO THE NOMINATION AND SELECTION POLICY

The following will apply for all sports unless otherwise indicated in sport specific sections below:

- 7.1. The Board of Directors of the Olympic Federation of Ireland will be the final decision making body in ratifying the position of all athletes and support staff on the 2024 Irish Olympic Team.
- 7.2. The individuals named on the NF Nomination Committees in this document are correct at the time of publication. The NFs retain the right to amend the composition of any Nomination Committee without further notice to athletes.
- 7.3. The NF Nomination Criteria are subject to change, should there be any material amendment to the Paris 2024 Qualification Guide by either the IOC, Paris 2024 or the relevant International Federation for the sport. Any amendment to the NF Nomination Criteria by a National Federation can only be undertaken following written approval from the OFI. Any amendment must be clearly communicated to all Long List Athletes.
- 7.4. The OFI reserves the right to make amendments to this document. Any amendments will be clearly communicated to all NFs and highlighted in the published document.

8. ELIGIBILITY FOR NOMINATION AND SELECTION

The following will apply for all sports in addition to any NF and/or IF specific eligibility criteria which are detailed in the relevant section. To be eligible for nomination and subsequent selection Athletes must:

- 8.1. Be on the Long List.
- 8.2. Hold a valid Irish Passport.
- 8.3. Comply with the provisions of the Olympic Charter currently in force.
- 8.4. Have completed the Team Ireland Paris 2024 Team Member Agreement.
- 8.5. Have completed the IOC Conditions of Participation Form (if available at time of nomination).
- 8.6. Have achieved the Minimum Qualification Standard and any additional performance standard set by the NF.

- 8.7. Have completed the on-line anti-doping course through Sport Ireland or Sport Northern Ireland AND a Sport Ireland or Sport Northern Ireland approved anti-doping workshop within 12 months prior to the Nomination Date.
- 8.8. Is not currently serving a period of ineligibility or period of provisional suspension in relation to an anti-doping rule violation.
- 8.9. Have completed the IOC Preventing Competition Manipulation online course.
- 8.10. Have completed the OFI Medical Data Capture Survey (if available at time of nomination).
- 8.11. Have demonstrated to the satisfaction of their NF that they are fit to perform at a sufficiently competitive level at the Games.
- 8.12. Has not acted in such a manner so as to bring himself/herself, the NF, the sport, the IF, the OFI, the IOC or the EOC into current disrepute. For the avoidance of doubt: the evaluation of this requirement is at the sole discretion of the NF Nomination Committee for the purposes of Nomination and at the sole discretion of the OFI Selection Committee for the purposes of selection: the public disrepute referred to within this clause includes potential and/or actual disrepute; an example of such public disrepute may include (but is not limited to) an athlete being charged with or convicted of a criminal offence; and
- 8.13. Have completed any other requirements requested by the OFI.

9. NATIONAL FEDERATIONS NOMINATION CRITERIA

- 9.1. **Hockey Ireland**



Sport	Hockey
	Hockey Ireland
National Federation	FIH
International Federation	Lisa Jacob
Team Leader	<p>The nomination committee for Olympic Games will be a minimum of 3 and maximum of 5 people made up of the following (the Head Coach will have the deciding vote and will consult with assistant coaches and additional support personnel as required):</p> <ul style="list-style-type: none"> • Hockey Ireland Performance Director (Chair-non-voting, to oversee the process) • National Head Coach • National Assistant Coach(es) • Independent Selectors (optional) • Senior Men Nomination Committee: Mark Tumilty, Neville Rothman, Ashlin Freddy, David Fitzgerald, Lisa Jacob (chair) • Senior Women Nomination Committee: Sean Dancer, Facundo Quiroga, Eimear Cregan, Nigel Henderson, Lisa Jacob (chair)
Nomination Committee	Quota places are allocated to the NOC
Qualification Slot	As per section 8 of this document.
	<p>Additional eligibility criteria specific to the Sport:</p> <p>i. International Federation Criteria (FIH)</p> <p>All players must be qualified to compete for Ireland under the rules and regulations of the FIH. In the event of any changes by FIH to the criteria, Hockey Ireland is bound by these and will amend the criteria to reflect the changes.</p> <p>ii. Hockey Ireland</p> <p>All players that wish to be considered for selection must:</p> <ul style="list-style-type: none"> • Be an Irish passport holder. • Sign and submit a Hockey Ireland Player Agreement. • Be committed to anti-doping and comply with all anti-doping requirements of Sport Ireland, FIH and WADA. • Attend all relevant National Training Days and Camps in the lead up to the competition, unless the Performance Director and Head Coach have granted an exemption. <ul style="list-style-type: none"> • Those eligible for multiple teams, e.g. U21, must agree a plan with the Performance Director.
Eligibility Criteria	

	<ul style="list-style-type: none"> • All applications / requests for exemptions must be submitted by 5pm, 7 days prior to the National Training Day or Camp in question. • Unforeseen circumstances within a 7 days period prior to the National Training Day or Camp need to be communicated to the Head Coach and Performance Director as soon as possible. • In circumstances where a player is suffering from injury or illness a doctor's note must be provided. • If a player is unavailable due to work or study commitments a letter from an employer or academic mentor is required.
Universality / Re-allocation	<p>Universality / re-allocation places will only be considered in accordance with Clause 1.7 of this document.</p> <ol style="list-style-type: none"> 1. The minimum performance standard for consideration for a team universality / re-allocation slot is as follows: <ul style="list-style-type: none"> • World ranked within Top 25
Notes to Nomination Criteria	<p>As per section 7 of this document.</p> <p>Additional notes specific to the Sport:</p> <p>The team must have competed in an Olympic Qualification tournament.</p> <p>Identification of eligible players for nomination and selection is an on-going and open process. The Olympic squad is named from the overall National squad. In selecting the team for nomination, the nomination committee will select those players who, in the opinion of the panel in its sole and absolute discretion will achieve the best team compatibility and balance to achieve the highest performance for Ireland.</p>
Nomination Criteria	<p>Criteria include:</p> <ol style="list-style-type: none"> i. Current performance in international competition, club fixtures, national training days, training camps and tournaments. ii. Past international level tournament performance. iii. Individual competencies: <ul style="list-style-type: none"> • Technical ability across a wide range of skills • Physical ability to compete in Olympic Games tournament format • Tactical understanding and decision making under pressure • Set play/ specialist skills • Positional flexibility • Position-specific expertise • Potential to improve / coachability • Consistently positive attitude and commitment • Ability to communicate positively and pro-actively iv. Adherence to set Strength and Conditioning programme monitored by the national S&C coach.

	<ul style="list-style-type: none"> v. Adherence to set Physiotherapy/Medical programme monitored by the national Medical Lead. vi. “Team Fit”. As a complex, multi-faceted team sport, consideration will be given to the overall team composition and selection decisions will be made to ensure that the selected players combine to make the best possible overall team. vii. Any player carrying an injury must have written confirmation from the Medical Team Lead confirming that in all probability the player will be fit to perform to the highest level at the relevant competition.
<p>Alternates and Substitutes</p>	<p>If a selected player becomes injured after selection, an alternate player will be named from the list of alternatives. The alternates list will be made public to players upon the announcement of the squad selected for the competition.</p>
<p>Performance Readiness and Injury within Selection</p>	<ul style="list-style-type: none"> i. Injury / Illness <p>A player who has been selected or is due to be selected and has become ill or injured will be assessed by a doctor nominated by Hockey Ireland to confirm whether or not the player will be fit to perform at the highest possible level at the competition. If this occurs after the player has been selected by the OFI, the assessment will be conducted in accordance with the OFI Fit To Compete Policy.</p> ii. Loss of Form and/or Physical Fitness <p>A player can be replaced due to loss of form but will be given a chance to rectify such a situation, prior to any final decisions being made. The Performance Director will be made aware of such situations and a mutually agreed time frame will be set between Head Coach, relevant medical team staff and player for reassessment. Within the context of the Olympic Games, this discussion will also include the Chef de Mission due to the jurisdiction of the OFI and the timeline restrictions of the IOC and Local Organising Committee.</p> iii. Breach of discipline <p>A player can be replaced due to a breach of discipline at any stage of the selection process. This can include failure to comply with the Code of Conduct outlined in Hockey Ireland’s Player Agreement. The Performance Director will be made aware of such situations and a mutually agreed time frame will be set between Head Coach and player for reassessment.</p> iv. Breach of Anti-Doping <p>Any player who fails to comply with anti-doping will automatically be removed from the national squad and will be replaced. The Performance</p>

**Removal of a Player
once Selected**

Director will report such breaches to discipline to the CEO in a timely manner.

v. Ineligibility

Any player who becomes ineligible, (due to any breaches to the conditions outlined in Section 4) will automatically be removed from the national squad.

If a player is unable to continue or is removed from the squad, the procedure for the removal of the player and replacement of a different player is as follows. Within the context of the Olympic Games, decisions will be made in consultation with the Chef de Mission in accordance with the OFI procedure and within the FIH, IOC and Local Organising Committee regulations on alternate athletes and Late Athlete Replacement (LAR) policy;

- i. Performance Director will be consulted
- ii. Consideration for a replacement will be given to identified alternate players within the training squad
- iii. Consideration for a replacement will be given to other identified alternate players not currently within the training squad
- iv. The Head Coach will first consult the Selection Committee. Then, the Head Coach, in consultation with the Performance Director will fill this position with the player judged most suitable in line with Team Fit and Selection Criteria.

**Nomination Appeal
Process**

The process to appeal the selection may be made through the following process.

- i. Grounds for an appeal
The grounds upon which a decision not to nominate a player are limited to procedural grounds, and namely to the following: 1. there has been a failure to follow the relevant nomination procedures; 2. the decision maker has been subject to actual bias when making a nomination decision; 3. a nomination decision has been reached on the basis of an error of fact; or 4. the nomination decision is one that no reasonable decision maker in the position of the nominator could ever have reached.
- ii. An appeal must be made in writing to the HI CEO within **48 hours** of the player being informed of the decision of the nomination committee. The appeal must clearly state the grounds for the appeal and must be accompanied by a deposit of €250 made payable to Hockey Ireland. If the appeal is upheld the deposit will be refunded in full. The timeframe is mandatory, and any appeal made outside this will not be considered.
- iii. The HI CEO will convene an Appeal Panel to consider the appeal. The appeal panel will be made up of a minimum of 3 people with relevant experience none of whom have been involved in the

nomination process. The appeal panel will be made up of current or former Hockey Ireland board members, or the Hockey Ireland High Performance Committee Chairperson (or most appropriately experienced Hockey Ireland HPC member) and two independent people.

- iv. The Appeal Panel will consider evidence from the Appellant and the selection committee. The hearing will take place in a timely manner and in consideration of internal and external time restrictions around competition entry or OFI/FIH/Organising Committee time requirements. The Appeal Panel will set timeframe within which the Appellant and nomination committee must submit evidence and this timeframe must be adhered to. If either party does not submit evidence within the timeframe, the Appeal Panel will be unable to use their evidence in its decision.
- v. In the event of a successful appeal, nomination will be remitted back to the nomination committee.
- vi. A decision of the Appeal Panel may be appealed exclusively to Sport Dispute Solutions Ireland (SDSI), for resolution in accordance with the SDSI Arbitration rules. For Olympic Games appeals, any appeal must be filed within **two (2) days** from receipt of the HI Appeals Panel decision by the Appellant. Within the context of the Olympic Games, the appeal will be to the SDSI Olympic Tribunal. Thereafter, the procedural rules of SDSI will apply.

Timeline

July & August 2023	European Qualification Tournament
January 2024	Olympic Qualification Tournament
10 th & 11th June 2024	Nomination Committee Meetings
14th June	Nomination to OFI subject to no appeal
No later than 3 days post nomination	Team Selection by OFI