



**Selection Policy for Triathlon @
31st SEA Games, Hanoi Vietnam
21 November to 2 December 2021**

Date	Version	By	Remarks
20 December 2020	1	Eugene Ong	Created
30 January 2021	1.1	Eugene Ong	Updated
14 February 2021	1.2	Eugene Ong	Updated
11 March 2021	1.3	Eugene Ong	Updated
15 March 2021	1.4	Eugene Ong	Updated
18 March 2021	1.5	Eugene Ong	Updated
12 April 2021	1.6	Eugene Ong	Updated – Included addendum, reviewed by SNOG on 22 April 2021
28 April 2021	1.7	Eugene Ong	Updated – Adjustments to Addendum, reviewed by SNOG on 28 April 2021. Changes to Long List & Nomination Dates
5 May 2021	1.8	Eugene Ong	Updated – Selection process as a result of Phase 2 heightened alert, and change in dates of selection races.

1. Introduction

1.1 There will be 4 events:

Men's Event (2)	Women's Event (2)
Triathlon Individual	Triathlon Individual
Duathlon Individual	Duathlon Individual

1.2 Tentative Schedule for Triathlon & Duathlon:

Date – 27 & 28 November 2021

1.3 Total Quota: Each NOC may enter a maximum of 2 Men and 2 Women in Triathlon, and 2 men and 2 Women in Duathlon.

1.4 The maximum number of athletes each NOC can enter for the events:

	Triathlon Individual	Duathlon Individual
Men	2	2
Women	2	2

1.5 Note: The events, schedules, dates and quota number of athletes are subject to changes, pending confirmation from the SEA Games organizing committee. Any known changes or updates will be announced as by TAS as soon as reasonably possible.

2. Objectives

2.1 This policy details and set out the process for selection of the best athletes to represent Singapore at the 31st SEA Games, Triathlon and Duathlon events, and selected athletes obligations and conditions that they need to fulfill.

2.2 The following criteria shall be applied in the selection process:

- 3rd placing timing of the 2019 SEA Games
- Marginally off (up to 5%) but show potential to equal or surpass it in time for the Games.

2.3 This policy may be amended at any time if TAS is of the opinion that such an amendment is necessary. TAS will publish this policy (and any amendments) on TAS website at (www.triathlonsingapore.org).

3. Selection Panel

3.1 The selection panel will be made up of the following members:

- a) 1 Member from the TAS Exco – Denise Wong
- b) 1 Member from the TAS Management Committee – Michelle Evelyn Chow
- c) 1 Member from the TAS High Performance Committee – Steven Chan
- d) Technical Director TAS – Eugene Lee
- e) General Manager TAS – Eugene Ong

3.2 The selection panel shall approve the selection policy, and shall decide on the athletes to progress according to the selection process, and confirm on the athletes to be nominated at the end of the final selection race. Should voting be required, each members shall have 1 vote.

3.3 The panel shall then make their recommendations to the TAS Management Committee. The recommendations made must be in accordance to the criteria as set out in this policy.

3.4 TAS Management Committee shall consider and make the final Team Nomination to SNOC. (Please refer to Appendix A for key dates and timeline)

3.5 An appeal process is available for athletes. (Please refer to Appendix B)

3.6 Final decision for participation at the 31st SEA Games will be at the sole discretion of SNOC Selection Committee.

4. Selection Process

4.1 Athlete's Eligibility:

- a) Singapore Citizen (and should not be holding dual citizenship if they are above 21 years old, at the time of nomination).
- b) 18 years of age as of 31 December 2021.
- c) Paid up member of TAS.
- d) In good standing with TAS and its affiliate partners.
- e) Must have completed a competitive Triathlon/Duathlon race before in the last 24 Months (At least Sprint Distance)
- f) Must have raced in a World Triathlon draft legal race in the last 24 Months, or have to undergo draft-legal cycling endorsement. (Fees applies)

4.2 **Important note:** Due to the uncertainties of local and overseas races being confirmed during this Covid period, athletes are highly recommended to do their very best at all time trials and pre-selection races prior to the final selection races.

In the unfortunate scenario where no physical races are available for TAS to properly conduct a final selection race, TAS might consider to do a hybrid/modified race as

final selection. All other time trials and/or pre-selection races results will also be used as data points for TAS to consider when submitting athletes names for nomination.

4.3 Selection Process:

a) There will be 2 time trials:

Time Trial 1 (For Triathlon & Duathlon)

Format - 10km Run Trial

Date / Time – 7 March, 7am

Venue – Home of athletics

Note – Top 12 athletes (per gender) for Duathlon, will advance to Duathlon Pre-Selection Race.

Time Trial 2 (For Triathlon)

Format – 1500m Swim Trial

Date / Time – 27 March 2021, 11am

Venue – Singapore Sports School

Note – Taking the total timings (10km run + 1500m swim), top 12 athletes (per gender) will advance to Triathlon Pre-Selection race.

b) There will be 2 Pre-Selection Races:

Duathlon

Format – Standard Distance Duathlon (Hybrid)

Date / Time –

20 & 21 March 2021 / 730am (Men 2 Waves)

17 April 2021 / 730am (Women 1 Wave) - Postponed

Venue – Serangoon Stadium

Note – Top 8 athletes (per gender) will advance to the Duathlon Selection race.

Triathlon

Format – Standard Distance Triathlon (Hybrid)

Date / Time –

10 & 11 April 2021 / 630pm (Men 2 Waves)

8 May 2021 / 630pm (Women 1 Wave) - Postponed

Venue – Singapore Sports School

Note - Top 8 athletes (per gender) will advance to the Triathlon Selection race.

c) Selection Races:

Duathlon Selection Race

Format – Standard Distance Duathlon (Draft Legal)

Event – Metasprint Duathlon Origin

Date / Time – 24 April 2021

Venue – Nicoll Highway

Note – Top 2 athletes (per gender) win nomination rights for SEA Games

Triathlon Selection Race

Format – Standard Distance Triathlon (Draft Legal)

Event – Metasprint Triathlon Origin

Date / Time – TBC

Venue – TBC

Note - Top 2 athletes (per gender) win nomination rights for SEA Games

4.4 Long List Submission – Deadline 20 May 2021. From the pre-selection races, top 8 (per gender) will be submitted in the Long List.

- 4.5 Nomination – Deadline 13 June 2021. TAS will submit the names of athletes who had come in top 2 (per gender) at the final selection races, and names of athletes who had met the qualification benchmarked times at the pre-selection races.
- 4.6 Appeal – Deadline 9 August 2021. Between 13 June and 9 August 2021, TAS will endeavor to conduct time trials and races for nominated athletes to meet qualification times, and/or for the conduct of a final selection if it is not completed yet.
- 4.7 Note: In the event where the final selection races could not happen before 9 August 2021, top 2 athletes (per gender) from the pre-selection races will be considered in the final nomination, subject to full compliance to point 5 and addendum below, including meeting qualification benchmarked and target times.

5. Conditions and Obligations for Athletes

- 5.1 Should an athlete win nomination for both Triathlon and Duathlon, Triathlon Singapore reserve the rights to decide which sport the athlete shall be nominated for, after discussion with the athlete.
- 5.2 It is important for all athletes (including in the long list) to maintain their level of fitness, competency and readiness for the 2021 SEA Games. There could be a possibility of any athlete's name being put forth to SNOC for the entry-by-name nomination, due to injury, sickness, personal withdrawal, or should there be a breach by an athlete in any of the points below.
- 5.3 Athletes are required to read, sign and accept the TAS athlete agreement, which includes the code of conduct.
- 5.4 Athletes are required to declare accurate whereabouts information as instructed by Anti-Doping Singapore (ADS), and agree to participate willingly in sample collections for Doping Tests conducted by ADS, pursuant to WADA's policies. A breach in this point would include the failure to accurately declare requested information, not cooperating with ADS officers or any violation in the Anti-Doping Rules and Tests.
- 5.5 Athletes are required to put in a full training load, of at least 20 hours per week. They are required to submit their training and competition plan (depending on travel restrictions and availability of races), in a periodized format with targets at relevant stages. This is to ensure that they maintain their level of fitness and competency that will enable them to compete in the 2021 SEA Games at their optimum condition
- 5.6 Athletes might be requested to undergo a fitness assessment at any time prior to the 2021 SEA Games. This assessment will be at the absolute discretion of TAS and SNOC, and may be at a designated race, or component time trials involving one of more disciplines of Triathlon.
- 5.7 Athletes must agree to participate in any competitions and training camps, as determined by the Committee.
- 5.8 Athletes are required to keep TAS updated on any changes to their health and fitness, or training and competition plan. They are to immediately inform TAS of any illness or injury that could reasonably impact their ability to perform at the expected level at the SEA Games, and more importantly, the impact on their overall health and well-being.

5.9 Pursuant to the Olympic Charter (By laws to rules 27 and 28, paragraph 2.1),
“Selection shall be based not only on the sports performance of an athlete, but also on his ability to serve as an example to the sporting youth of this country.”

- 5.10 In addition to the selection criteria, the following qualities of the athletes will be taken into consideration:
- Attitude and Behavior towards coaches, teammates, fellow athletes, officials and sports administrators, whether in relation to sporting matters or otherwise.
 - General conduct and character which may affect the reputation, image, values or best interests of the athlete or the sport.
 - Past disciplinary record
 - Current Skill level and Fitness, and Character
 - Level of Commitment and attendance
 - Potential for future development
 - Ability to demonstrate team spirit and work well with teammates and officials: and
 - Such other non-performance related qualities as the selectors may consider to be relevant.

Addendum

In view of the Covid-19 pandemic, SNOG will assess nominations based on a wider parameter). Triathlon Singapore's addendum to our selection Policy is as follows:

Athletes must strive to achieve the following benchmarked timings by “Entry by Name” deadline. All achievements should have taken place at Triathlon Singapore's sanctioned championships, trials and/or pre-selections -

Triathlon Benchmarked Times – Men: (2:03 to 2:09), Women (2:23 to 2:29)
Duathlon Benchmarked Times – Men: (1:53 to 1:59), Women (2:14 to 2:20)

1.5km Swim target time: Men (20:57 to 21:19), Women (21:38 to 24:00)
10km Run target time: Triathlon Men (37:04 to 40:47), Women (42:28 to 48:48)
1.5km swim + 10km run target time: Men (0:58 to 1:02), Women (1:04 to 1:12)

10km Run target time: Duathlon Men (33:00 to 35:00), Women (38:00 to 43:00)
5km Run target time: Duathlon Men (17:00 to 18:00), Women (19:00 to 23:00)

An athlete whom have won nomination rights at the final selection races listed in point 4.3 above, MUST have also fulfill the benchmarked timings above. Triathlon Singapore reserve the rights to NOT nominate any athletes whom have NOT fulfill the benchmarked timings above by “Entry by Name” deadline.

To our discretion, Triathlon Singapore will look at all data points from the past 24 months, including results from the time trials and pre-selection races listed in point 4.3 above, before making our decision on the final nomination of athletes.

For overseas athletes to be considered, Triathlon Singapore might make a decision to nominate overseas athletes only if:

- No local athletes had fulfilled the above benchmark timings
- All achievement submitted for consideration should be approved and sanctioned by Triathlon Singapore
- Achievements have to be properly accredited, sanctioned and endorsed

Registration of Interest

All interested and eligible athletes must register their interest to participate in selection latest by 3 March 2021. They are to attach the required documents including their sporting resume.

Contact details

Athletes who have any queries may contact,
Name: Eugene Ong
Telephone: +65 6227 7577, +65 9276 5765
Email: eugene.ong@triathlonsingapore.org

Appendix A: Timeline

3 March 2021	Deadline for registration of interest
7 March 2021	10km Run Trial
20 & 21 March 2021	Duathlon Pre-Selection Race (Men)
27 March 2021	1500m Swim Trial
10 & 11 April 2021	Triathlon Pre-Selection Race (Men)
24 April 2021	Duathlon Selection Race
TBC	Triathlon Pre-selection Race (Women)
28 April 2021	Long List Process begins
20 May 2021	Deadline for Longlist
21 May 2021	Nomination Process begins
13 June 2021	Deadline for Nomination
7 July 2021	SNOC Selection Committee Meeting
9 July 2021	Appeal Process begins
9 August 2021	Appeal Deadline
1 September 2021	Appeal Committee Meeting
6 September 2021	Entries-By-Name Deadline

Appendix B: Appeal Process

Right of Appeal - An eligible athlete, who fails to be selected for any Nomination to SNOC pursuant to the process and criteria set up in this policy, may appeal against his/her omission from the nomination.

The sole grounds of appeal are that:

- a) The athlete's omission was as a result of a failure by TAS to properly apply the selection criteria set out in this policy.
- b) The athlete's omission was as a result of a failure by TAS to adhere to the requirement guidelines set out in this policy.

Notice of Appeal – Within 48 hours of any official announcements, any athlete wishing to appeal must put forth a notice of appeal in writing to:

General Manager TAS

Email: eugene.ong@triathlonsingapore.org

The notice of appeal must be accompanied by:

- A summary of all arguments and documentations that the athlete wishes to be considered in support of the appeal, and also evidences that will be relied upon in support of those arguments for the appeal.
- An appeal bond of SGD\$500. (Cash Only)

Appeal Panel – The hearing of the appeal will be done by the appeal panel which will be constituted by 3 persons.

- (i) A Member of TAS Exco, not already in the Selection Panel (TBC)
- (ii) An invited official from another NSA (TBC)
- (iii) An invited official from SportSG or SNOOC (TBC)

Functions of the Appeal Panel – Their role is to review the matters set out in the appeal and make recommendations to the MC for a decision.

Hearing of the Appeal – The appellant will be advised on a date for the hearing as soon as necessary.

- The hearing will be conducted with as little formality and technicality.
- The hearing must observe the principles of natural justice.
- The parties to an appeal may be represented at a hearing but not by a barrister, solicitor or a legally trained person.

Results of hearing – After a decision had been made by the appeal panel, it shall be recommended to TAS for consideration. Any further selection decision of TAS under the direction of the appeal panel shall be final and binding, and no further appeal shall be available to the appellant in respect of that selection.

- Regardless of the selection decision, the panel may stipulate that all or part of the appeal bond be refunded to the appellant.