



Selection Policy:

Competition	32 nd SEA Games, Phnom Penh, Cambodia
Qualifying Window:	1 April 2022 to 1 February 2023

Date	Version	By	Remarks
25 June 2022	1	Eugene Ong	Created
18 July 2022	1.1	Eugene Ong	Updated
17 Sept 2022	1.2	Eugene Ong, James Middleditch, Ahmad Arif	Updated with inputs from HPE and Athletes' Comm Rep
27 Sept 2022	1.3	Eugene Ong	- Updated with SNOC timeline - Qualifying window adjusted to match appeal deadline. - SNOC approval
7 October 2022	1.4	Eugene Ong	- Updated considerations for nominations and selections to make it clearer -

1. Introduction

1.1 The 32nd SEA Games will be held from 5 to 16 May 2023 in Phnom Penh, Cambodia.

1.2 For the sport of Triathlon, there will be 7 events:

Events	Dates	Quota	Distance*
Triathlon Individual (Men)	TBC	2 Men	750m Swim 20km Bike 5km Run
Triathlon Individual (Women)	TBC	2 Women	750m Swim 20km Bike 5km Run
Duathlon Individual (Men)	TBC	2 Men	5km Run 20km Bike 2.5km Run
Duathlon Individual (Women)	TBC	2 Women	5km Run 20km Bike 2.5km Run
Aquathlon Individual (Men)	TBC	2 Men	500m Swim 2.5km Run
Aquathlon Individual (Women)	TBC	2 Women	500m Swim 2.5km Run
Aquathlon (Mixed Relay)	TBC	2 Men + 2 Women	(500m Swim 2.5km Run) x 4

***Note: Awaiting for the Official Announcement of the confirmed distance from the 2023 SEA Games organizing Committee, and the release of the official Technical Handbook.**

1.3 This policy set out the process and criteria for selection of athletes to represent Singapore at the 32nd SEA Games Triathlon events.

1.4 This policy may be amended at any time if Triathlon Singapore (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).

2. Eligibility

2.1 To be considered for selection, an athlete must meet all the following eligibility criteria:

- a) Singapore Citizen, and should not be holding dual citizenship if they are above 21 years old, at the time of nomination
- b) At least 16 years of age as of 31 December 2023
- c) Be a registered member of TAS, and in good standing
- d) Signed current TAS athlete agreement
- e) Draft Legal Endorsed, or had raced in a WT draft legal race in the last 12 months.
- f) Valid Pre-Participation Examination
- g) Have competed in at least 2 two selection events (refer to point 4.1). **Exemption may be granted due to extenuating circumstances (refer to point 5.4)**

3. Selection Panel

3.1 The selection panel will consist of the following:

- a) General Manager TAS (Chair) – Eugene Ong
- b) TAS MC Representative - TBC
- c) TAS High Performance Committee Representative – James Middleditch
- d) Technical Official Representative – Omar Bakar
- e) Independent Member – TBC

3.2 The selection panel shall decide on the athletes to be selected in accordance to the process as set out in this policy.

3.3 The Singapore National Olympic Council (SNOC) is the governing body which sets the qualifying standards and criteria, selects the athletes for the Games, and considers any appeal cases which TAS may submit. Final decision for participation at the Games will be at the sole discretion of SNOC Selection Committee

4. Process

4.1 Selection events:

- a) Any races organized or sanctioned by TAS
- b) Any races sanctioned by World Triathlon or approved National Federations.
- c) Any time trials conducted by TAS
- d) Any time trials or races (Swim, Bike, Run) sanctioned by the appropriate governing body.
- e) Official times must be submitted to TAS: eugene.ong@triathlonsingapore.org

4.2 Note:

- Triathlon and Duathlon was conducted in the Standard Distance at the last SEA Games.
- This is the first time Aquathlon had been included as an event at the SEA Games.

- The qualifying standard and target times are recommended by TAS after research and analysis using the pace of athletes at the last SEA Games, and also data from races conducted in the Sprint Distance, and with SEA Competitors:
 - 2018 Subic Bay ASTC YOG Qualifier (Sprint Duathlon)
 - 2018 Subic Bay ASTC SEA Champs (Sprint Duathlon)
 - 2020 Rayong ASTC Sprint Triathlon SEA Champs (Sprint Triathlon)
 - 2022 Sejong Asia Triathlon Sprint Championships (Sprint Triathlon)
 - 2022 Nur-Sultan Asia Triathlon Junior & U23 Championships (Sprint Triathlon)
 - 2022 Commonwealth Games Birmingham (Sprint Triathlon)

4.3 Qualifying Criteria (3rd placed time of the last SEA Games):

a) Triathlon

Triathlon	Distance	Men	Women
A Cut	750m Swim 20km Bike 5km Run	1:00:47	1:09:15
B Cut	750m Swim 20km Bike 5km Run	1:02:00	1:10:38
	750m Swim	0:09:44 to 0:10:47	0:11:08 to 0:12:17
	5km Run	0:17:32 to 0:19:53	0:21:36 to 0:23:16
	750m Swim + 5km Run	0:27:16 to 0:30:40	0:32:44 to 0:35:33
C Cut	1500m Swim 40km Bike 5km Run	2:01:35 to 2:04:01	2:18:30 to 2:21:16

b) Duathlon

Duathlon	Distance	Men	Women
A Cut	5km Run 20km Bike 2.5km Run	0:58:48	1:07:25
B Cut	5km Run 20km Bike 2.5km Run	0:59:58	1:08:45
	5km Run	0:17:07 to 17:50	0:19:51 to 0:22:08
	2.5km Run	0:08:35 to 09:16	0:09:55 to 0:10:43
C Cut	10km Run 40km Bike 5km Run	1:57:36 to 1:59:57	2:14:49 to 2:17:31

c) Aquathlon

Aquathlon	Distance	Men	Women
A Cut	750m Swim 5km Run	0:30:38	0:34:36
B Cut	750m Swim 5km Run	0:31:15	0:35:09
	750m Swim	0:09:44 to 0:10:47	0:11:08 to 0:12:17
	5km Run	0:17:32 to 0:19:53	0:21:36 to 0:23:16
	750m Swim + 5km Run	0:27:16 to 0:30:40	0:32:44 to 0:35:33

4.4 Considerations:

- a) Eligible athletes who had achieved the A Cut qualifying criteria set out in point 4.2 at any selection events within the qualifying window, automatically qualifies to be nominated **on 19 December 2022**.
- b) **B and C Cut athletes will be nominated on 19 December 2022, and will be subject to the discretion of SNOC to be accepted.**
- c) **SNOC will announce the selection of nominated athletes on 17/18 January 2023. Should there still be available slots then, eligible athletes that had met the B and C Cut qualifying criteria will have their nominations re-submitted to SNOC as an appeal, looking at fresh data attained between 19 Dec 2022 to 1 Feb 2022.**
- d) Should there be more than 2 athletes who had their nominations accepted by SNOC **after the appeal process on 23 February 2023**, the athletes will be assessed again on the qualities as set out in point e).
- e) 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 his country”.

The following qualities of the athletes will also be assessed:

- 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 team mates and officials
 - Such other non-performance related qualities as TAS may consider to be relevant
- f) After the assessment of qualities, and should there still be more than 2 athletes who had been assessed to have met the quality criteria, then the athletes fastest time will be used to determine which athlete gets the selection slots.

4.5 In a scenario where an athlete achieve the qualification criteria for more than 1 event, TAS reserve the rights to decide which event the athlete shall be nominated for, after discussion with the athlete and coach involved. Considerations will also be given based on the field of athletes who'd met the qualification criteria and the event dates.

4.6 Nominations for Aquathlon relay: **Athletes whom had met the qualification criteria set out in 4.3 c) will be nominated. Final selection of athletes will depending on maximum quota number of athletes allowed, maximum permitted events per athlete and the event schedule (information which will be release in the Technical Handbook on 2 December).**

4.7 The final decision of the composition of the Mixed Relay will be made by the appointed Team Coach at the Games.

5. Commitment

5.1 Athletes are required to:

- i. Comply with the provisions of the TAS and SNOC athletes agreement at all times.
- ii. Make themselves available and participate in all activities designated by TAS and SNOC. This includes appearing at events and social media whereby their images and presence are required to achieve the objectives of TAS and SNOC
- iii. Not act in a manner as to bring SNOC, TAS or the athlete into public disrepute.
- iv. Provide a training plan, for at least a 6 months leading up to the Games. The plan should include full training load of at least 20 hours per week, training and competition targets towards peak performance at the Games, endorsed by TAS.
- v. Attend any team training, specific competitions and time trials as required by TAS, and wearing the team uniform as required.
- vi. Local based athletes must compete in all National Championships races and selection trials organized or sanctioned by TAS.
- vii. Understand all doping offence as defined in ADS and WADA's Anti-Doping By-law, including the administering or usage of any prohibited substance.
- viii. 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.
- ix. Keep TAS updated on any changes to their health and fitness, or training plan. They are to immediately inform TAS of any illness or injury that could reasonably impact their ability to perform at Games, and more importantly, the impact on their overall health and well-being.

5.2 A breach in the above may result in an athlete being withdrawn from nomination/selection, remove from the Team and/or face disciplinary actions.

5.3 Athletes not being able fulfill their commitments should write in to eugene.ong@triathlonsingapore.org to state their reasons.

5.4 Exemption may be granted due to extenuating circumstances such as:

- Injury or illness
- Equipment Failure
- Travel delays
- Bereavement
- Such other circumstances as TAS may consider to be relevant.

TAS Appeal Process

Right of Appeal - An athlete who fails to be selected may appeal against the decision. The appeal shall be conducted as a process to inquire if the decision made had properly adhere to the process and criteria set out in the selection policy, and not as a re-selection process

Appeal Panel – The appeal panel shall consist of the following:

- (i) A Representative from TAS MC, with no known conflict of interest.
- (ii) An invited official from another organization, independent from TAS.
- (iii) An invited official from another NSA

Notice of Appeal – Within 24 hours after TAS announce the selected athletes for the Games, an athlete who wishes to appeal must put forth in writing to: eugene.ong@triathlonsingapore.org

Any appeals received after 24 hours will not be entertained.

The 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. (via bank transfer to TAS's UEN S92SS0052C). Failure to receive payment will result in the appeal being null and void.

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 – The appeal panel may decide on the following:

- I. That there are irregularities in the selection process, and makes recommendation to the MC for a decision.
- II. That an unfair selection decision had been made by the selection panel, failing to abide by the required selection guidelines and/or selection criteria, and makes recommendation to the MC for a decision
- III. That there is no basis to the appeal and the decision of the selection panel be upheld

The final decision of the hearing will be made by the TAS MC, on the recommendation of the appeal panel, and announced no later than 24 hours after the hearing.

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

Contact details

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Appendix A: Timeline

(released by SNOG on 26 September 2022)

1 November 2022	Longlist and Nomination start via SportSync
12 December 2022	Technical Handbook Distribution
19 December 2022	Deadline for longlist and Nomination
17 January 2022	Selection Committee meeting
18 January 2023	Appeal Process Begins
1 February 2023	Appeal Deadline
23 February 2023	Appeal Committee Meeting
28 February 2023	Sports Entry by Name Deadline
27 March 2023 to 10 April 2023	Attire distribution (TBC)
12 April 2023	Team Manager Meeting (TBC)
15 April 2023	Team Singapore Flag Presentation (TBC)
5 May 2023	Opening Ceremony