



**Selection Policy:**

<b>Competition</b>	33 <sup>rd</sup> SEA Games, Bangkok-Chonburi-Songkhla, Thailand 2025
<b>Qualifying Window:</b>	8 November 2024 to 5 September 2025

<b>Date</b>	<b>Version</b>	<b>By</b>	<b>Remarks</b>
31 October 2024	1	Eugene Ong	Created
7 November 2024	1.1	Eugene Ong	Updated
8 November 2024	1.2	Eugene Ong	Updated
8 November 2024	1.3	Eugene Ong	Checked qualifying times

**1. Introduction**

1.1 The 33<sup>rd</sup> SEA Games will be held from 9 to 20 December 2025 in Bangkok-Chonburi-Songkhla, Thailand

1.2 The Triathlon events will be conducted on 9, 10, 11 and 12 of December 2025. There will be a total of 11 events\*:

<b>Events</b>	<b>Dates*</b>		<b>Distance</b>
Sprint Triathlon Individual - Men	TBC	2 Men	Swim 750m Bike 20km Run 5km
Sprint Triathlon Individual - Women	TBC	2 Women	Swim 750m Bike 20km Run 5km
Triathlon 3 Men Relay	TBC	3 Men	Swim 300m Bike 8km Run 2km
Triathlon 3 Women Relay	TBC	3 Women	Swim 300m Bike 8km Run 2km
Triathlon Mixed Relay	TBC	2 Men 2 Women	Swim 300m Bike 8km Run 2km
Duathlon 3 Men Relay	TBC	3 Men	Run 2km Bike 8km Run 1km
Duathlon 3 Women Relay	TBC	3 Women	Run 2km Bike 8km Run 1km
Duathlon Mixed Relay	TBC	2 Men 2 Women	Run 2km Bike 8km Run 1km
Aquathlon 3 Men Relay	TBC	3 Men	Swim 500m Run 2.5km

Aquathlon 3 Women Relay	TBC	3 Women	Swim 500m Run 2.5km
Aquathlon Mixed Relay	TBC	2 Men 2 Women	Swim 500m Run 2.5km

\*Note: Awaiting for the official announcement of the confirmed distance from the 2025 SEA Games Organizing Committee, and the release of the official Technical Handbook.

- 1.3 The maximum quota number of athletes allowed and the maximum permitted events per athlete is TBC and will be announced upon the release of the official Technical Handbook.
- 1.4 This policy set out the process and criteria for selection of athletes to represent Singapore at the 33<sup>rd</sup> SEA Games Triathlon events.
- 1.5 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](http://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 22 years old, at the time of nomination
  - b) At least 16 years of age as of 31 December 2025, for the Individual events
  - c) At least 15 years of age as of 31 December 2025, for the relay events
  - d) Be a registered member of TAS, and in good standing
  - e) Signed current TAS athlete agreement
  - f) Draft Legal Endorsed, or had raced in a WT draft legal race in the last 12 months.
  - g) Valid Pre-Participation Examination
  - h) Have competed in at least 2 two selection events (refer to point 4.1), with at least 1 of the 2 events being an actual race (point 4.1a, 4.1b). 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 Board Representative - TBC
  - c) TAS High Performance Committee Representative – TBC
  - d) Technical Official Representative – TC Chairman
  - e) Independent Member – TBC

(Note: Selected personnel needs to have a good understanding and insight into high-performance sports, and preferably knowledge of Triathlon and its related multisport)

- 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 SNO Selection Committee

#### **4. Process**

##### 4.1 Selection events:

- a) Any races organized or sanctioned by TAS
- b) Any races sanctioned by World Triathlon or their affiliated National Federations.
- c) Any time trials conducted by TAS. (Only for supporting B Cut qualifying time achieved in an actual triathlon related race)
- d) Any time trials or races (Swim, Bike, Run) sanctioned by the appropriate governing body. (Only for supporting B Cut qualifying time achieved in an actual triathlon related race)
- e) Official times must be submitted to TAS: [eugene.ong@triathlonsingapore.org](mailto:eugene.ong@triathlonsingapore.org)

##### 4.2 Note:

- Triathlon and Duathlon was conducted in the Sprint Distance (750m Swim / 20km Bike / 5km Run) at the last SEA Games in 2022.
- This is the first time the 3 Men Relay and 3 Women Relay events are being held at a Major Game.
- Mixed Team Relay Triathlon and Duathlon was last held at the 2019 SEA Games, in the distance: Triathlon (300m Swim / 6.6km Bike / 1.8km Run), Duathlon (1.6km Run / 6.6km Bike / 0.8km Run)
- The qualifying criteria and target times for the relay events, set out in point 4.3 below, is determined based on the top 6 fastest individual split leg time for each gender, in the Mixed relay competition at the last SEA Games that it was held at.
- Should the distance that athletes compete in for their qualifying events, be different from the distance set out in point 4.3 below, their achieved times will be adjusted accordingly to their pace, to obtain a time equivalent to the distance set out in point 4.3 below. This is to enable accurate comparison of their achieved times to point 4.3 below.

##### 4.3 Qualifying Criteria

(For A Cut, 3<sup>rd</sup> placed time of the last SEA Games)

(For B Cut, marginal 2% off 3<sup>rd</sup> placed time, and must have achieved at least 2 of the target times as set out):

##### a) Triathlon Individual

Triathlon	Distance	Men	Women
A Cut	750m Swim 20km Bike 5km Run	0:59:56	1:07:30
B Cut	750m Swim 20km Bike 5km Run	1:01:08	1:08:51
	750m Swim	0:09:40 to 0:10:51	0:10:51 to 0:13:13
	5km Run	0:17:20 to 0:19:06	0:20:05 to 0:21:27
	750m Swim + 5km Run	At least 0:29:20	At least 0:33:52

##### b) Triathlon Relay

Triathlon	Distance	Men	Women
A Cut	300m Swim	0:23:39	0:26:12

	6.6km Bike 1.8km Run		
	750m Swim 20km Bike 5km Run	0:59:56	1:07:30
B Cut	300m Swim 6.6km Bike 1.8km Run	0:24:08	0:26:44
	300m Swim	0:04:06 to 0:04:38	0:04:23 to 0:04:41
	1.8km Run	0:05:55 to 0:07:14	0:06:39 to 0:08:05
	300m Swim + 1.8km Run	At least 0:11:39	At least 0:12:46

Triathlon	Distance	Men	Women
A Cut	300m Swim 6.6km Bike 2km Run	0:24:28	0:27:06
	750m Swim 20km Bike 5km Run	0:59:56	1:07:30
B Cut	300m Swim 6km Bike 2km Run	0:24:58	0:27:39
	300m Swim	0:04:06 to 0:04:38	0:04:23 to 0:04:41
	2km Run	0:06:35 to 0:08:02	0:07:24 to 0:08:50
	300m Swim + 2km Run	At least 0:12:28	At least 0:13:40

c) Duathlon Relay

Duathlon	Distance	Men	Women
A Cut	1.6km Run 6.6km Bike 0.8km Run	0:21:42	0:24:35
	5km Run 20km Bike 2.5km Run	0:54:48	1:06:17
B Cut	1.6km Run 6.6km Bike 0.8km Run	0:22:08	0:25:05
	1.6km Run	0:06:01 to 0:06:17	0:07:12 to 0:07:33
	0.8km Run	0:02:44 to 0:03:08	0:03:03 to 0:03:21

Duathlon	Distance	Men	Women
A Cut	2km Run 10km Bike 1km Run	0:30:02	0:33:56
	5km Run 20km Bike 2.5km Run	0:54:48	1:06:17
B Cut	2km Run 10km Bike 1km Run	0:30:39	0:34:37
	2km Run	0:07:32 to 0:07:52	0:09:00 to 0:09:27

	1km Run	0:03:25 to 0:03:55	0:03:49 to 0:04:12
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d) Aquathlon

Aquathlon	Distance	Men	Women
A Cut	500m Swim	0:15:41	0:17:34
	2.5km Run		
B Cut	500m Swim	0:16:00	0:17:56
	2.5km Run		
	500m Swim	0:05:46 to 0:06:14	0:06:30 to 0:06:56
	2.5km Run	0:08:11 to 0:09:17	0:09:18 to 0:10:43

e) Aquathlon Relay

Aquathlon	Distance	Men	Women
A Cut	500m Swim	0:16:46	0:17:59
	2.5km Run		
B Cut	500m Swim	0:17:07	0:18:21
	2.5km Run		
	500m Swim	0:05:58 to 0:06:43	0:06:40 to 0:07:17
	2.5km Run	0:08:56 to 0:09:47	0:10:03 to 0:10:50 or 0:11:06

4.4 Considerations:

- a) Nomination 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, scheduled to be released on (Date: TBC)
- b) Automatic Qualification: Eligible athletes who had achieved the A Cut qualifying criteria set out in point 4.3 at any selection events within the qualifying window, automatically qualifies to be nominated.
- c) Discretionary Qualification: Should there still be available slots, eligible athletes who had achieved B Cut qualifying criteria set out in point 4.3 at any selection events within the qualifying window, will have their names submitted for nomination. (Note: All nominations submitted will still be subject to the discretion of SNOC to be accepted.)
- d) SNOC will announce the selection of nominated athletes in August 2025. (Date: TBC) Should there still be available slots then, nominated athletes whom had failed SNOC's selection, can have their nominations re-submit to SNOC as an appeal, looking at fresh data attained between July 2025 to August/September 2025.
- e) Should there be more athletes (than available quota slots) who had their nominations accepted by SNOC after the appeal committee meeting in August/September 2025, the athletes will be assessed again on the qualities as set out in point e).
- f) 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 a 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

- g) 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 events 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.

## **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](mailto: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 Board, 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](mailto: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 27 September 2024)**

8 March 2025	Entry by Sports deadline
8 April 2025	Entry by Number deadline
15 April 2025	The Longlist phase begins via SportSync
15 May 2025	Nomination phase begins via SportSync
July 2025	Long List and Nomination deadline (Exact date TBC)
August 2025	Selection Committee Meeting (Exact date TBC)
August / September 2025	Appeal Committee Meeting (Exact date TBC)
19 September 2025	Entry by Name deadline