



AUSTRALIAN ATHLETICS

AUSTRALIAN ATHLETICS SELECTION POLICY

2025 WORLD ATHLETICS RELAYS

GUANGZHOU, CHINA

10 – 11 May 2025

Version of 11 February 2025



1 Overview

- 1.1 This selection policy (**Selection Policy**) sets out the basis on which Australian Athletics will select its representative team (**Team**) for the World Athletics Relays in Guangzhou, China, 10-11 May 2025 (the **Competition**).
- 1.2 This Selection Policy will, when approved by the Australian Athletics Board, constitute the Selection Criteria (as defined in the Australian Athletics By-Laws) in respect of the selection of individuals or teams for the Competition.
- 1.3 The only person authorised to provide advice on the content of this policy is the Chair of Selectors and any other advice received either from Australian Athletics personnel or others, either verbally or in writing, has no validity in relation to selection matters.

2 Selection Policy Aims

Australian Athletics aims to facilitate the following outcomes through the selection of athletes for the World Athletics Relays:

- 2.1 Send the most competitive possible athletics team to represent Australia at the 2025 World Athletics Relays;
- 2.2 Select relay teams with the realistic potential to qualify for the 2025 World Athletics Championships or future World Athletics Championships and Olympic Games; and
- 2.3 Australian Athletics will select all qualified relay teams (as opposed to athletes) considering the rules related to the Competition for qualification and entry.
- 2.4 In all cases, the Selection Committee will consider each athlete's competitive record and demonstrated ability to plan the peak of their season at a major championship. Those athletes who, when given international opportunities, repeatedly fail to meet or exceed the levels they achieved to gain selection cannot assume to be selected and this clause specifically overrides 2.3.
- 2.5 It is the expectation of Australian Athletics that athletes will compete in the Australian Athletics Summer Series¹ of competitions (as defined below).

3 Athlete Eligibility Criteria

Only those athletes who qualify according to this clause will be eligible for selection in the Team:

- 3.1 Be a citizen of Australia. For the avoidance of doubt, Australian permanent residency is not acceptable. Athletes must hold or be eligible for an Australian passport;
- 3.2 Be eligible to be selected as an athlete in a representative team pursuant to the Australian Athletics By-Laws;
- 3.3 Be a registered member of Australian Athletics through their Member Association;
- 3.4 Satisfy all participation/eligibility rules of the governing body for the Competition;
- 3.5 Meet the minimum age of eligibility as determined by the governing body for the Competition;



- 3.6 Complete and submit the online nomination form (which may be found at www.athletics.com.au) for each event discipline in which the athlete is seeking selection. The form must be submitted no later than 5:00pm Friday 28 February 2025 AEDT. The date for submission of the nomination form may be extended at the discretion of the Chair of the Selection Committee on the recommendation of the General Manager - High Performance;
- 3.7 Be and remain in 'good standing' with Australian Athletics and at all times comply with Australian Athletics' Code of Conduct and conduct themselves in a way that does not bring themselves, their sport or the Team into disrepute. Australian Athletics may consider past and present behavioural conduct in determining whether an athlete is in 'good standing'. If Australian Athletics determines that an athlete is not in 'good standing', Australian Athletics may in its absolute discretion choose not to select that athlete;
- 3.8 Commit to signing and/or abiding by any Australian Athletics Team Agreement, Code of Conduct and other relevant Australian Athletics policies and procedures as reasonably directed from time to time;
- 3.9 Commit to completing all reasonably expected education courses, including but not limited to anti-doping e-learning modules level 1 & 2, the National Integrity in Sport Unit's "Keep Sport Honest" e-learning (anti-match fixing) module and any other integrity education requirements Australian Athletics sets from time to time;
- 3.10 Agree to comply with any pre-Championships preparation policy that will be published by Australian Athletics's General Manager - High Performance, including travel plan and travel arrangements outlined for the Competition. This policy may include the requirement to prove form and fitness to compete in the Competition; and
- 3.11 Meet any rules of the governing body applicable to the Competition and in the regulations for the competition which are found at [C1.2 - World Athletics Series Regulations](#).

¹ Defined as Zatopek 10 for 10,000m, Race Walking Supernova, Adelaide Invitational, Maurie Plant Meet, Melbourne, Sydney Track Classic and Perth Track Classic (meet names could change).



4 Selection Procedure

4.1 Team size and event entry criteria:

- 4.1.1 Australian Athletics is only be permitted by World Athletics to enter relay teams in events for which an Australian team is listed in the top 32 on the applicable list as at Sunday, 13 April, 2025.
- 4.1.2 Team Size: Australian Athletics may select up to six (6) athletes in each eligible relay.
- 4.1.3 The men's and women's teams 4 x 100 metre teams are pre-qualified from the Paris Olympic Games.
- 4.1.4 If the Australian mixed 4x100m relay receives an invitation to compete, then this invitation will be accepted. In this case, one (1) additional male and female athlete will be selected alongside the men's and women's 4x100m squads.

4.2 Performance Standards:

- 4.2.1 There are no performance standards for the Competition. All selections are at the discretion of the Selection Committee. This discretion is absolute and it need not be exercised.

4.3 Selection at the Discretion of the Selection Committee:

- 4.3.1 Subject to the rules of the governing body of the Competition relating to the number of athletes who may be selected for each event and for the Team overall, the Selection Committee may exercise discretion to select athletes to the Team. This discretion will be exercised in line with the Australian Athletics Selection Policy Aims. This discretion is absolute and need not be exercised.
- 4.3.2 In order to be eligible for discretionary selection, athletes must:
 - 4.3.2.1 Meet the eligibility criteria set out in section 3;
 - 4.3.2.2 Satisfy the Selectors that they meet the selection philosophy and aims set out in section 2.
 - 4.3.2.3 Without limiting its discretion, the Selection Committee, in consultation with the General Manager of High Performance, may consider any factor, or combination of factors that in its opinion is relevant for consideration when selecting athletes for the team.
- 4.3.3 The Selection Committee will select the Team that they believe best meets the selection aims considering the following:
 - Commitment to the relay program, in the case of the 4 x 100 metres events that means attendance and participation in at least two relay camps during the domestic season. Athletes hoping for selection in the 4 x 100 metre events cannot expect to be selected without this unless an exemption has been provided (by Chair of Selectors/HP Manager) for those residing overseas or carrying injuries.
 - Performance data (e.g. individual performance, split times)
 - Relay data (e.g. changeover times, leg data)
 - Skill profile
 - Team composition
- 4.3.4 The selection of any athlete is at the absolute discretion of the Selection Committee.



5 Selection Meeting

The Selection Committee will meet to determine the athletes who will be selected in the Team for the Competition as soon as practical after the Sydney Track Classic and the Australian Track and Field Championships.

Athletes in the 4 x 100m single gender teams will be named after the Sydney Track Classic and any eligible 4 x 400m will be named after the Australian Track and Field Championships along with any changes in the 4 x 100m teams (if required by extenuating circumstances).

The additional athletes for the mixed 4 x 100m will be named after a place for Australia is confirmed.

6 Further Obligations after Selection

Athletes selected in the Team for the Competition pursuant to this Selection Policy must:

- 6.1 Prove their fitness to compete in the Competition by the achievement of pre-Australia departure standards to be set by the General Manager - High Performance if requested to do so;
- 6.2 Undertake any medical assessments and testing requested by the Australian Athletics Chief Medical Officer, or their delegate, and disclose to the Australian Athletics Chief Medical Officer, or their delegate, any relevant medical history and known medical condition or issue that may be or become relevant to participation in the Team;
- 6.3 Adhere to all anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by applicable anti-doping rules, including the Australian Athletics Anti-Doping Policy and the anti-doping rules of the governing body of the Competition;
- 6.4 Sign an Australian Athletics Team Agreement and the Australian Athletics Code of Conduct governing their selection in the Team and participation in the Competition; and
- 6.5 Attend any defined mandatory pre-competition training camp in, unless a waiver has been provided by Australian Athletics permitting the athlete not to attend the camp. Such waivers will not be unreasonably withheld.
- 6.6 Failure by a selected athlete to meet these Further Obligations after Selection may, at the discretion of the General Manager of High Performance, result in an athlete who has been selected in the Team being removed from that Team, in line with Section 6 – Removal of Athletes.



7 Removal of Athletes

A selected athlete may be removed from the Team for any of the following reasons:

- 7.1 A voluntary withdrawal notified in writing by the athlete to Australian Athletics;
- 7.2 Injury or illness certified by a medical practitioner approved by Australian Athletics;
- 7.3 A violation of the athlete's Team Agreement or the Australian Athletics Code of Conduct, including refusing to sign these agreements;
- 7.4 A failure to comply with any pre-Competition preparation policy (including a failure to meet an agreed pre-departure standard);
- 7.5 A failure to adhere to anti-doping protocols, policies and procedures;
- 7.6 The athlete's eligibility status changes so that the athlete is ineligible to participate in the Competition; and/or
- 7.7 The athlete's event is removed from the Competition program.
- 7.8 An athlete who is removed from the Team pursuant to this provision has the right to an appeal in accordance with the By-Laws of Australian Athletics.

8 Replacement of Athletes

- 8.1 Replacement athletes will be determined in accordance with the following process:
- 8.2 If the replacement athlete is to be determined prior to nominating Team names, the replacement athlete will be selected based on the selection procedure set out above. Possible replacement athletes may have been advised in advance.
- 8.3 If the replacement athlete is to be determined after nominating Team names to the governing body of the Competition, the replacement athlete will be nominated subject to the eligibility and nomination rules set out by the governing body of the Competition and selected based on the selection procedure set out above.

9 Selection Appeal Process

The selection appeal process is attached to this Selection Policy as Appendix 1.

10 Amendment to Policy

- 10.1 This Policy may be amended at any time by Australian Athletics if it is of the opinion that such an amendment is necessary as a result of any change to the participation/eligibility rules of the governing body for the Competition, to give effect to the Policy following discovery of a drafting error or oversight, or for any other reason determined to be in the best interests of Australian Athletics. Australian Athletics shall not be responsible or liable in any way to any one as a result of any such amendment.



11 Approval and Change log

Date	Summary of Changes	Approved by
25 November 2024	First Version	AA Board
11 February 2025	Added to include Mixed 4x100m	GM High Performance



12 Appendix 1: Appeals Procedure

AUSTRALIAN ATHLETICS

SELECTION APPEALS PROCEDURE

25 November 2024

Australian Athletics will use the services of the National Sports Tribunal (NST) as the appeal tribunal (Tribunal) for any appeals under this Selection Policy.

12.1 DEFINITIONS

In this Australian Athletics Selections Appeals Procedure, the following words have the corresponding meaning:

- 12.1.1 **AA** means Australian Athletics, the Governing body for athletics in Australia.
- 12.1.2 **Appeal** means an appeal, however described, against non-selection to a Team for an Event.
- 12.1.3 **Appeal Tribunal** means a Tribunal convened by the NST for the purpose of hearing an Appeal in accordance with of this Selection Appeals Procedure.
- 12.1.4 **Appellant** means a person who has commenced a 'Selection Appeal' in the NST.
- 12.1.5 **Athlete** means a registered athlete member of Australian Athletics
- 12.1.6 **Athlete Eligibility Criteria** means that part of the Selection Policy dealing with the eligibility of an Athlete to be considered for selection in a Team.
- 12.1.7 **AUD** means Australian Dollars.
- 12.1.8 **Business Day** means a day other than a Saturday, Sunday or public holiday in Melbourne, Australia.
- 12.1.9 **CEO** means the Chief Executive Officer of the referenced organisation.
- 12.1.10 **Child** means a person under the age of 18.
- 12.1.11 **Event** means a competition for which a representative team is selected to compete.
- 12.1.12 **Interested Party** means a selected athlete for the Team which is the subject of the Selection Appeal or Non-Selected Athlete otherwise eligible for selection to the Team which is the subject of the Selection Appeal.
- 12.1.13 **National Sports Tribunal** means the Australian Government entity established by the *National Sports Tribunal Act 2019* (Cth).
- 12.1.14 **Non-Selected Athlete** means any Athlete who is not selected by to a Team for an Event.
- 12.1.15 **NST** means the National Sports Tribunal.
- 12.1.16 **NST Legislation** means the National Sports Tribunal Act 2019 (Cth) (NST Act) and all legislative and notifiable instruments adopted under the NST Act.
- 12.1.17 **NST Procedure** means the process and procedure by which the NST operates, including as set out in the NST Act; the National Sports Tribunal Rule 2020; and the National Sports Tribunal Practice and Procedure Determination 2020 as and in effect at the time of the commencement of a Selection Appeal.



- 12.1.18 **Official** means any person selected or appointed under an Australian Athletics Selection Policy who is not an Athlete.
- 12.1.19 **Procedure** or **Selection Procedure** means this Selection Appeals Procedure.
- 12.1.20 **Selection Appeal** has the meaning given to that term in cl. 12.5.1
- 12.1.21 **Selected Athlete** means any Athlete selected by Australian Athletics to a Team for an Event.
- 12.1.22 **Selection Committee** means the committee of persons appointed by AA from time to time to consider and apply the Selection Policy and nominate Athletes to a Team.
- 12.1.23 **Selection Policy** means the Australian Athletics policy or policies that describes the general principles and specific selection criteria that apply to the selection of Athletes to Teams, as amended by AA from time to time, to which this Procedure is attached.
- 12.1.24 **Service Fee** means the costs and fees incurred by NST, including the fees of an NST member, which relate to the Selection Appeal.
- 12.1.25 **Team** means an Australian Athletics Team selected by AA to represent Australia at an Event.
- 12.1.26 **Written Notice** means notice in writing by letter, email or other written means of communication.

12.2 INTERPRETATION

- 12.2.1 Unless the context otherwise requires, reference to:
 - 12.2.1.1 a clause is to a clause of this Procedure;
- 12.2.2 the singular includes the plural and the converse also applies.
- 12.2.3 If a person to whom this Procedure applies consists of more than one person, then this Procedure binds them jointly and severally.
- 12.2.4 A reference to time, day or date is to time, day or date in Melbourne, Australia.
- 12.2.5 Where a word or expression is given a particular meaning, other parts of speech and grammatical forms of that word or expression have a corresponding meaning.
- 12.2.6 Headings are for convenience only and do not form part of this Procedure or affect its interpretation.

12.3 OBJECTIVE OF THIS PROCEDURE

- 12.3.1 This Procedure sets out the Selection Appeal process to be applied in respect of the selection of the Team to which this Selection Policy applies.
- 12.3.2 This Procedure, read and applied with Selection Policy and the applicable Selection Criteria, forms the Selection Policy for any relevant Event for which AA selects a Team.
- 12.3.3 The AA Selection Policy exhaustively sets out the parameters, process and criteria (both eligibility and performance) that will be applied to determine the selection of individuals for an Event or in a Team generally.



12.4 APPLICATION

12.4.1 This Procedure applies to:

12.4.1.1 Athletes;

12.4.1.2 AA.

12.4.2 Athletes have a right of appeal against their non-selection to a Team for an Event, except where the specific Selection Policy excludes such a right.

12.5 GENERAL RULES

12.5.1 A Non-Selected Athlete may appeal against their non-selection to an AA Team for an Event (Selection Appeal) in accordance with the procedures set out below. For clarity, Athletes can only appeal their non-selection for an AA Team that has been formally selected under the provisions of the relevant Selection Policy and the athlete met all qualification requirements for the event.

12.5.2 In the event that two or more Selection Appeals are brought under this Selection Appeals Procedure and it appears to the NST that:

12.5.2.1 the Selection Appeals involve a common question, or

12.5.2.2 the relief claimed in them are in respect of, or arise out of, the same instance of selection; or

12.5.2.3 there is some other reason for it being desirable to have the Selection Appeals consolidated, the Selection Appeals must, so far as practicable, be consolidated and heard together and the Athletes involved in the Selection Appeals must provide reasonable assistance to the NST to achieve this outcome.

12.5.3 The Parties to a Selection Appeal will be:

12.5.3.1 The Appellant

12.5.3.2 AA

12.5.3.3 Any Interested Party.

12.5.4 An Interested Party to a Selection Appeal must be either:

12.5.4.1 A Selected Athlete for the Team which is the subject of the Selection Appeal; or

12.5.4.2 A Non-Selected Athlete otherwise eligible for selection to the Team which is the subject of the Selection Appeal

12.5.5 AA and the Appellant must identify and propose to the NST Athletes who may be Interested Parties. Athletes may also identify themselves to the NST as potential Interested Parties.

12.5.6 In the event that any doubt should arise as to the eligibility of a person as an Interested Party, AA shall determine the matter in its absolute discretion.

12.5.7 An Athlete identified as a potential Interested Party must, in order to participate in the Selection Appeal, indicate to the NST that they wish to be a Party to the Selection Appeal.

12.5.8 An Interested Party:

12.5.8.1 must receive notice of the Selection Appeal from the NST;

12.5.8.2 must be given the opportunity to make submissions in the Selection Appeal and give evidence;



- 12.5.8.3 must receive a copy of the determination handed down by the NST; and will be bound by any such determination.
- 12.5.9 A person who receives notice from the NST of his or her identification as an Interested Party may decline to participate as an Interested Party at any time, in which case that person will automatically waive any rights afforded an Interested Party.

12.6 APPEAL PROCESS

12.6.1 Steps prior to Selection Appeal

- 12.6.1.1 A Non-Selected Athlete must not commence a Selection Appeal in the NST unless the provisions of this clause have been complied with.
- 12.6.1.2 Within 24 hours of the time that a Non-Selected Athlete receives notice of their non-selection, the Non-Selected Athlete must provide Written Notice to the CEO of AA (to selectionappeals@athletics.org.au) that the Non-Selected Athlete disputes their non-selection.
- 12.6.1.3 The Non-Selected Athlete must provide reasons to support their notice of dispute.
- 12.6.1.4 If not already done so with the notification of the non-selection, within 24 hours of the Non-Selected Athlete providing Written Notice to the CEO of the AA, the CEO of AA or Delegate must provide the Non-Selected Athlete with a written statement of AA's reasons supporting the non-selection of the Non-Selected Athlete which may extend any earlier advice.
- 12.6.1.5 The parties must use their best endeavours, acting in good faith, to resolve the dispute through communication in accordance with this cl. 12.6, made on a without prejudice basis and kept confidential between the parties.
- 12.6.1.6 Within 24 hours of a Non-Selected Athlete receiving AA's initial or further written statement, the Non-Selected Athlete must provide a written response to the CEO of AA which indicates whether the Non-Selected Athlete intends to proceed to a hearing of their Selection Appeal. The appeal application must be accompanied by a cash or electronic funds transfer payment of \$A500. If the fee is not paid, the appeal will be deemed to have been withdrawn.
- 12.6.1.7 The Appellant can withdraw an appeal at any time.
- 12.6.1.8 For the avoidance of doubt, any formal written notice (and reasons) or statement made by AA or the Non-Selected Athlete may be submitted to the NST for the purposes of the Appeal.
- 12.6.1.9 For clarity, time periods may be extended by agreement of AA and the Non-Selected Athlete in advance.



- 12.6.1.10 A Non-Selected Athlete may bring a Selection Appeal on one or more of the following grounds, which the Non-Selected Athlete (Appellant) bears the onus of making out:
- 12.6.1.10.1 a selected athlete whom the Appellant seeks to replace does not meet the Athlete Eligibility Criteria;
 - 12.6.1.10.2 the Appellant's omission from the Team was a result of a failure by the Selection Committee to properly apply the selection criteria set out in the Selection Policy;
 - 12.6.1.10.3 AA was affected by actual bias in making its decision to not select the Non-Selected Athlete;
 - 12.6.1.10.4 there were no grounds on which the selection decision could reasonably be based.
- 12.6.2 A Non-Selected Athlete wishing to make an application for a Selection Appeal by the NST must, within 24 hours of indicating to the CEO of AA their intention to proceed to a hearing of their Selection Appeal complete and lodge the required NST Application Form with the NST Registry in accordance with the NST Procedure, setting out the grounds of appeal relied on by the Non-Selected Athlete.
- 12.6.3 For clarity, unless agreed by AA and the Non-Selected Athlete, an extension of time to make an application for a Selection Appeal may be granted by the NST under this clause only in extenuating circumstances outside the control of the Non-Selected Athlete concerned.
- 12.6.4 Service Fees may also be payable to the NST, which will be negotiated as between the Parties and the NST at the preliminary conference, and/or determined by the NST CEO. Generally, Service Fees will be apportioned evenly between the Appellant and AA.
- ## 12.7 Selection Appeal Procedure
- 12.7.1 A Selection Appeal heard will proceed in accordance with the NST Procedure, except in so far as the NST Procedure is inconsistent with the procedural matters set out below:
- 12.7.1.1 Where the NST considers it appropriate to do so and all the involved parties to the appeal agree, the NST may determine the appeal without a hearing.
 - 12.7.1.2 The NST must provide Written Notice to the parties of its determination as soon as reasonably practicable after the conclusion of the hearing and in any event not more than 24 hours of the conclusion of the hearing. The NST must provide the parties with a statement of the reasons for its determination within 3 Business Days of notifying the parties of its determination.
- ## 12.8 Selection Appeal Outcomes – Reconsideration and Redetermination
- 12.8.1 The NST may uphold or dismiss a Selection Appeal.
- 12.8.1.1 Where the NST upholds a Selection Appeal overturning the original selection decision, the NST must refer any subsequent decision regarding the Appellant's non-selection or if required, any broader decision regarding selection of the Team for the Event back to AA for reconsideration and redetermination.
 - 12.8.1.2 In reconsidering and determining the Appellant's non-selection or if required, any broader decision regarding selection of the Team for the Event, AA must observe the principles of natural justice and shall comply with any direction of the Tribunal to reconsider the relevant selection decision. Any decision made by AA regarding the Appellant's selection after such referral shall be final and binding, and no further appeal shall be available to the Appellant in respect of that selection.



- 12.8.1.3 Notwithstanding above the NST may itself determine the issue of the Appellant's selection, or broader decision regarding selection of the Team for the Event where the NST determines that in making its original decision, AA had such disregard for proper application of the Selection Policy that a reasonable person would apprehend that it is unlikely that the Selection Policy would be applied properly by AA if the decision regarding the Appellant's non-selection was referred back to AA. This can only be applied where no other Athlete(s) is/are impacted and any decisions on impacted athletes is required by subject matter experts.
- 12.8.1.4 The determination handed down by the NST is final and binding on the parties.