



**XXII Commonwealth Games
Birmingham, England
28 July – 8 August 2022**

**Selection Policy and Standards
TRIATHLON**

August 2021 v3

Amendment to Section 22b (iv) & 24b (i)

April 2021 v2

Amendment to Qualification Dates

First published December 2020

**Triathlon Scotland
Gannochy Sports Centre
University of Stirling
FK9 4LA**

Team Scotland: Birmingham 2022 Commonwealth Games

TRIATHLON

Athlete - Sport Selection Policy and Standards

The information in this Selection Policy is accurate as of 4 August 2021 but remains subject to change. As a result of the unique and extenuating circumstances caused by COVID-19 and the subsequent impact on international sporting calendars, CGS and Triathlon Scotland will be closely monitoring this Selection Policy to determine if any changes are necessary.

For the avoidance of doubt, CGS reserves the right to amend this Selection Policy in any manner, and in the sole and absolute discretion of CGS, should CGS consider that qualification process would be fairer having regard to the interests of all Athletes and the prevailing circumstances.

In addition, CGS and Triathlon Scotland reserve the right to not apply any aspect of this Selection Policy when making any decision, if in the sole and absolute discretion of CGS, it would, as judged by CGS, be unfair or unreasonable not to, provided always that CGS has regard to the interests of all Athletes in the prevailing circumstances.

Introduction

- 1 This selection policy has been agreed by Triathlon Scotland and Commonwealth Games Scotland (CGS). It provides detail on the process by which Triathlon Scotland will arrive at athlete nominations, which will be submitted to CGS for consideration, for final selection to Team Scotland for Birmingham 2022.
- 2 Achievement, by an athlete, of individual selection standards, detailed in this document, is therefore the 1st step by which nomination can be considered. The final decision in selection to the 2022 Games lies with CGS.
- 3 Triathlon Scotland will nominate only those athletes that have qualified under both the Triathlon Specific Selection Standards stated below, and the CGS General Selection Policy (available on the CGS website) that should be read in conjunction with these standards.
- 4 The Nomination Panel (“the Panel”) for each meeting shall comprise:
 - a. Voting members
 - i. Triathlon Scotland Director of Performance
 - ii. British Triathlon Pathway Manager*
 - iii. Triathlon Scotland Head of Performance
 - b. Non-voting members
 - i. Scottish Institute of Sport High Performance Manager (non-voting)
 - ii. British Triathlon Performance Coach (non-voting) *

- iii. Triathlon Scotland Legal representation (non-voting)
 - iv. Commonwealth Games Scotland representative (non-voting)
 - v. Note-taker(s) as required.
- 5 Entry numbers per event and the overall number of athletes are in accordance with Commonwealth Games Federation (CGF) allocation and should more athletes achieve the standards then Triathlon Scotland will prioritise in accordance with this policy.
- 6 CGS have confirmed that a total of 3 places have been allocated to triathlon (not including paratriathlon see paragraph 22) subject to meeting the sport specific selection criteria, these are referred to as assured places. Triathlon Scotland will apply for additional discretionary places for anyone who is nominated for selection in a pilot role.

Team Scotland General Selection Policy Aim

- 7 Scotland selects a team that performs with distinction in 2022:
 - having a higher percentage of athletes meeting the selection standards when in competition at these Games than in 2018
 - meeting the stated performance aims of each sport at the Games
 - with all Team members having a positive experience within Team Scotland at the Games.
- 8 This Triathlon policy is consistent with these aims.
- 9 The Performance aim for triathlon is one or more medals from individual, relay, and paratriathlon.

Athlete Eligibility

- 10 The eligibility criteria of the CGF Constitution and Byelaws, must be met by all nominees, see Appendix 1.
- 11 Where prospective team members do not automatically comply with the above, they will only be nominated for final selection if they receive prior approval from the CGF under their [guidelines](#).

Games Competition Format

- 12 The triathlon competition comprises of the five separate triathlon events at the 2022 games which are:
 - Male Individual Sprint Distance
 - Female Individual Sprint Distance
 - Team relay event (team comprises of 2 male/2 female)

- Male Para-triathlon PTVI
 - Female Para-triathlon PTVI.
- 13 Individual and Relay: The maximum team size is 6, made up of 3 male and 3 female athletes.
- 14 Para Triathlon: The maximum team size is 4 made up of 2 male and 2 female athletes.

Selection Process and Conditions

- 15 Athletes will be selected to fill all assured places in five distinct phases between March 2021 and May 2022 (as outlined below). Once all available assured places are filled, and the result of any application for discretionary places are known, one male and one female athlete may be selected as a reserve. The timing of the reserve selection will be at the discretion of the Panel.
- 16 This Policy will be applied in a way that is consistent with the number of assured places available at each phase and the opportunity to apply for discretionary places which may mean that certain steps cease to be appropriate or may need to be modified depending on the remaining available places.
- 17 The Policy will be applied to ensure representation in both the male and female individual events unless following phase three there are either no males or no females selected for an assured slot in which case at phase four any remaining assured slots could also go to the gender already selected.
- 18 Attendance at the 2022 Triathlon Scotland Preparation Camp (the purpose, format, duration, location and minimum attendance will be agreed with athletes by 1 February 2022). All selected athletes will be expected to attend. Reserve athletes will also be expected to attend this camp AND remain in Birmingham until after the final deadline for athlete replacements (which will be a date TBD between the individual and Mixed Relay races). Exceptions to this stipulation will only be made at the absolute discretion of the Head of Performance.

Sport Specific Selection Standards and Framework

Selection period 1 March 2021 – 8 May 2022

- 19 Nomination will take place at three Panel meetings as follows:
- a. Triathlon
 - i. 3 November 2021 – phase 1;
AND
 - ii. 9 May 2022 – phases 2, 3, 4 and 5
 - b. Paratriathlon
 - a. 14 January 2022 – phase 1

20 Phase 1: 3 November 2021 – individual event automatic nomination

- a. Eligible athletes will be automatically nominated to CGS if between 1 March 2021–30 October 2021 they have:
 - i. Under medal prospect: achieved two individual top 8 finishes at a World Triathlon Series race.
- b. The above automatic nominations will not apply if, in the opinion of the Panel, the results of either race are/is significantly impacted by:
 - i. a large-scale racing incident (such as a crash)
OR
 - ii. environmental conditions/exceptional circumstances which result in substantial alteration to the race format.
- c. In the unlikely event that there are more automatic nominations than available assured places the Panel shall have absolute discretion (using the factors outlined at 22.c. i.-x. below) to nominate the athletes they believe have the best chance of satisfying the medal aim of this Policy with a maximum of 2 athletes per gender.
- d. A maximum of 2 athletes per gender and a maximum of 3 athletes in total will be selected at this phase.

21 Phase 2: 9 May 2022 – individual event automatic nominations

- a. Eligible athletes will be automatically nominated to CGS if between 1 March 2021 – 8 May 2022 they have:
 - i. Under medal prospect: achieved two individual top 8 finishes at a World Triathlon Series race
OR
 - ii. Under potential top 6 finish: achieved two of the following results from:
 - an individual top 15 finish at a World Triathlon Series race
 - an individual top 5 finish at the 2021 ETU European Standard Championships
 - an individual top 5 finish at an ITU World Cup race.
- b. The above automatic nominations will not apply if, in the opinion of the Panel, the results from either race are/is significantly impacted by:
 - i. a large-scale racing incident (such as a crash)
OR
 - ii. environmental conditions/exceptional circumstances which result in substantial alteration to the race format.
- c. In the event that there are more automatic nominations than available assured places medal prospect will take priority over potential top 6 finish.

- d. The Panel shall have absolute discretion (using the criteria outlined at 22.c.i.-x. below) to nominate the athletes they believe have the best chance of satisfying the medal prospect and / or top 6 aim of this Policy.
- e. A maximum of 2 athletes per gender and a maximum of 3 athletes in total will be selected at this phase.

22 Phase 3: 9 May 2022 – individual event discretionary nominations

- a. Should assured places remain following completion of Phases 1 and 2, additional eligible athletes may be nominated for the Games if they are considered by the Panel to be a realistic top 6 contender.
- b. Eligible athletes may be nominated to CGS under potential top 6 finish if they have achieved one or more of the following results (the results do not have a priority order and need to be between 1 March 2021 and 8 May 2022).
 - i. an individual top 25 finish in a World Triathlon Series race
 - ii. an individual top 10 finish in an ITU World Cup race
 - iii. an individual top 10 finish at the 2021 ETU Standard Championships
 - iv. an individual top 3 finish in an ETU Senior Cup race (excluding any indoor events)
 - v. an individual top 5 finish at the 2021 European Sprint Championships
 - vi. an individual top 3 finish at the 2021 U23 World Championships
 - vii. an individual top 3 finish at the 2021 Junior World Championships.

23 Phase 4: 9 May 2022 - Pilot athlete nominations

- a. Following Phase 3 the Panel will proceed to consider nominations for 'Pilot athletes' for either remaining assured places or additional discretionary places from CGS
- b. 'Pilot athletes' are athletes who are considered by the Panel to have the ability to:
 - i. provide direct support (during the individual races) to athletes selected in phases 1 to 2 under medal prospectAND/OR
 - ii. be a Mixed Relay specialist athlete who is capable of delivering a relay performance which will enhance the medal or top 6 capacity of the Mixed Relay team at the Games.
- c. In determining whether athletes satisfy either of the above criteria, the following factors (listed in no priority order) will be taken into account:
 - i. how the eligible athletes' specific strengths are likely to compliment those of athletes already selected

- ii. how the eligible athletes' specific strengths are likely to suit the individual/relay course layout and profile, and the likely impact on the race outcome and tactics of the course's specific characteristics
- iii. Anticipated environmental factors, their potential impact on the race tactics/outcome, and the resulting requirements of pilots
- iv. Eligible pilots' individual performances in ITU WTS, World Cup, Continental Cup, Continental Championship and British Super Series events
- v. Individual performance at an identified European Cup or British Super Series Race in 2022
- vi. Eligible pilots' previous Mixed Relay performances
- vii. Eligible pilots' previous experience, success and commitment to the role
- viii. Eligible pilots' relationships with athletes already selected
- ix. Current form
- x. injury/illness history and status
- xi. Eligible pilots' ability to contribute to the overall team environment and support athletes' preparation for the Games.

24 Phase 5: 9 May 2022 – individual event development prospects for 2026

- a. Following Phase 4 should any assured slots remain the Panel will proceed to consider nominations under development prospects for 2026 for the remaining assured places
- b. Eligible athletes may be nominated to CGS under development prospects for 2026 if they achieve one or more of the following results between 1 March 2021 and 8 May 2022 (the results do not have a priority order)
 - i. an individual top 10 finish in an ETU Senior Cup race (excluding any indoor events)
 - ii. an individual top 15 finish at the 2021 European Sprint Championships
 - iii. an individual top 10 finish at the 2021 U23 World Championships
 - iv. an individual top 10 finish at the 2021 World Junior Championships

Plus

- v. be demonstrating an upward trajectory in performance; and
- vi. have not competed in the individual event at the Commonwealth Games previously.
- c. The Panel also will consider the factors in 22. c. i.-x. (listed in no priority order)
- d. Should all assured places be filled then a discretionary place may be applied for under pilot athlete nominations 23. c. in order to field a relay team with 2026 potential.

- 25 Phase 1: Para-triathlon – 3 April 2022
- a. Selection period– closes 28 March 2022
 - b. Para Sport athletes must have an international IPC classification and license confirmed or for review after 31 December 2022 at the sport entries deadline of 29 June 2022
 - c. CGS will receive from CGF qualification slots for PTVI based on the ITU Paratriathlon World rankings database on 1 April 2022. The ITU Paratriathlon World ranking database will be adjusted to recognise a maximum of 2 athletes per CGA nation to allocate nine slots per event.
 - d. Athletes named in a qualification slot will only be considered for nomination to CGS by the Triathlon Scotland CGS nomination Panel where they can demonstrate a potential top 6 finish or development prospects for 2026 by 28 March 2022.
 - e. Triathlon Scotland will send their nominations to CGS by 8 April 2022. CGS will confirm selections by 9 April 2022.
- 26 Guide/reserve guide nominations – 3 April 2022
- The primary factor in nominating a guide will be their ability to support the PTVI athlete to produce the best possible performance at Birmingham 2022. To determine this, the NP will consider the following racing and training performance and team dynamics criteria:
- a. Ability to guide an athlete to their best possible triathlon performance and the following will help indicate this:
 - i. ability to guide the athlete to deliver maximum swim performance;
 - ii. ability to support best possible tandem delivery between guide and athlete;
 - iii. ability to guide the athlete to deliver maximum run performance;
 - b. their ability to create an environment that best prepares their PTVI athlete to deliver a medal winning or top 6 performance AND
 - c. their ability to be positively contribute to the wider Team Scotland team at the Games.
- 27 Any guides eligible within the CGF policy will be selected to guide a Scottish athlete using the criteria in 26. above

Other Factors for Consideration

- 28 All nominated athletes must have completed the required Anti-doping education.
- 29 Athletes are required to demonstrate commitment to the Triathlon Scotland performance programme objectives and Scottish team's performances in their given event at Birmingham 2022.

- 30 Races altered in terms of distance and/ or discipline (i.e. If a triathlon is made a duathlon) will not count for nomination.
- 31 Any athlete who is selected in Phase 1 would be expected to prove that they are fit to race by either providing evidence of race results in 2021 or completing monitored sessions in accordance with their training structure to CGS.
- 32 Any athlete who is being considered for nomination in Phases 2-5 using 2021 results would be expected to prove that they are fit to race by either providing evidence of race results in 2021 or completing monitored sessions in accordance with their training structure as part of their final portfolio of evidence to the nomination panel.

Selection Process

- 33 Triathlon Scotland will send their nominations to CGS, in priority order, by 20 November 2021 and final nominations, in priority order, by 15 May 2022. CGS will confirm initial team selections by 15 December 2021 and final selections by 30 May 2022.
- 34 Final selection to the Games team is dependent on provision of relevant information required by CGS such as completion and signing of the CGF Eligibility form and CGS Team Member Agreement.

De-Selection

- 35 Antidoping: Athletes suspended by their Governing Body as a result of ongoing or concluded anti-doping violation allegations, will not be considered for selection, and if previously selected will be deselected from the Birmingham 2022 team
- 36 Injury Management: Where injury issues are identified at or after selection, a fitness test may be used to determine that the athlete is capable of performing to the level that they were selected for the Games. The format will be determined by CGS after discussion with Triathlon Scotland Team Management. This will be specific to triathlon and the athlete's condition and may include input from CGS medical staff. Any selection or de-selection decision, following such a test, will be made by the CGS after discussion with the Triathlon Scotland Team Management and will be final.
- 37 Athletes in breach of CGS policies, Code of Conduct and Team Agreement may be de-selected.

Appeal Process

- 38 An appeal against non-nomination to CGS by Triathlon Scotland is entirely a matter for the athlete and Triathlon Scotland. This should be held in accordance with Triathlon Scotland's own appeal procedures and take into consideration only the CGS selection policy and agreed sport specific selections standards and conditions.

39 Phase 1 –Triathlon

- a. Triathlon Scotland will notify all potential individual nominees, by email of all the athletes nominated to CGS by 5 November 2021. Athletes who have not been nominated may appeal against their non-nomination. This must be a written appeal, following the Triathlon Scotland appeals process and be submitted to and received by the Triathlon Scotland Chief Executive Officer at the Triathlon Scotland office by 12:00 on 10 November 2021. Any appeal will be considered by the 15 Nov with athletes informed, by email, of the outcome on the 17 November 2021.

40 Phase 1 – Paratriathlon

- a. Triathlon Scotland will notify all potential nominees, by email, of the athletes nominated to CGS by 4 April 2022. Athletes who have not been nominated may appeal against their non-nomination. This must be a written appeal, following the Triathlon Scotland appeals process and be submitted to and received by the Triathlon Scotland Chief Executive Officer at the Triathlon Scotland office by 17:00 on 5 April 2022. Any appeal will be considered by 6 April 2022 with athletes informed, by email, of the outcome on the 7 April 2022.
- b. An appeal against CGS non-selection on behalf of an athlete may only be submitted by Triathlon Scotland and not by any individual athlete. If an appeal is submitted to CGS by Triathlon Scotland a CGS Appeal Panel will consider the appeal along with any additional information provided. The appeal must be made by email to jon.doig@teamsotland.scot by 10 April 2022, to enable CGS to meet the CGF acceptance of qualified places deadline of 11 April 2022.

41 Phase 2-5 Triathlon

- a. Triathlon Scotland will notify all potential individual nominees, by email, of the athletes nominated to CGS by 12:00 10 May 2022. Athletes who have not been nominated may appeal against their non-nomination. This must be a written appeal, following the Triathlon Scotland appeals process and be submitted to and received by the Triathlon Scotland Chief Executive Officer at the Triathlon Scotland office by 12:00 on 12 May 2022. Any appeal will be considered by the 14 May 2022 with athletes informed, by email, of the outcome on the 15 May 2022.

- 42 An appeal against CGS non-selection on behalf of an athlete may only be submitted by Triathlon Scotland and not by any individual athlete. If an appeal is submitted to CGS by Triathlon Scotland a CGS Appeal Panel will consider the appeal along with any additional information provided. The appeal must be made by email to jon.doig@teamsotland.scot within 3 days of notification of selection outcomes to Triathlon Scotland by CGS.

Appointment of Team Staff

- 43 A Team Manager has been appointed by CGS in consultation with Triathlon Scotland.
- 44 A Lead Coach will be appointed by Triathlon Scotland in consultation with CGS by December 2021.
- 45 The final complement of triathlon team staff attending the Games will ultimately depend upon team numbers and composition and will be determined by CGS in consultation with Triathlon Scotland. This will include different categories of accreditation and access to the Games Village and other secure areas.

Amendment

- 46 In the event that any unforeseen circumstance makes any provision of this Policy unworkable or ineffective to promote the aims of the Policy, Triathlon Scotland will be entitled to amend this Policy so that the aims can be secured. Any amended version will be made available at www.triathlonscotland.org and sent directly to all athletes on the long list.

Appendix 1

CGF Byelaw 17 Eligibility

1. It is the responsibility of all Affiliated CGAs to ensure that their competitors are fully aware of and comply with Byelaw 17.

2. Primacy

2.1 Subject to Byelaw 17(4) 17(5) 17(6) and 17(7), a competitor shall be eligible to represent the Commonwealth Country which enters them where they satisfy at least one of the following requirements:

a) Are in possession of a current valid passport of the Commonwealth Country which enters them;

or

b) Are a subject who can demonstrate 'Belonger Status' in Great Britain or relevant British Overseas Territory of the Commonwealth Country which enters them

c) In respect of the following Affiliated CGAs: -

i. Guernsey, Jersey, and Isle of Man. The governments of these three Crown Dependencies do not define citizenship. For these Affiliated CGAs, citizenship shall be defined as three (3) years continuous residency immediately prior to the Commonwealth Games. For the avoidance of doubt, the immediately prior three-year period shall mean the three-year period that immediately precedes the "final entries deadline"* date of the relevant Games as determined by the respective Organising Committee ("Continuous Residency") and the competitor must be in possession of a current valid UK passport.

ii. Northern Ireland. Byelaw 17 will defer to the Belfast Agreement (1998). Northern Ireland athletes who meet birth right criteria are to be treated equally regardless of their possession of either a current valid UK or Irish passport (but must hold one of these). This right is enshrined within the Constitution Issues (iv) of the 1998 Belfast Agreement.

iii. Norfolk Island. Any individual who was in possession of a current valid New Zealand passport and was also deemed eligible to compete at the Gold Coast 2018 Commonwealth Games for Norfolk Islands may continue to compete for Norfolk Islands at future iterations of the Games.

3. Secondary

3.1 Subject to Byelaw 17(4) 17(5) 17(6) and 17(7), where a competitor was born in a Commonwealth Country which has common citizenship/passport with other Commonwealth Countries, the competitor may represent either:

4.1

a) the Commonwealth Country of their birth;

or

b) the Commonwealth Country of birth of their parent;

or

c) where the relevant IF recognises grandparents as part of its eligibility criteria, the competitor may represent the Commonwealth Country of birth of their grandparent;

or

- d) the Commonwealth Country where they have completed a minimum period of three (3) years continuous residency immediately prior to the Commonwealth Games. For the avoidance of doubt, the immediately prior three-year period shall mean the three-year period that immediately precedes the “final entries deadline”* of the relevant Games as determined by the respective Organising Committee.

3.2 Subject to the other provisions of this Byelaw 17, where a competitor is eligible to represent more than one Affiliated CGA due to common passport privileges they may choose which Affiliated CGA to represent. For the avoidance of doubt, if an individual has competed at a Commonwealth Youth Games this will not be deemed to be a choice of country, and the competitor may choose to represent a different Affiliated CGA at a Commonwealth Games.

3.3 For the avoidance of doubt subject to Byelaw 17(4) and 17(5) any competitor of a common passport area who competes for their common passport country (i.e. Great Britain, New Zealand and Australia) at either the Olympic Games, Youth Olympic Games and/or any World Championships or any other major sporting event shall be entitled to choose to represent their home Affiliated CGA (e.g. Turks and Caicos) at the Commonwealth Games.

4. Disqualifications and Suspensions

4.1 A competitor shall not be eligible to represent the Commonwealth Country which enters them if they:

- a) are currently under disqualification, expulsion or suspension by the Federation;

and/or

- b) are currently under disqualification, expulsion or suspension by their respective Affiliated CGA;

and/or

- c) are currently under disqualification, expulsion or suspension by their respective IF, National Federation

and/or

- d) are currently under disqualification or suspension under the World Anti-Doping Code.

5. Compliance with applicable rules and regulations

5.1 A competitor shall only be eligible to represent the Commonwealth Country which enters them if they:

- a) Satisfy and comply with all applicable rules and regulations of the Federation;

and

- b) Satisfy and comply their respective IF rules and regulations (including but not limited to, complying with respective IF eligibility rules as applied within each respective edition of the Commonwealth Games Athlete Allocation Systems);

and

- c) Satisfy and comply with the World Anti-Doping Code as applied within the Federation Anti-Doping Standard to ensure that the overriding principles of the Commonwealth Games are observed.

5.2 For the avoidance of doubt, where there is an inconsistency between respective IF Nationality rules and regulations and those of the Commonwealth Games Federation, the Commonwealth Games Federation Bye Law 17 shall prevail.

6. Transfer of Allegiance

6.1 After having established eligibility status under this Byelaw 17 a competitor who has previously represented one Commonwealth Country at a Commonwealth Games may not represent another Commonwealth Country unless they also receive the prior approval of the Federation, the relevant IF and the relevant previously represented Affiliated CGA. For the avoidance of doubt, this Byelaw shall not apply if an individual has represented a Commonwealth Country at a Commonwealth Youth Games. Applications under this Byelaw 17(6) must be submitted to the Executive Board two calendar months before the “final entries deadline”* for the respective Commonwealth Games. Applications must include formal confirmation of the prior approval of the relevant IF and the relevant previously represented Affiliated CGA.

6.2 All applications for transfer of allegiance under Byelaw 17(6) and/or discretionary eligibility dispensation under Byelaw 17(7) including all relevant paperwork and documentation must be submitted no later than two calendar months prior to the published “final entries deadline”*, as outlined by the respective Organising Committee.

7. Dispensations

7.1 The Executive Board shall delegate authority to the Governance and Integrity Committee (GIC) who have the power to grant dispensations to Byelaw 17 in exceptional circumstances and to consider any matters relating generally to Byelaw 17. Each application for dispensation under Byelaw 17 shall be considered on its own merits and will not create a precedent for any future applications. Decisions made by GIC are subject to the right of appeal directly to the Executive Board, whose decision shall be final and binding.

*“final entries deadline” means the final date that an individual athlete may be entered in a particular event(s) for the relevant Commonwealth Games, usually completed via an online entry system. Such date to be communicated for each relevant Commonwealth Games in the Sport Handbook.