



National Ultimate Teams Selection Policy

Policy Type – Operational

Approved by - Chief Executive Officer

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1 Introduction

1.1 Purpose

The purpose of the Australian Flying Disc Association (AFDA) National Ultimate Teams Selection Policy (**Policy**) is to provide a framework and transparency for the identification and selection of athletes to Australian Ultimate squads and teams and to assist those athletes to achieve their individual potential.

1.2 Scope

This Selection Policy covers all national Ultimate teams from Under-18 years to Masters age groups and including Open, Women's and Mixed teams/squads.

Beach Ultimate is included within this policy.

1.3 Definitions

AFDA means the Australian Flying Disc Association Limited, the recognised national sports organisation responsible for flying disc sports in Australia.

AFDA Management means the CEO or another AFDA employee delegated by the CEO to manage an area of AFDA operations.

Campaign means the whole program leading to international competition, including staff and team selection, team preparation and training, pre-tour activities and matches and the international event itself.

Chief Executive Officer (CEO) is the person appointed to that position by AFDA or a person delegated by the CEO to act in that position.

High Performance Manager (HPM) means the person appointed to that position by the CEO.

High Performance Committee means the committee established by AFDA which assesses and recommends appointment of staff, including coaches, managers and selectors and provides advice to the High Performance Manager on high performance matters.

National Head Coach means the coach appointed by AFDA Management to lead the specific team being selected.

National Squad means, during the pre-selection period, the group of athletes who are engaged in the selection process up until the finalisation of National Team selection.

National Team means a team selected by AFDA to represent Australia in an international Ultimate event but does not mean Australian club teams competing in international events.



National Team Program means the program of selection trials, training and international events as set out at **Schedule 2** of this policy and as amended from time to time and published on the AFDA website.

Non-Selected Athlete means a person who has applied to selected for a Campaign as a player and who has complied with the processes detailed in this policy but who has not been selected for the Campaign team.

Selection Event means a selection camp, training event or a competition nominated and advertised by AFDA as an event which forms a key part of a National Team selection process.

Selection Panel means the coaches and selectors appointed by the HPM and responsible for selecting a squad or team as described in 2.2 below.

Team means the team selected for an international event, including reserve athletes. For any specific individual match in a competition the Head Coach has sole responsibility for team selection and deployment.

World Flying Disc Federation (WFDF) is the international governing body for flying disc sports.

1.4 Objectives

The objectives of this policy are to:

- identify and select athletes for the National Team campaign squads for Open, Women's and Mixed competitions for all ages and international events;
- select athletes for teams in international competition who will achieve the best possible results in the total context of the relevant campaign and the development of the sport;
- to employ a fair and transparent selection process that encourages all eligible athletes to challenge for positions in Campaign squads.

1.5 Adoption and Amendment

This policy is adopted and managed by the CEO.

This policy may be amended or supplemented by the CEO in their discretion in order to achieve the policy objectives and specifically where matters arise which, in the sole opinion of the CEO, have not been provided for in this policy, or where the literal application of this policy would not achieve the above objectives.

Any variation or amendment will be in writing, given by the CEO who will endeavour to give as much notice as possible to all persons affected by any amendment or supplement to this policy.



The CEO authorises the High Performance Manager to amend Schedule 2 - National Team Program as necessary to reflect changing dates and selection events and camps as they evolve across the high performance program.

2 Selection Process

Selection Panels will identify and recommend athletes for National Squads and National Teams.

The High Performance Manager will oversee the selection process and will be responsible to ensure communication of and compliance with this Selection Policy.

2.1 High Performance Committee

The High Performance Committee (HPC) is established by AFDA to advise the High Performance Manager on matters relating to planning and administration of the national high performance program and international Campaigns, including recommendations for national team coaches and selectors.

The HPM will invite and appoint the members of the High Performance Committee and will chair the meetings.

The Committee will comprise from three (3) to six (6) members. The HPM will endeavour to arrange that at least 40% of the HPC will be men and 40% will be women. HPC members will have recognised experience in high-level Ultimate as a player or coach.

Where possible, current National Team coaching and managerial staff should not serve on the HPC. If an HPC member is associated with a particular team as a coach or athlete they must recuse themselves from team specific discussions associated with the relevant team.

The terms of reference for the High Performance Committee are published on the AFDA website.

2.2 Selection Panels

A panel of 3-5 selectors for each of the Open, Women's and Mixed programs for each age group will comprise:

- the relevant National Head Coach;
- independent selectors appointed by the High Performance Manager in consultation with the High Performance Committee.

Selectors will attend the specified Selection Events.

2.3 Selection Considerations

Under-age representation is not a necessary pre-requisite for being selected in a senior team selected for international competition.



An athlete who is a member of a senior squad can also be selected for under-age teams if age eligible.

2.4 Mediation

In the event that the Selectors require mediation on the selections, the High Performance Manager will be contacted for guidance.

2.5 Documentation

The Selection Panel will make notes on athlete assessment and team selection in the form advised by the High Performance Manager which will address the Assessment Criteria described in section 5 and the Selection Criteria in **Schedule 1**.

3 Eligibility Criteria

Athletes must agree to sign the relevant AFDA Athlete Agreement to be eligible for selection.

For an athlete to be eligible for selection in Australian teams and squads they must be qualified to compete for Australia under WFDF rules and regulations.

Athletes must be current AFDA Registered Participants in good financial standing with AFDA and their State Member Organisation and not subject to any AFDA or State Member Organisation suspension or other restrictive sanction.

4 Nomination Process for the National Squads

AFDA will post advice on the AFDA website at least six weeks prior to the Selection Event, including details of the teams or squads to be selected and the event/s where selection will be conducted. ^[1]_{SEP}

To be considered for selection in an eligible National Squad athletes must complete the online Selection Nomination Form by the due date. Nominating athletes are expected to attend the notified Selection Event(s) unless they have received approval from the HPM to not attend on the basis of unavoidable personal circumstances.

Submission of the Selection Nomination Form does not guarantee entry to a Selection Event for an athlete. The High Performance Manager may, after consultation with the relevant Head Coach, make an assessment that the applying athlete is not suitable for the team for which they have nominated and that athlete will not be invited to the Selection Event.

When nominating for a National Squad an athlete must advise which division (open, women's or mixed) they are seeking selection for. In the course of the selection process the independent selectors may, after discussion amongst the Selection Panel, suggest an alternative division to the athlete on the basis of the athlete's qualities and/or the opportunities in the alternative division. The athlete may, if they wish, agree to seek selection in the different division suggested by the Selection Panel.



5 Assessment Criteria

Athletes must meet acceptable performance standards and requirements of National coaches. In selecting the team or squad the Selection Panel will nominate those athletes who, to the satisfaction of the selection panel in its sole and absolute discretion, will achieve the optimum team compatibility and balance and assist in achieving the best possible results for Australia.

Assessment is continuous and will be made on athlete performance in international competition, Australian Championships, regional competitions, club fixtures, training camps and training sessions.

The Selection Panel will take into account the following Assessment Points at 5.1 and the Selection Criteria at **Schedule 1**.

5.1 Assessment points

In determining which athletes will be selected for National Senior and Development teams and squads, the Selection Panel will consider:

- athlete's availability to attend the relevant Selection Event(s);
- current form and performance;
- past playing record;
- physical qualities – achievement of required standards;
- technical skills;
- set play and specialist skills;
- flexibility/versatility;
- team orientation;
- psycho-social perspective;
- potential to progress in above areas.

5.2 Under Age Teams and Squads

In determining which athletes will be selected for under-age teams and squads, the Selection Panel will consider all of the above criteria, with a particular emphasis on assessing whether the athlete has the ability to progress from under-age to elite senior level.

5.3 Rehabilitation

An athlete who has been unable to participate in competition and training because of injury can still be eligible for selection, subject to the approval of the High Performance Manager and appropriate medical verification and/or exemptions.



5.4 Endorsement and Ratification

In the first instance, National Teams and Squads recommended by the Selection Panel must be approved by the High Performance Manager and then endorsed by the Chief Executive Officer.

6 Notification

Athletes will be notified of team and squad selections in accordance with the agreed protocols.

Timing of selection and announcements will be provided to all selected athletes at the earliest possible opportunity.

Non-selected squad athletes may, at their own discretion, seek feedback from the relevant Head Coach, in accordance with the arrangements and process communicated at the time of National Team notification.

7 Capacity to Prepare and Tour

Athletes advised of their inclusion in a team or squad must confirm their availability to attend the specific event and all squad trainings.

Athletes must have the capacity to meet costs to attend the designated events and tours as per the principle of player self-funding.

Athletes must hold or obtain a current passport with more than 6 months until expiry date, and be eligible and able to obtain the necessary visas for entry into countries that are part of any tour and meet any vaccination requirements applicable to travel.

Athletes are responsible to ensure leave from their employment and/or studies is available for the specific competition/s and/or squad camp/s.

8 De-selection, Exclusion and Replacement

8.1 Right to Add or Remove or Replace

AFDA reserves the right to add or remove players from squads or teams at its discretion and where a need is clearly established. Such changes must be approved by the High Performance Manager and ratified by the Chief Executive Officer.

Reasons for which an addition, de-selection or replacement may be necessary, may include, but are not limited to:

- injury/illness;



- bereavement leave/personal matters; discipline, including breach of Athlete Agreement or AFDA integrity policy;
- failure to pay team fees in accordance with AFDA's schedule.

8.2 Athlete Performance Standards

Selected athletes must maintain or improve their skill or fitness levels in accordance with the National Coach's training programs.

Performance deterioration that is identified by the National Head Coach liaising with specified advisors as part of the athlete monitoring process subsequent to selection may lead to exclusion from the national team or squad.

After selections are finalised, the National Head Coach and assistant coaches may conduct player replacements/additions following approval by the HPM.

8.3 Injury/Illness/Unforeseen Circumstances

Athletes must advise the High Performance Manager of any injury/illness or personal concerns immediately. The Head Coach will as soon as possible inform and discuss with the HPM.

Subject to approval from the High Performance Manager, the Head Coach in consultation with assistant coaches may replace a team/squad member due to injury, illness, or unforeseen circumstance based on having clearly established the need to do so or having received confirming medical or other evidence.

9 Appeals

9.1 Who may appeal non-selection and de-selection?

Athletes may appeal non-selection or de-selection in Australian national senior teams for WFDF world and regional events. There is no provision for athlete appeal for under-age events, including Under 24, Under 22, Under 20 or Under 18 teams.

9.2 Grounds for appeal

The sole grounds for any appeal are:

- that the AFDA Ultimate Selection Policy was not properly followed and/or implemented;
- the appellant was not afforded a reasonable opportunity by AFDA to satisfy this Selection Policy;
- the selection decision was affected by actual bias; or
- there was no evidence on which the selection decision could reasonably be based.



9.3 Process

The AFDA Complaint Manager will manage the appeal process.

The notice of appeal must be sent to:

AFDA Complaint Manager

Email: integrity@afda.com.au

A prospective appellant may contact the Complaint Manager to seek information about this policy and the appeal process prior to formally submitting the appeal.

In-scope and compliant appeals will be heard by the National Sports Tribunal (NST).

9.4 Steps prior to Selection Appeal

- a) A Non-Selected Athlete must not commence a Selection Appeal in the NST unless the provisions of this clause 9.4 have been complied with.
- b) Within 48 hours of the time that the official announcement of the selected team is published on the AFDA website, the Non-Selected Athlete must provide Written Notice to the AFDA Complaint Manager that the Non-Selected Athlete disputes their non-selection.
- c) The Non-Selected Athlete must provide reasons to support their notice of dispute. The Written Notice must be accompanied by a \$200 application fee, which will be refunded to the Athlete should the outcome of the dispute or appeal process result in their selection for the Team for the Event.
- d) Within 48 hours of the Non-Selected Athlete providing Written Notice to the AFDA Complaint Manager in accordance with 9.4 (b) the AFDA Complaint Manager must provide the Non-Selected Athlete with a written statement of AFDA's reasons supporting the non-selection of the Non-Selected Athlete.
- e) Within 48 hours of a Non-Selected Athlete receiving AFDA's written statement in accordance with clause 9.4 (d), the Non-Selected Athlete must provide to the AFDA Complaint Manager a written response which indicates whether the Non-Selected Athlete intends to proceed to a hearing of their Selection Appeal in accordance with clause 9.5.
- f) The Parties must use their best endeavours, acting in good faith, to resolve the dispute through communication in accordance with this clause 9.4 made on a without prejudice basis and kept confidential between the Parties.
- g) For the avoidance of doubt, any formal written notice (and reasons) or statement made by the AFDA Complaint Manager or the Non-Selected Athlete in accordance with 9.4 (b)-(f) may be submitted to the NST for the purposes of the First instance Appeal and or Final Appeal.



- h) For clarity, time periods referred to in clause 9.4 may be extended by agreement of AFDA and the Non-Selected Athlete in advance.

9.5 Referral to National Sports Tribunal

- a) On completion of the processes under clause 9.4, the Complaint Manager will assess the appeal and determine if it is in-scope and compliant with this policy.
- b) If the matter is not resolved to the satisfaction of the Non-Selected Athlete through the processes undertaken under clause 9.4 and the appeal is in-scope and compliant, as determined by AFDA's Complaint Manager in their sole discretion, the Complaint Manager will refer the appeal to the NST.
- c) The appeal will proceed in accordance with the procedures set out in the *National Sports Tribunal Act 2019 (Cth) (NST Act)* and all legislative and notifiable instruments made under the NST Act. The costs of the appeal to the NST will be determined by the NST and are to be borne by the appellant.
- d) AFDA will be a party to the appeal to the NST and the Complaint Manager will support the NST appeal process through the provision of relevant information on request and assistance with communications with the appellant and AFDA as required.



10 Schedule 1 – Selection Criteria

Displays a high level of control of the disc

- A wide range of accurate and reliable throws in all game situations
- Ability and confidence to break on each side
- Effectively recycles possession
- Elite level catching skills under pressure
- Good decision making with the disc in hand

Offence

- Displays a variety of effective cuts in games
- Intelligent use of space and fakes while cutting
- Ability to create space for teammates
- Ability to adapt own game style to move and pass within a team structure
- Excellent field and game awareness

Defence

- Gets blocks
- Ability to apply pressure as a mark on elite level throwers, using varying forces
- Ability to apply pressure as a guarder on elite level cutters and/or handlers
- Ability to recognise and minimise opposition threats using good positional awareness
- Ability to anticipate the play and to apply pressure as a member of a junk defence structure

Physical Condition

- Athleticism - including but not limited to:
- Speed
- Footwork and Agility
- Vertical Leap
- Commitment to completing required training programme
- Adheres to additional requirements outlined by leadership
- Demonstrated commitment to resolving injuries
- Physical fitness sufficient to compete at an elite level for duration of competition



Spirit

- Role model for Spirit of the Game
- Excellent knowledge of the rules

Attitude

- Plays to the team plan with a focus on team success above individual
- Displays a 'Growth Mindset' - open to new ideas, learning new things, and improvement across all aspects of performance
- Displays resilience under pressure
- Communicates to and supports teammates while on the sideline
- Responsive to feedback
- Displays positivity and support for others throughout the preparation for Worlds
- Follows outlined team guidelines and adheres to the Code of Conduct

Commitment

- Demonstrates commitment to the Campaign and programs
- Completes physical, mental and skills training as well as other team requirements
- Demonstrates commitment to meeting minimum fitness benchmarks throughout the campaign and dedication to continued improvement
- Ability to meet time and costs associated with campaign
- Understanding of and commitment to adhering to all Anti-Doping regulations

11 Schedule 2 – National Team Program 2023 - 2024

Month	Event	Comment
January 2023 to June 2023	Under 24 Training camps	
April 2022	AUC Div I	Senior selection event for touring team
3/4 June 2023	Under 18 Selection Camp	First/final selection camp for touring team Selections to be announced 3 weeks after this camp
2-8 July 2023	WFDF Under 24 World Ultimate Championships - Nottingham, UK	
July 2023 to August 2023	Senior AOUGC Training camps	Dates and locations to be advised to selected athletes
August to September 2023	Junior TT Training camps	Dates and locations to be advised to selected athletes
6-10 September 2023	AOUGC Manila, Philippines	
30 September – 1 October 2023	U18 Trans Tasman Ultimate Series	Held in Australia
14/15 October 2023	Senior WUC Selection Camp 1	First selection camp for squad
27-29 October 2023	AMUC Div 1	Additional Senior selection event for touring team
18/19 November 2023	Senior WUC Selection Camp 2	Second/final selection camp for touring team Selections to be announced 3 weeks after this camp
January to August 2024	Senior WUC Training Camps	Dates and locations to be advised to selected athletes
January to August 2024	Junior WJUC Training Camps	Dates and locations to be advised to selected athletes



31 August – 7 September 2024	WFDF World Ultimate Championships	Gold Coast, Australia
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