Australian Teams' Policy

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SOFTBALL AUSTRALIA LIMITED
ACN 092 181 318
Level 1 | Suite 2 | 273 Wellington Street | Collingwood VIC 3066 | Australia
t: +61 3 9417 0022 | f: +61 3 9417 3399 | e: info@softball.org.au | w: www.softball.org.au

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1 Introduction

1.1 As the peak body for Softball in Australia, Softball Australia (SAL) is responsible for managing and supporting Australian representative Teams and Squads to ensure they are positioned to achieve sustained international success. Further, we have an obligation to these Teams and Squads, to our Members and to our funding bodies to ensure the management and governance of these Teams and Squads is of the highest standard, meets current best practice, and complies with regulatory and related requirements.

2 Purpose

2.1 The purpose of this Australian Teams' Policy (Policy) is to:

2.1.1 Communicate clearly to all SAL stakeholders the principles that underpin the governance and management of Australian Teams and Squads.

2.1.2 Ensure certainty, clarity and transparency regarding key issues, such as player and team staff selection.

2.1.3 Clarify roles and responsibilities in relation to the management of Australian Teams and Squads.

2.1.4 Clarify the rights and obligations of Australian Team and Squad members.

2.1.5 Facilitate fair, balanced, equitable and supportive practices that maximise opportunities and success.

3 Scope

3.1 This Policy is applicable to all Australian representative Teams and Squads.

3.2 This Policy deals with all aspects of Australian Team management, including but not limited to:

3.2.1 The selection of Australian Teams and Squads.

3.2.2 The appointment of Australian Team Staff.

3.2.3 The appointment of Australian Officials.

3.2.4 The appointment of Team Selectors and Selection Panels.

3.2.5 The conduct of Australian Team members, staff, selectors and officials.

3.2.6 Team behaviour and discipline.

4 Australian Teams

4.1 An Australian Team is a Team selected by SAL to represent Australia in a competition played in Australia or overseas.

4.2 Australian Teams will be selected from Australian Squads for each of the Open Women and Men, U19 Women and Men, U17 Girls and Boys and any other Australian representative Team determined by SAL from time to time.

4.3 An Australian Team for a competition played in Australia will consist of up to 17 players and will be selected from the Australian Squad in accordance with the Australian Team Selection Procedures.

4.4 An Australian Team for an International Tour will consist of up to 17 players and will be selected from the Australia Squad in accordance with the Australian Team Selection Procedures.

4.5 An Australian Team for an ISF World Championship will consist of the number of players permitted by the ISF and will be selected from the Australia Team Squad in accordance with the Australian Team Selection Procedures.

4.6 An Australian Team for the Olympic Games will consist of the number of players permitted by the IOC and will be selected in accordance with the Australian Team Selection Procedures.

5 Australian Squads

5.1 An Australian Squad is a Squad selected by SAL for training, development or Australian Team selection purposes.

5.2 An Australian Squad will be selected for each of the Open Women and Men, U19 Women and Men, U17 Girls and Boys Teams, and any other Australian representative Team determined by SAL from time to time.

5.3 An Australian Squad will consist of up to 30 players and will be selected in accordance with the Australian Team Selection Procedures.

6 Australian Team Selection Panels

6.1 All Team Selection Panel appointments must be approved by the CEO.

6.2 The Manager High Performance Pathways (MHPP) is responsible for establishing, managing and training Team Selection Panels for each Australian Team or Squad.

6.3 The process for appointing the Team Selection Panels, including filling any vacancies that occur during the appointment term, is set-out in the Australian Team Selection Procedures.

6.4 To be eligible for appointment as a Selector an applicant must:

6.4.1 Be a financial member of SAL.

6.4.2 Satisfy all or most of the selection criteria set down in the relevant position description.

6.5 Each Team Selection Panel will have three members comprising:

6.5.1 The relevant Head Coach (Chair).

6.5.2 Two other suitably qualified independent Selectors.

6.6 A Selector must attend the minimum number of Selection Events each year, as determined by the MHPP from time to time.

6.7 At least two members of a Selection Panel will attend each Selection Event conducted in Australia.

6.8 A Selector must:

6.8.1 Comply with SAL values and act with integrity and objectivity in all aspects of the selection process.

6.8.2 Comply with this Policy and all other related policies, processes and agreements.

6.8.3 Maintain confidentiality in relation to all aspects of selection and related processes.

6.8.4 Notify the MHPP in the event of a Conflict of Interest as soon as they become aware of the conflict. A Selector with a Conflict of Interest will:

(a) Be temporarily removed from the Selection Panel if the conflict is short-term.

(b) Resign from the Selection Panel if the conflict is ongoing.

6.8.5 Advise the MHPP if they believe another Selector has a Conflict of Interest or is breach of this Policy.

7 Selection Events

7.1 The Australian Team Selection Events are:

7.1.1 Australian Championships.

7.1.2 Australian Team or Squad training camps.

7.1.3 Any other domestic or international event nominated as a Selection Event from time to time:

(a) Other Selection Events will be determined by the MHPP in consultation with the Head Coaches.

(b) The MHPP will notify Member States of an event nominated as a Selection Event as soon as practicable.

8 Player Selection

8.1 The number of selected players for an Australian Team or Squad will not exceed the number set-out in clauses 4 and 5.

8.2 To be eligible for selection a player must:

8.2.1 Be an Australian citizen (mandatory).

8.2.2 Be a financial member of SAL (mandatory).

8.2.3 Comply with the selection process and satisfy the player selection criteria set-out in the Australian Team Selection Procedures. If a player is unable to comply due to:

(a) Ill-health or injury, verified by a medical certificate or the relevant Team health practitioner

(b) Overseas training, playing, work or educational commitment

(c) For any other compelling reason presented to SAL in writing

they may be considered for selection at the sole discretion of the CEO on the recommendation of the relevant Selection Panel.

8.3 Players eligible for selection for an Australian Team or Squad will be selected by the relevant Selection Panel set-out in clause 6.

8.4 The Selectors will have total discretion in selection and need not have regard to all the selection criteria.

8.5 All selected players will be expected to attend all scheduled competitions, training and related activities as directed by the Head Coach. If a player is unable to attend a scheduled activity, they must notify the Head Coach in writing to seek an exemption, which may be granted at the sole discretion of the Head Coach.

8.6 All selected players must sign and are subject to the terms and conditions of a SAL Player Agreement.

8.7 A player may be removed from an Australian Team or Squad if they:

8.7.1 Become an unfinancial member of SAL and fail to renew their membership within 12 weeks.

8.7.2 Are suspended by SAL, a Member State or an Associate Member for a period of 12 weeks or longer.

8.7.3 Fail to comply with this Policy or any other relevant SAL Policy or Procedure, including (but not limited to) the SAL Anti-Doping Policy and the SAL Member Protection Policy.

8.7.4 Fail to meet the requirements set-out in the Australian Team Selection Procedures.

8.7.5 Are unable to perform to the required standard in the opinion of the Selectors by reason of illness or injury.

8.7.6 Fail to perform to a level required of an Australian Player, as determined by the relevant Head Coach.

8.7.7 Fail to attend a scheduled competition, training or related activity as directed by the relevant Head Coach.

8.7.8 Fail to comply with the requirements of their SAL Player Agreement.

8.7.9 Fail to behave in a way deemed appropriate for an Australian Player.

8.8 If a player withdraws or is removed from an Australian Team or Squad the Selectors may choose a replacement in accordance with the Australian Team Selection Procedures.

9 Appeals

9.1 A player who is not selected to an Australian Team or Squad may only appeal against their omission on the basis of the Selectors failing to comply with this Policy and the Australian Team Selection Procedures.

9.2 The appeal process is set-out in the Australian Team Selection Procedures and will proceed in accordance with those Guidelines.

10 Australian Team Staff

10.1 Australian Team Staff for an international competition or tour will consist of:

10.1.1 The Head Coach, Team Manager, Statistician and Physiotherapist (mandatory positions).

10.1.2 Up to three other positions to be determined by the Head Coach in consultation with the MHPP.

10.2 Australian Team Staff for a competition or training and development activity in Australia will consist of:

10.2.1 The Head Coach, Team Manager and physiotherapist (mandatory positions).

10.2.2 Up to four other staff determined by the Head Coach in consultation with the MHPP.

Team Staff Appointments

10.3 All Team Staff appointments must be approved by the CEO.

10.4 The process for appointing Team Staff, including filling any vacancies that occur during the appointment term, is set-out in the Australian Team Selection Procedures.

10.5 To be eligible for appointment to a Team Staff position an applicant must:

10.5.1 Be a financial member of SAL.

10.5.2 Meet the selection criteria set down in the relevant position description.

Head Coach

10.6 A Head Coach will be appointed under employment terms and conditions set by SAL from time to time and approved by the SAL Board.

10.7 If a Head Coach has not been appointed at the time of the competition or training and development activity, an Acting Head Coach will be appointed by the CEO in accordance with the Australian Team Selection Procedures

Other Team Staff

10.8 Other Team Staff will be appointed under employment terms and conditions set by SAL from time to time and the appointment must be approved by the SAL Board.

11 Termination of Appointment

11.1.1 Team Staff may be removed from their position if they fail to comply with their appointment Terms and Conditions.

12 Umpires

12.1 All Umpiring appointments for international tours must be approved by the CEO.

12.2 All Umpiring appointments for domestic competitions must be approved by the National Umpiring Committee.

12.3 The process for appointing Umpires for international tours, including filling any vacancies that occur during the appointment term, is set-out in the Australian Team Selection Procedures.

12.4 To be eligible for appointment to an Umpiring position an applicant must:

12.4.1 Be a financial member of SAL.

12.4.2 Meet the selection criteria set down in the relevant position description.

12.5 Umpires accompanying Australian Teams are subject to the Policies and Procedures concerning Umpires.

Termination of Appointment

12.6 An Umpire may be removed from their position if they if they fail to comply with their appointment Terms and Conditions.

13 Anti-Doping

13.1 All Australian players, Team Staff and Umpires are bound by the SAL Anti-Doping Policy and related procedures, including any amendments which may be made from time to time.

14 Risk Management

14.1 All Australian players, Team Staff and Umpires must comply with the SAL Risk Management Policy and related procedures, including any amendments which may be made from time to time.

14.2 All Australian players, Team Staff and Umpires are covered by insurance policies as deemed appropriate by the SAL Board:

14.3 For all international tours the MHPP will:

14.3.1 Ensure all Australian players, Team Staff and Umpires are familiar with the SAL Risk Management Policy and related procedures, including any additional information relevant for the management and minimisation of risk for each tour.

14.3.2 Prepare a detailed tour itinerary, in consultation with the Head Coach and Team Manager.

14.3.3 Prepare an Incident Management Plan, in consultation with the Head Coach and Team Manager.

14.3.4 Advise all Australian players, Team Staff and Umpires of the Tour itinerary, travel requirements, and the Incident Management Plan at least one month prior to the tour.

14.3.5 Monitor and act appropriately on Department of Foreign Affairs and Trade (DFAT) Travel Advisories.

14.3.6 Provide DFAT with the details of all Tours prior to departure.

14.4 For all domestic competition or training and development activities the MHPP will:

14.4.1 Ensure all Australian players, Team Staff and Umpires are familiar with the SAL Risk Management Policy and related procedures, including any additional information relevant for the management and minimisation of risk for each activity.

14.4.2 Prepare a detailed Program in consultation with the Head Coach and Team Manager.

15 Behaviour and Discipline

15.1 All Australian players, Team Staff and Umpires will be bound by:

15.1.1 The Codes of Conduct, disciplinary measures and other requirements and obligations set-out in this Policy and the SAL Member Protection Policy.

15.1.2 In an international competition, any requirements and obligations of the international sporting organisation responsible for that competition, providing such requirements are not onerous and unlawful.

16 Uniforms

16.1 SAL will provide Australian players and Team Staff uniforms in accordance with the SAL Apparel and Equipment Guidelines.

17 Awards and Honours

17.1 Awards and honours conferred on Australian players and Team Staff (including player caps and induction to the SAL and ISF Halls of Fame) are set-out in the SAL Member Recognition Policy.

18 Marketing, Media and Sponsorship

18.1 Australian players, Team Staff and Umpires:

18.1.1 May be required to participate in promotional activities organised by SAL.

18.1.2 Will not make any comment or representation to the media in relation to:

(a) An Australian Team without the prior written approval of SAL.

(b) SAL sponsors.

(c) SAL Directors, management, staff, policies or procedures.

18.1.3 Will not act as a journalist or in any other media capacity without the prior written approval of SAL.

18.1.4 Are bound by the SAL Sponsorship Policy.

19 Finance

19.1 Players, Team Staff and Umpires may be required to pay levies and other fees to participate in domestic and international competitions, and training and development activities.

19.1.1 Levies will be based on a set percentage of the cost for each participant's involvement in the activity.

19.1.2 The levy percentage will be reviewed annually when setting the SAL Budget.

19.1.3 Players, Team Staff and Umpires will be notified of any levies and fees payable as soon as the cost of each activity is finalised.

19.1.4 Payment will be due and payable prior to the competition or training and development activity, unless a payment plan is negotiated and agreed by SAL.

19.2 All levies, fees and other financial matters that relate to Australian Teams will be managed in accordance with:

19.2.1 The SAL Authority and Delegations Policy.

19.2.2 SAL Pricing Policy.

19.2.3 All other SAL financial policies and procedures implemented from time to time.

20 Other Policies and Documents

20.1 For the avoidance of doubt, Australian players and Team Staff are subject to all SAL policies and guidelines including, but not limited to:

20.1.1 SAL Constitution

20.1.2 Australian Team Selection Procedures

20.1.3 Australian Apparel and Equipment Guidelines

20.1.4 Member Protection Policy

20.1.5 Anti-Doping Policy

20.1.6 Risk Management Policy

20.1.7 Sponsorship Policy

20.1.8 Pricing Policy

20.1.9 Authority and Delegations Policy

20.1.10 Member Recognition Policy

20.1.11 eCommunications Policy

20.1.12 Privacy Policy

20.1.13 Website Terms of Use

21 Definitions

21.1 In this Policy, the following terms have the meanings shown:

21.1.1 **Conflict of Interest** is a conflict between an individual's personal and private interests sufficient to appear to influence the objective exercise of their official duties or decisions.

21.1.2 **Head Coach** is the principal Coach appointed by SAL to coach an Australian Team or Squad.

21.1.3 **Selection Event** is a competition or training event used for the assessment and selection of Australian Team members.

21.1.4 **Selection Panel** is a panel, comprising the relevant Head Coach and two independent Selectors, established by the MHPP to select an Australian Team or Squad.

21.1.5 **Team Staff** are the training and support staff appointed by SAL for an Australian Team or Squad.

21.1.6 **Umpire** is the Touring Umpire appointed by SAL to travel with an Australian Team on an International Tour.

21.2 Other defined terms and interpretations are in accordance with the SAL Constitution.