



SELECTION CRITERIA FOR 2022 CANA ZONE 4 SWIMMING AND OPEN WATER SWIMMING CHAMPIONSHIPS – ZAMBIA

EVENT DATES: April 14-18, 2022

TEAM SIZE: TBC (subject to approval by CANA)

ESTIMATED COST: TBC

PLEASE CONFIRM ACCEPTANCE OF NOMINATION TO competitions@kenyaswimmingfederation.org ON OR BEFORE March 15, 2022

1.0 OBJECTIVE

The purpose of this document is to set out the criteria that will be used by KSF, Working Group (WG) to select athletes and coaches for the 2022 CANA Zone 4 Swimming and Open Water Championships. The objective of the WG is to select a team of the Top ranked swimmers that will best represent the country at the regional Championships. This criteria is the first version and is subject to any changes by CANA Zone 4; the event organizers and CANA approval for Kenya to participate at the event.

2.0 ELIGIBILITY

- i) A Swimmer must be able to represent Kenya in accordance with the eligibility requirement rules set out by FINA and on the first day of the competition must hold a Kenyan passport which expires no earlier than December 31, 2022.
- ii) Selected Swimmers must sign the KSF Athlete Documentation Pack (Appendix 1) within the timelines set by the WG subsequent to being named to the team . Where the Swimmer is under the age of 18 years, the Swimmer's parent or guardian must also sign the Code of Conduct and Athlete Participant agreement.
- iii) Individual entries will be based on the event for which the athlete is selected. Relay team composition (if any) will be determined by the Team Coach based on achieved times and or performance during the event as the case may be.
- iv) A swimmer must commit to follow all the guidelines and protocols as may be set by the organizers/CANA, government authorities. Swimmer must be willing to comply with and sign any agreement and waivers as it relates to the prevention of the spread of Covid 19 including but not exclusive to the requirement to undergoing Covid 19 testing and or vaccination requirements.

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3.0 CRITERIA

(i) All swimmers must achieve the minimum qualifying times standards (MQTs) as set by WG in Appendix 2.

(ii) Top two ranked swimmers per event subject to such minimum number of events as may be determined by WG after receipt of the final technical package from CANA Zone 4 event organizers.

(iii) Selected swimmers will be limited to 8 individual events excluding Open Water events.

(iv) Top third and fourth ranked swimmers per event shall be selected as reserves. After the top 4 swimmers, the WG at its sole discretion may nominate additional swimmers who have achieved the MQTs, to the team subject to the maximum size of team as permitted by CANA Zone 4 Executive.

(iv) The times in (i) and (ii) above to be used for selections must have been achieved not earlier than **1st January 2021**.

(v) The swimmer must demonstrate competitive readiness to be eligible for selection.

4.0 COMPETITIVE READINESS

i) “Competitive readiness” is defined as the ability of the athlete to achieve equal or superior performance(s) at the scheduled event, as compared to the performance(s) the athlete achieved in qualifying Long Course and Short Course Competitions.

ii) Athletes must submit the attached Competitive Readiness fully completed Form (signed by both athlete/guardian and coach) on or before March 15, 2022 to be eligible for final participation..

iii) Athletes who do not demonstrate competitive readiness by reason of lack of fitness, injury, or illness may be removed from the team. Athletes and their personal coaches are required to immediately report any injury, illness or change in training that could affect their ability to compete at their highest level at the competition to the WG in writing via email (competitions@kenyaswimmingfederation.org);

iii) The final decision on competitive readiness will be made in concert with the swimmers’ coach, the WG, designated team physician, therapist or such other professional who may have knowledge of the swimmers specific circumstances and/or an expert in sports injuries.

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5.0 REMOVAL OF SWIMMER

- i) The WG may, at any time, disqualify an athlete from being considered for selection to the Kenya Team or remove an athlete after selection based on current or past behaviour of the athlete that is inconsistent with KSF's Team Rules, Regulations and Code of Conduct.
- ii) An athlete will be removed from being considered for selection to the Kenya Team or removed after selection if he/she is found to be in violation of any anti-doping policy or procedure as outlined by Anti-Doping Agency of Kenya, FINA and World Anti-Doping Agency (WADA).

6.0 UNFORESEEN CIRCUMSTANCES

- i) Should the WG determine that unforeseen or unusual circumstances have arisen during the process of applying these Criteria, the WG shall have the full and absolute discretion to resolve the matter as it sees fit, considering factors and circumstances that it deems relevant.
- ii) Any such exercise of discretion shall be subject to the principles of fairness and good sportsmanship.

7.0 TEAM OFFICIALS

Where possible gender balance Team Officials. At a minimum, there must be one female team official.

7.1 TEAM COACH

To be eligible for selection:

- (i) Must be a fully registered coach and member in good standing;
- (ii) Must submit a current Certificate of Good Conduct;
- (iii) Have been resident in Kenya and duly employed as a swimming coach by a KSF affiliated organization/team/club for 90 days prior to the first day of the Selection;
- (iv) Must declare him/herself eligible for selection prior to February 28, 2022;
- (v) Must be a Kenyan Citizen and hold a Kenyan passport, which expires no earlier than June 30, 2022;
- (vi) Must have attained a minimum of Level 2 FINA Coach qualification or equivalent;
- (vii) Must have previous experience of having placed a swimmer(s) on the National team;
- (viii) Must have coached at least one swimmer on the 2022 CANA Zone 4 Swimming and Open Water Championships Kenya team;
- (ix) S/he has no past, current or pending disciplinary action or cases taken against her/him on matters regarding management of athletes or such other action as it relates to sports; and
- (x) Must sign the KSF Code of Conduct and the Duties and Responsibilities of Team Official



within the timelines set by the WG and any other document and requirements as may be set by KSF and or CANA zone 4.

(ix) KSF reserves the right to exercise its discretion to appoint apprentice coach(es) to provide learning opportunities and exposure to coaches of swimmers selected on the national team subject to restrictions and the swimmer/officials ratio as set by the Organizers/CANA Zone 3

7.2 TEAM MANAGER AND OTHER TEAM OFFICIALS (e.g. Therapist, Doctor)

- i) Must submit a current Certificate of Good Conduct by March 15, 2022.
- ii) Previous experience of managing a national team to an international competition of equivalent level.
- iii) Must be a Kenyan Citizen and hold a valid Kenyan passport which expires no earlier than December 31, 2022.
- iv) Must have a good understanding and technical know-how of the Sport.
- v) Must have good and demonstrable administrative or other professional skills and experience.
- vi) Must have previous experience of managing a National team.
- vii) S/he have no past, current or pending disciplinary action taken against her/him on matters regarding management of athletes, minors, or such other action; and
- viii) Must sign the KSF Code of Conduct, Roles and Responsibilities Form on or before October 1, 2021 and any other document and requirements as may be set by KSF and/or CANA Zone 3.

8.0 APPEAL PROCESS

Selection results from the WG final selection will be published on [date TBC]. Appeal against non-selection by WG must be made in writing within 2 days (48 hours) of the announcement of the athletes selected for the Championships, via email to competitions@kenyaswimmingfederation.org

The grounds for any appeal shall be:

- i) The athlete's omission was a result of a failure by WG to properly apply the eligibility and selection criteria set out in this policy;
- ii) The athlete's omission was a result of a failure by WG to adhere to the terms set out in this policy; and

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iii) The athlete's omission was a result of existence of fresh and compelling evidence and/or data, which had not been submitted, in the initial nomination.

The WG shall consider and deliberate the appeal and, if deemed justifiable, will hear the appeal by the athlete concerned and provide the final decision within 72 hours of the receipt of the Appeal. Any further appeal shall lie with Sports Disputes Tribunal.

The WG shall have the full and absolute discretion for selection of the Team Coach and Team Officials.

The WG reserves the right to amend these criteria and the amended criteria will be recirculated.

KSF, Working Group

These criteria were duly created and approved by the WG, which by its terms of reference have been properly delegated to perform this task by the Sports Disputes Tribunal.