



SELECTION CRITERIA FOR 2020 CANA AFRICA SENIOR CHAMPIONSHIPS

LOCATION: DURBAN, REPUBLIC OF SOUTH AFRICA

COMPETITION DATES: APRIL 15 – 23, 2020 (Tour dates will include a pre-competition staging camp)

TEAM SIZE: 20

ESTIMATED COST: USD\$ (BASED ON A TEAM OF 20)

FLIGHTS	KIT	ACCOM.	INS	ENTRIES	CONTINGENCY	ADMIN
\$1200	\$100	\$1250	\$50	\$20	\$50	\$250

PLEASE CONFIRM ACCEPTANCE OF NOMINATION TO COMP MNGT@GMAIL.COM ON OR BEFORE JANUARY 15, 2020

1.0 OBJECTIVE

The purpose of this document is to set out the criteria that will be used by KSF, Competition Management Committee (CMC) to select athletes and coaches for the 2020 CANA Africa Senior Championships Team. The objective of the CMC is to select a team that will aim to position Kenya as an emerging powerhouse at the competition.

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, 2020;
- ii) A Swimmer must declare him/herself eligible for selection for **the time of the competition and other pre-competition events as may be organized by the KSF** prior to January 15, 2020;
- iii) Selected Swimmers must sign the KSF Code of Conduct [link] and Participant Agreement [link] by January 15, 2020. Where the Swimmer is under the age of 18 years, the Swimmer's parent or guardian must also sign this agreement;
- iv) Swimmers must be available for the entire period of the tour as the dates



shall be established by the CMC; and

- iv) Individual entries will be based on the event for which the Swimmer is selected. Relay team composition will be determined by the CMC and or the Team Coach based on achieved times and/or performance during the event as the case may be.

3.0 CRITERIA

- (i) The top two ranked swimmers per event will be selected;
- ii) Swimmers must achieve a minimum of 600 FINA points in any event for selection or to be entered in the event;
- iii) The times used for selection should have been achieved at Long Course Competitions not earlier than April 1, 2019 to date of selection; and
- (iv) The event is self-funded. Subject to approval by CANA and FINA a grant will be made available to the team to the tune of \$6250.00. The funds will be made available on a reimbursement basis upon funds being made available by FINA.

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;
- ii) Athletes who do not remain competitively ready 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 CMC in writing via email (compmngt@gmail.com); and
- iii) The final decision on competitive readiness will be made in concert with the swimmers coach, the CMC, designated team physician or such other coach who may have knowledge of the swimmers specific circumstances.

5.0 REMOVAL OF SWIMMER

- i) The CMC 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; and

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

7.0 TEAM OFFICIALS

KSF will in as much as possible ensure that there is a gender balance between Team Officials and Swimmers. Priority will go to Team Coach who will double in as Team Manager. KSF will endeavor to maintain a coach: swimmer ratio of 1:10 where possible.

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 by April 1, 2020;
- (iii) Have been resident in Kenya and duly employed as a swimming coach by a KSF affiliated organization/team/club for 180 days prior to the first day of the Selection;
- (iv) Must declare him/herself eligible for selection prior to January 15, 2020;
- (v) Must have attained a minimum of Level 3 FINA Coach qualification or equivalent;
- (vi) Must hold a passport, which expires no earlier than December 31, 2020;
- (vii) Must have previous experience of having placed a swimmer(s) on the National team;
- (viii) Must have a minimum of one swimmer on the 2020 Africa Seniors Team;



- (viii) S/he has no prior record of disciplinary action taken against her/him on matters regarding management of athletes or such other action; and
- (ix) Must sign the KSF Code of Conduct and Roles and Responsibilities on or before January 15, 2020.

7.2 TEAM MANAGER

- i) Must submit a current Certificate of Good Conduct by April 1, 2020;
- 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 later than December 31, 2020;
- 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 having placed a swimmer(s) on the National team;
- (vi) S/he has no prior record of disciplinary action taken against her/him on matters regarding management of athletes, minors or such other action; and
- (vii) Must sign the KSF Code of Conduct [link] and Roles and Responsibilities [Link] on or before April 1, 2020.

8.0 APPEAL PROCESS

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

The grounds for any appeal shall be:

- i) The athlete's omission was a result of a failure by CMC 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 CMC to adhere to the terms set out in this policy; and
- 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 Interim Management Committee shall consider and deliberate the appeal and, if deemed justifiable, will hear the appeal by the athlete concerned and provide the final decision on or before [date TBC]. Any further appeal shall lie with Sports Disputes Tribunal.

The Competitions Management Committee and the Interim Management Committee shall have the full and absolute discretion for selection of the Team and Team Officials.

KSF, Competitions Management Committee

These criteria were duly created and approved by the Competition Management Committee, which by its terms of reference have been properly delegated to perform this task by the KSF, Interim Management Committee under the supervision of the Sports Disputes Tribunal.