

# TERMS OF REFERENCE

## AusTriathlon Elite Selection Committee

### 1. Title

The name of the Committee shall be the AusTriathlon Elite Selection Committee (ESC).

### 2. Purpose

The Committee's purpose is to ensure:

- The selection of elite Australian Triathlon Teams for World Triathlon (WT) draft legal and long-distance races is fair, consistent and conducted with integrity.
- Appropriate selection policies and procedures are in place for elite Australian Triathlon Teams.

### 3. Responsibilities

The key roles and responsibilities of the ESC are to:

- To recommend to the AusTri Board, the membership of Elite, Under-23, and Para Triathlon Teams to the following events:
  - Olympic Games;
  - Paralympic Games;
  - Commonwealth Games;
  - WT World Championship Series and Finals;
  - WT Para Series Events and Championships;
  - WT World Cup Events;
  - WT Para Cup Events; and
  - WT Under 23 World Championships.
- To reflect, review and propose selection policies for the above teams to the AusTri Board for adoption;
- To present information relating to the selection of the above teams to the AusTri Appeals Panel and the National Sports Tribunal as required;
- To present an annual report documenting the Committee's activities, achievements, and challenges; and
- Any other tasks reasonably requested by the AusTri Board or incidental to the other responsibilities of the ESC.

#### **4. Membership**

The members of the ESC are:

- The Chair, who will be appointed by the AusTri Board;
- The AusTri High Performance Director (HPD) or non-coaching delegate; and
- Either three or five other members appointed by the AusTri Board.

All ESC members, excluding the HPD are to be voluntary independent members; not employed or remunerated by AusTri or the AusTri Board.

At least one member of the ESC should hold legal qualifications and or relevant legal experience.

At least one member of the ESC should be a former Para Athlete who has competed at an International Elite level or higher.

ESC members must not coach or provide services, paid or unpaid, related to training or racing to any athlete who currently holds an AusTri Professional Triathlon Licence.

#### **5. Conflicts of Interest**

A Conflict of Interest (COI) may arise when an ESC member's personal, family or private interests, loyalties or commitments conflict with those of AusTri. Such conflicts may be real, potential or perceived, and include direct and indirect private interests. They may also include conflicts of duty, where their duty to another public or private sector organisation conflicts with their duty to act in the best interest of AusTri.

COI's have the potential to undermine the ESC and harm ESC stakeholders. COIs may lead to bias in decision making, suboptimal outcomes for athletes and damage the reputation of AusTri.

ESC members have an obligation to actively and immediately disclose any COI to the Chair of the ESC and remove themselves from participating in any matter where a COI may exist.

The Chair of the ESC will assess the nature, materiality and impact of the COI and determine how it should be managed. The Chair will also ensure that material conflicts are recorded in minutes.

The Chair may also choose to consult with the AusTri CEO and AusTri Board on COI matters where appropriate.

Conflicts involving the Chair of the ESC will be escalated to the AusTri CEO by the Chair or any member of the ESC.

#### **6. Term**

The ESC will be a sub-committee of the AusTriBoard. Committee members will be appointed by the Board for an initial period of two years; with two possible one-year extensions at the discretion of the Board. If a committee member wishes to serve further terms beyond the re-appointment by the Board, then they must apply through a formal selection process.

## Document Control Information

### Policy Information

<b>Policy Contact and Author</b>	CEO Tim Harradine	<b>Approving Body:</b>	AusTriathlon Board
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### Document History

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