

**IABA SELECTION POLICY FOR 2024 PARIS OLYMPIC GAMES TRAINING SQUAD & WORLD OLYMPIC QUALIFYING COMPETITIONS**

**[ the “IABA Selection Policy”]**

This document sets out the basis on which the Irish Athletic Boxing Association (**IABA**) will select athletes for the 2024 Paris Olympic Games training squad and for World Olympic Qualifying competitions as per below:

**World Olympic Qualification (WQT) 1**      29 February – 12 March, 2024  
Busto Arsizio, Italy

Eligibility: NOCs who have not qualified an athlete for a specific weight category through their continental qualification tournament will be eligible to enter one athlete per weight category.

**World Olympic Qualification 2**      23 May – 3 June, 2024  
Bangkok, Thailand

Eligibility: NOCs who have not qualified an athlete for a specific weight category through their continental qualification tournament or the 1st WQT will be eligible to enter one athlete per weight category.

## **1. Policy Objectives**

To exhibit transparency and good practice in the selection of athletes to the 2024 Paris Olympic Games training squad and for 2024 World Olympic Qualification competition.

To select the most well prepared and competitive team possible in available Olympic weight categories to represent Ireland at 2024 World Olympic Qualifying competitions.

To select athletes who have been identified by the Selection Panel, as genuine Paris Olympic qualification prospects capable of achieving medal success for Irish boxing.

## **2. Paris Olympic Games Training Squad**

The 2024 Paris Olympic training squad shall comprise up to a maximum of 26 athletes. Squad composition will include the following:

- a) Olympic Qualified athletes (5)
- b) No 1 and no 2 ranked boxers in the weight categories where Ireland has not yet qualified and who are capable of achieving both qualification and Olympic medal success
- c) No 3 boxers in a weight category where there is extreme closeness in performance levels

The National Performance Director (NPD) and National Head Coach (NHC) will exercise their authority to ensure that the final selections for the Paris Olympic training squad and selections for Olympic World Qualification events align with policy objectives and performance targets for the Olympic Games.

### **3. Olympic Qualification Team Size and Selection**

The total team size will be determined by the Olympic weight categories available to the IABA for entry as per below:

Men's weight classes

- 51kg
- 57kg
- 71kg
- 80kg
- 92+kg

Women's weight classes

- 50kg
- 54kg
- 66kg

### **4. Mandatory Eligibility Requirements**

To be eligible for selection, athletes must:

- a) Hold an Irish passport at the time of being considered for selection;
- b) Be an Irish citizen and eligible to represent Ireland and the sport of boxing;
- c) Be a registered IABA member, in good standing, for the 2023/2024 season and named in the athlete's club's affiliation portal;
- d) Have signed the HPU Athlete Code of Conduct;
- e) Demonstrate that they have abided by and complied with the requirements and expectations of the HPU Athlete Code of Conduct;
- f) Have signed the Athlete Nomination for Selection Declaration;
- g) Comply with all applicable rules and regulations of the IABA and the World Anti-Doping Code (WADC);
- h) Not be currently disqualified or suspended, or provisionally disqualified or suspended, by the IABA or under the WADC;
- i) Agree to comply with a pre-championships preparation plan and requirements as decided by the High Performance Director (HPD);

Please note that boxers born in Northern Ireland may choose to identify themselves as Irish or British or both in accordance with the provisions of the Northern Ireland Act 1998 (more commonly known as the Good Friday Agreement).

The HPD has jurisdiction of the selection process and selection panel and at their discretion may refuse an athlete nomination based on failure to meet the mandatory eligibility requirements or on a medical assessment.

Additional requirements not set out above for participation in 2024 World Olympic qualifying events, may be imposed at the discretion of the HPD. Barring exceptional circumstances, any such requirements will be published in writing with sufficient notice to athletes.

## 5. Selection Panel

The selection panel will be made up exclusively of the following:

- High Performance Director - Chair
- National Head Coach of the HPU
- Coaches – 2 nominated by the NHC and approved by the HPD
- Independent member representing the IABA Board of Directors & agreed by the HPD

Any known or potential conflict of interest within the Selection Panel, assessment or selection process must be declared and these will be assessed and monitored by the HPD.

Some examples of conflict of interest, are a club, coaching or family relationship with an athlete; a professional working relationship with an athlete; a known historical or current dispute with an athlete. This is not an exhaustive list of potential conflicts of interest.

The decision on the composition of the panel is final with the HPD having the right of veto on any member.

## 6. Selection Factors

6.1 All selection decisions are based on athletes meeting the mandatory eligibility requirements (point 4), and on the judgment and decisions of the Selection Panel.

6.2 Success at the 2024 National Elite Championships **does not** guarantee selection in the 2024 Paris Olympic training squad or for 2024 World Olympic Qualifying competitions.

6.3 Selection may however be automatic if an athlete satisfies the following criteria:

- a) Proven success in most recent international benchmark events i.e. Olympic Games, World and European Championships, European Games and high level events e.g Strandja International Boxing Tournament.
- b) Overwhelming and clear winner in their weight category at the 2024 National Elite championships, if that category is open to Olympic qualification (refer point 3).

6.4 The following is a non-exhaustive list of factors that the Selection Panel may consider, in any order as it sees fit, when making its decisions:

- a) World ranking across 2022 – 2023
- b) National ranking across 2022 – 2023
- c) Performance in benchmark events and identified Grade A competitions during 2022 - 2023
- d) Technical and tactical performance in training and sparring;
- e) Fitness levels pertaining to optimal training for international competition performance;
- f) Injury status i.e. short, medium or long term remediable;
- g) Weight management and ability to make the required weight;
- h) Demonstration of attitude and commitment towards training in the HPU;
- i) Demonstrated ability to work alongside other HP athletes contributing positively to the success of the programme.
- j) Demonstrated ability to adhere to advice and guidance provided by the HPU Coaches and support team including professional advice from the medical and sports science support team.
- k) Adherence to the Athlete Code of Conduct and previous conduct and behaviour in the HPU and at competition events;
- l) If applicable, performance under Assessment (refer below)

#### 6.5 Assessments

In any of the Olympic weights stated as available for selection, where two or more athletes are adjudged to be of similar standard with reference to Point 4 and Point 6, an assessment may occur, at the discretion of the National Head Coach. Assessment arrangements and particulars will be pre-advised to all athletes in advance.

- a) Assessments are a pre-determined & pre-stated series of spars between named boxers.
- b) Assessment spars are not competitive bouts and are not scored as competitive bouts.
- c) Assessments are scored on a rating scale of 1 – 5 poor - world class on 5 categories, namely – Preparatory Phase & Jabwork, Attack Effectiveness, Counter-Attack, Defence, Tactical Intelligence.
- d) All athletes participating in an Assessment box without instruction, as Assessments are not competitive bouts and so that their latent and learned skills in categories 1-5 are clearly evident absent the technical, tactical and strategic influence of instruction in a competitive bout.
- e) The combined scores of each assessor on each category for each assessment spar determine the ranking of each participant athlete at the culmination of the stated series of assessment spars.

- f) A No. 1 ranking following the completion of Assessment does not automatically confer nomination for selection. Nomination for selection is determined by the Selection Panel.

In instances where a boxer has been selected for a scheduled assessment and is rehabbing an injury, the HPD may elect to postpone that assessment to another period within the existing timeline, in consultation with the NHC and a HPU endorsed Medical Officer (MO).

Where the MO indicates that a boxer's rehab will not be sufficiently completed by the postponed date, the HPD may elect, in the interest of boxer welfare, to withdraw the invitation to assessment.

## 6.6 Medical Assessment

Athletes who are deemed as medically unfit to compete in the National Elite Championships and /or in Assessments, may still be considered for selection in the Paris Training Squad. In these cases, it is at the discretion of the NPD and NHC, taking the advice of the MO to either exclude or include an athlete.

As part of the selection process for Olympic Qualifying events, any selected athlete may be required, by the MO and/or the Selection Panel to undergo a medical assessment before travel to the event or the commencement of competition. To be considered eligible to compete, that athlete must be certified by the MO as medically fit. In conducting the assessment, the MO may seek further opinions from suitably qualified medical practitioners.

## 7. De-selection

Athletes may be deselected at any stage for the following reasons:

- a) **Anti-doping:** Athletes that are suspended as a result of on-going or concluded anti-doping charges will be deselected.
- b) **Fitness:** Athletes may, at the discretion of the HPD, be required to undergo a fitness test after being selected where there are concerns over the athlete's capability to train and compete to the level required for the Olympic Qualifying competitions. The format of any such test will be determined by the Selection Panel and may include input from medical staff. Any selection decision, following such a test, will be final and may not be appealed.
- c) **Injury:** The MO can be asked to examine any athlete injury concerns identified by the HPD, following selection. Any selection decision, following such a medical examination, will be final.
- d) **Preparation:** Where an athlete's training and preparation for a competition is below the standard expected or they fail to participate in organized squad training sessions, he or she may, at the sole discretion of the HPD, be deselected.
- e) **IABA Policies:** Athletes in breach of IABA policies, (including this selection policy), and the HPU Athlete Code of Conduct or athlete agreements may be de-selected.

- f) **Ineligibility:** where information confirms that the athlete is not actually eligible to compete.

## 8. Appeals

### 8.1 Grounds of Appeal:

Any athlete may appeal his or her non-selection to the 2024 Paris Olympic Games training squad or an Olympic Qualifying event to an Irish Boxing Appeal Panel on the following Grounds of Appeal only:

- a) That the mandatory eligibility requirements or selection factors were not properly followed and/or implemented;
- b) That the agreed process for Assessments was not carried out or there was a breach of the selection policy by a member of the Selection Panel.
- c) That the nomination decision was affected by actual bias.

### 8.2 The Appeal Panel

- a) The Appeal Panel will be comprised of the following persons appointed by the Board of the IABA:
  - (i) A barrister or solicitor who will act as the Chairman;
  - (ii) A person with thorough knowledge of amateur boxing; and
  - (iii) A senior sports administrator of experience and skill suitable to the function of the Appeal Panel
- b) No Person is eligible to be appointed to the Appeal Panel if he or she is a member of the IABA Board, Central Council or the Selection Panel or by reason of his or her relationship with the appellant or the IABA, or if he or she would be reasonably considered to be other than impartial.

### 8.3 The Appeals procedure

- a) The appellant must give written notice ("Notice of Appeal") of his or her appeal to the HPD within 48 hours of the announcement of the decision against which the appeal is made.
- b) Written notice may be given by email to [trish@iaba.ie](mailto:trish@iaba.ie)
- c) A valid Notice of Appeal must set out the following:
  - (i) The Ground(s) of Appeal;
  - (ii) The relevant section of the IABA Selection Policy allegedly breached;
  - (iii) Details of the decision the athlete is appealing;
  - (iv) Documents or written evidence upon which the athlete relies on in support of his or her appeal (for example, performance data or results);
  - (v) Payment of €150 made payable to the IABA;

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- d) The Chair of the Appeal Panel will convene a hearing to take place as soon as practical, and in any event within 10 working days of receipt of the Notice of Appeal, at which the Appeal Panel will consider the Notice of Appeal.
- e) The hearing may occur in such manner as the Chairperson decides, including telephone or video conferencing. The Appeal Panel is not bound by the rules of evidence but must observe the principles of procedural fairness which can be summarised as:
  - (i) Ensuring both parties have been given the opportunity to be heard; and
  - (ii) Ensuring the decision is made independently and objectively and was not a pre-judged decision
- f) Prior to the hearing, the Selection Panel will provide the Appeal Panel and the appellant with a written statement as to the reasons for the decision against which the appeal is made.
- g) The Appeal Panel will provide a written decision within 3 working days of the hearing, unless the Appeal Panel deem an extension of time necessary.
- h) The Appeal Panel will provide the Chief Executive Office of the IABA, the HPD and the appellant with a copy of the written decision.
- i) The Appeal Panel may either dismiss the appeal or uphold the appeal and remit the selection decision back to the Selection Panel, with any guidance which the Appeal Panel may consider appropriate.
- j) The Appeal Panel will not have jurisdiction to select or de-select any boxer. Save as may otherwise be agreed between them, all participants to the appeal process are required to keep the fact and contents of the appeal process confidential.
- k) A decision of the Appeal Panel may be appealed exclusively by referral to Sport Dispute Solutions within 24 hours from receipt of such decision, for final and binding arbitration in accordance with the Sport Dispute Solutions Arbitration Rules. The SDS hearings panel will not have jurisdiction to select or de-select any boxer.
- l) A copy of the Notice of Appeal shall be sent by registered post to the CEO of the IABA, the HPD and the respondent to any appeal.
- m) No party to the appeal may issue Court proceedings relating to such dispute in any Court in any jurisdiction.
- n) No party to the appeal shall refer a dispute to SDS Arbitration or CAS arbitration until all available avenues of resolution under this IABA Selection Policy have been exhausted.

For more details on Sport Dispute Solutions refer to <http://sportdisputesolutions.ie/>

This document may be amended or supplemented by the IABA especially where matters arise which have not been provided for in these criteria. Any variation or amendment will be in writing and issued to all athletes who have signed the Athlete Nomination for Selection Declaration (see Schedule 1 attached)

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### Timelines

These dates are subject to change based on unforeseen circumstances which result in unavailability of Selection Panel personnel, changes to the Assessments schedule, IABA Appeal Panel or delays in the resolution of any appeal conducted by an external party.

<b>Event</b>	<b>Date(s)</b>
National Elite Championships entry opens	6 October
National Elite Championships entry closes	25 October 5.00pm
Athlete Nomination for OG Selection opens	26 October
Athlete Nomination for OG Selection closes	1 November 5.00pm
National Elite Championships performance assessment period	1 – 11 November
Formal Athlete Assessments	28 November – 8 January, 2024
Selection Panel meetings	TBD based on extent of assessments
Athletes informed in writing of nomination outcome	+24hrs after first Selection panel meeting
Deadline for submission of Appeals	+48hrs after athletes informed of outcome of Selection Panel meeting
Finalisation of Selection	As soon as any Appeals have been concluded
IABA CEO Ratification	+24hrs after finalisation of selection
Communication to athletes	After ratification

## SCHEDULE 1

### ATHLETE NOMINATION FOR SELECTION DECLARATION

Athletes, in the relevant weights stated below, seeking nomination for selection at the 2024 World Olympic Qualifier competitions are required to complete the following declaration as part of the entry process to the 2024 National Elite Championships.

**Completed declarations must be returned to Interim High Performance Director, Tricia Heberle ([trish@iaba.ie](mailto:trish@iaba.ie)) 5pm on Wednesday, November 8<sup>th</sup> 2024**

Athletes must note that Team Ireland boxers have already qualified for Paris 2024 at F57kg, 60kg and 75kg, 63.5kg and 92kg. Therefore, these weights are completed and no longer available.

The following weights, only, are available to Team Ireland to contest the 2024 World Olympic Qualifier competitions:

Women - 50kg / 54kg / 66kg

Men - 51kg / 57kg / 71kg / 80kg / 92+kg

Athletes are advised that, should a boxer qualify in any of the above noted 8 weights in the 1<sup>st</sup> World Olympic Qualifier, this weight will no longer be available at the 2<sup>nd</sup> World Olympic Qualifier.

### DECLARATION

I, \_\_\_\_\_, competing in a tournament through which I may be nominated for selection on the Irish boxing team for the 2024 World Olympic Qualifier competitions, declare that I have read, understood and will abide by the following;

- a) I understand and have read the IABA Selection Policy and relevant nomination for selection criteria. I understand that winning at the 2024 National Elite Championships does not **guarantee** selection for 2024 Olympic Qualifier competitions, inclusion in the Irish 2024 Olympic Training Squad, access to the IABA High-Performance Unit (HPU), nor funding from Sport Ireland or the HPU.
- b) I understand that selection is at the ultimate discretion of the High Performance Director and the Selection Panel, and that I may be required to partake in an Assessment as part of the selection process;
- c) These provisions will only be waived in exceptional circumstances as approved by IABA High Performance Director.

\_\_\_\_\_  
Signature of the Boxer

\_\_\_\_\_  
Name of Boxer (print)

\_\_\_\_\_  
Dated



# IABA

IRISH ATHLETIC BOXING ASSOCIATION

## **HIGH PERFORMANCE ATHLETE CODE OF CONDUCT POLICY**

High Performance Boxers are ambassadors for themselves, IABA and Irish Boxing throughout their time in the High Performance Unit. It is important that all HP athletes maintain an excellent standard of conduct as this has training and performance benefits for them. To that end:

I understand that my compliance with the Code is a requirement for my participation in HPU and on any official duties carried out on behalf of the IABA. I recognize that this Code does not establish an exhaustive set of rules that prescribes every aspect of appropriate behaviour. Further, I will:

- a) Abide by the applicable policies and rules of the IABA
- b) Compete/participate in a spirit of fair play and honesty.
- c) Comply with anti-doping rules as outlined by the Sport Ireland (SI) and the World Anti-Doping Agency (WADA) Attached
- d) Conduct myself at all times when training, competing or on duty as a high performance athlete in both sporting and non-sporting activities in an appropriate manner and display a positive approach and cooperative behavior towards the team, the High Performance Unit and the IABA.
- e) Attend all team functions, including team meetings, training sessions, competitions, media days, etc. unless otherwise agreed by the High Performance Director
- f) Ensure that I will meet agreed weight management targets set by High Performance nutritionists and the High Performance Director to help me achieve optimum performance.
- g) Agree to maintain a training log and food diary on a weekly basis as required by the High Performance Director/Coaches/Service Providers.
- h) Use good time keeping and punctuality in attendance of team meetings, training sessions, competitions, media days etc. Poor time-keeping will be considered as non-attendance unless agreed in advance with High Performance Director and will be dealt with accordingly
- i) Be supplied with a IABA Kit bag which will contain all of my IABA apparel, which must be worn at all times whilst in training and while representing the IABA on

international duty or at corporate events. Loss of any part of this uniform during the year will be replaced at my expense. I will wear this kit at all relevant events.

- j) Attendance when requested at training camp is compulsory unless otherwise agreed by the High Performance Director.
- k) A minimum of 24 hours' notice is considered proper notice if I am not going to attend the Daily Training Environment . A no-show in the DTE without proper notice, where lodgings and food have been arranged and paid for by the HPU, will result in my having to cover the cost of same.
- l) Not participate in any bouts outside of those arranged by the HPU unless otherwise agreed by the High Performance Director.
- m) Refrain from using profane, insulting, harassing or otherwise offensive language during training camps, at competitions, toward team mates, coaches and all members of the HPU and IABA.
- n) Address fellow athletes, coaches, officials, volunteers, event organizers, spectators and others associated with HPU and the IABA in a courteous and respectful manner.
- o) Respect an individuals' dignity; verbal or physical behaviors that constitute harassment or abuse are unacceptable.
- p) Maintain an appropriate level of fitness and competitive readiness at all times, such that will permit my performance to be at the maximum of my abilities
- q) Treat all accommodation, whilst in training or competition, with the utmost respect – any damage or losses must be reported to High Performance Director.
- r) Not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation
- s) Agree to a zero-tolerance policy with respect to alcohol consumption during training camps, at competitions or in victory celebrations at the competition.
- t) Not use social media to bring the name of the IABA, the HPU or any staff member/service provider into disrepute or to incite hatred against others.
- u) As a carded or funded athlete will assist the IABA and the HPU at coaching seminars, interviews, boxing demonstrations and relevant events when requested.

Penalties include:

1. Temporary or permanent removal from the HPU.
2. Suspension from IABA activities for a specified period, without the provision of support services
3. Suspension from IABA activities for a specified period, with the provision of support services
4. Withholding of a portion, or all of, any grant received from IABA, Sport Ireland, Sport Northern Ireland or the Olympic Federation of Ireland
5. Immediate dismissal from the team and return home at athlete's expense if the relevant incident occurs on international duty.
6. Repayment of any and all costs associated with non-adherence to the code of conduct.

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*I confirm that I have read the above High Performance Unit Athlete Code of Conduct  
and agree to abide by it*

*Name (Print)*

.....

*Signature:*.....

*Date:* .....