



# OPERATION GOLD PERFORMANCE PROGRAMME

## 2025 ATHLETE CARDING SCHEME





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## INTRODUCTION

### ABOUT

Sport Ireland (SI) invest in High Performance sports through the annual athlete carding scheme. Collectively as a joint programme SI and Athletics Ireland will manage and administer the 2025 athlete carding scheme. This involves Athletics Ireland taking on responsibility for SI's carding scheme and being accountable for the overall carding programme. Carding applications and funding will be managed through Athletics Ireland and SI will oversee the management of the scheme. Additionally, AAI provides funding from its own sources for athletes who do not meet the criteria for individual SI carding (International, Podium, World Class) to athletes that are, or are likely to be, selected and make an impact at targeted international championships via Emerging Talent, Development and Discretionary categories of carding.

This document outlines Athletics Ireland's High Performance 2025 carding scheme (Operation Gold Performance Programme or 'OGPP') for athletes aged 20 and older, the programme support structures, selection process and policy, appeals process and how athletes will be considered for carding at the various levels of the programme.

### PURPOSE

A key strategic goal of Athletics Ireland's high performance programme is to provide a world-class approach to identify and develop talented athletes capable of winning at the highest level in their event discipline. The OGPP was developed and has evolved to select talented athletes and support this strategy to deliver on Athletics Ireland's high performance goals and vision.

### PROGRAMME STRUCTURE

The Operation Gold Performance Programme will select and invest in athletes to provide "more opportunities" and to "achieve performance results", and will support athletes who can deliver on our performance goals and meet with the individual selection criteria set out within the different levels and age groups (see Carding Categories section 6) of: Podium - World-Class -International, Development, Discretionary and Relay Team categories.

Please note that this round of applications will deal with Individual Carding only. A separate criteria document and application process for individuals seeking support via Relay Carding will be issued shortly, when we have greater clarity on the available resource to support relays in 2025, and developed comprehensive criteria, in conjunction with Sport Ireland, based on that resource.

### FINANCIAL CONTEXT

The Operation Gold Performance Programme combines the resources of Athletics Ireland in conjunction with the High Performance funding from Sport Ireland (SI) and the service provision from the Sport Ireland Institute (SII) to deliver a support programme to identified talented athletes. The overall Operation Gold Performance Programme is enabled by, and will be limited to, the resources available from Athletics Ireland and our stakeholders, who provide the resources and funding for our athletes. Priority resourcing will vary at each level of carding and will impact on the total number of athletes supported, particularly at the lower levels of the programme. Moreover, some benefits or support networks may only be available to athletes based in Ireland.





## 1. SELECTION PROCESS

**1.1** This document describes how athletes are selected for the Operation Gold Performance Programme and establishes the criteria that will be used to consider athletes for selection.

**1.2 Individual Carding:** The Selection Panel will meet each year to consider and review any new and existing athletes for individual carding using the relevant selection criteria within the Selection Policy. Athletes can only be added to the programme or moved between levels at the annual selection meeting.

**1.3 Application Process:** All current carded and any newly considered athletes must (re)apply for carding each year. The applications for individual athlete carding will be made available on the HP section of AAI website. After selection, athletes will be notified and provided with additional information around carding support and other application requirements as needed for the OGPP. The Selectors retain the discretion to consider an athlete for carding where an Application has inadvertently not been made. The process for individual carding:

- 1- Applications available on HP website
- 2- Athletes will submit application for consideration to the OGPP
- 3- Selectors meeting to consider carding applications
- 4- AAI will notify athletes who have/have not been selected for the OGPP
- 5- AAI will publish the list of carded athletes

## 2. QUALIFICATION PERIODS

**2.1** The Operation Gold Performance Programme will be administered on an annual basis. To be considered for 2025 carding, Performance Standards and selection criteria used for selection must be achieved during the Qualification Periods as follows: **1 January 2024 to 31 December 2024**

Please note that qualifying performances achieved after the application deadline but inside the qualification window will be considered.

## 3. CARDING CONDITIONS

### 3.1 General

- Performance Standards used in consideration for carding must be achieved during competitions organised or authorised by the World Athletics, its Area Associations or its National Member Federations. Thus, results achieved at university or school competition must be certified by the National Federation of the country in which the competition was organised.
- Results must be legal and will be verified.
- Athletes must sign any applicable paperwork or Athlete Agreement as required by Athletics Ireland, Sport Ireland, and Sport Ireland Institute (SII).
- Athletes must participate in any medical clearance and screening procedure as directed by the Athletics Ireland or SII medical team.
- Athletes must adhere to all anti-doping conditions (e.g. whereabouts, athlete filing, agreements) set by SI anti-doping unit, European Athletics, World Athletics, and Athletics Ireland.
- Athletes must comply with all codes of conduct and conduct themselves in a way that does not bring the sport, their team, or the association into disrepute.
- The athlete must commit to participate in any performance reviews as required by the Performance Director or National Event Lead.
- Acceptance to the Operation Gold Performance Programme is encouraged but optional. If an athlete chooses to decline the selection for any reason (including failure to sign the "AAI Athlete Agreement") they will not be restricted in selection for major competitions, but there will be no form of financial or support services provided.

### 3.2 Age Criteria





Athletes aged 20 or over on the 31<sup>st</sup> of December in the year during the Qualification Periods (i.e. **for 2025 Carding born in 2004**) may be considered for carding under the Operation Gold Performance Programme.

- Athletes aged at least 20 years of age and not older than 24 years of age on Dec 31<sup>st</sup> in the year during the Qualification Periods (i.e. **for 2025 Carding born in 2004 to 2000**) must enter the OGPP as an individual carded athlete at the Development level or above.
- Athletes over 24 years of age on Dec 31<sup>st</sup> in the year during the Qualification Periods (e.g. **for 2025 Carding born in 1999 or earlier**) will not be considered as a 'Development Athlete' for the OGPP. Athletes over 24 years of age must enter the OGPP as an individual carded athlete at the International level or above and in some cases, may be considered for Discretionary carding.
- Athletes aged at least 16 years of age and not older than 19 years of age on Dec 31<sup>st</sup> in the year during the Qualification Periods (i.e. **for 2025 Carding born in 2008 to 2005**) must apply for Emerging Talent athlete support via separate application form and accompanying criteria.

### 3.3 Eligibility

To be eligible for the OGPP an athlete must meet with the following requirements:

- Must possess Irish passport and satisfactorily demonstrate that they will be eligible to compete in an Olympic Games, World Athletics and or European Championship event for Ireland.
- Must be a registered member of Athletics Ireland.
- Must not be under suspension or other sanction by World Athletics or Athletics Ireland.
- Athletes currently in the NCAA system are generally not be considered eligible for admission to the programme. Exceptions may be made to this in the case of athletes eligible for Sport Ireland Carding (International, World Class, Podium levels).

## 4. SELECTION CRITERIA

### General Selection Criteria

**4.1** The Selection Panel (see section 9) will consider all the selection criteria (where applicable), as well as any other factors and evidence-based data that may be deemed relevant when assessing an athlete to be selected for the Operation Gold Performance Programme. The Selection Panel, at their sole discretion, may choose to do the following:

- Select any athlete for the appropriate carding level that meets with the selection criteria as stipulated within this Selection Policy, or
- Give any current carded athlete another year on the OGPP at any level if they believe that the athlete still has realistic medal and/or finishing potential (e.g. potential to achieve a final or a top 8), or
- Promote any new or current carded athlete to a higher level of the OGPP if the panel believes that in doing so the athlete is better equipped to satisfy the purpose of the OGPP and/or is a realistic medal potential, or
- The Selection Panel may also set conditions and targets for an athlete selected for the OGPP, some of which may have to be met and reviewed periodically for carding support to continue, or
- The Selection Panel has sole discretion to add/select an athlete who does not satisfy the selected criteria of the OGPP for Discretionary carding support or any other appropriate level of carding if the panel believes that carding alone will enable the athlete to achieve the goals of the OGPP in the future.
- The Selection Panel has sole discretion to not to select an athlete who does not satisfy the selection criteria of the OGPP.

**4.2** In addition but not limited to this selection policy and the selection criteria the Selection Panel may use the following resources as deemed necessary to make a carding selection decision:

- Information regarding previous targets set for the athlete
- Performance related statistical data
- The athlete's performance plans and carding application form





- The athlete's medical history
- Any other relevant information requested by the Selection Panel.

### 4.3 Specific Selection Criteria Outlined

Carding selections will be based on an athlete's **overall performance profile** by considering the general and specific selection criteria, the Championships Finish Matrix (Section 7) and Performance Standards (section 8). The Selection Panel will evaluate the following criteria when considering an athlete's selection:

**4.3.1 Achieved at a Championship:** The Championship Finish Matrix (section 7) outlines what is considered an achievement at a championship at each level within "Athletics Ireland's Championship Competition Pathway". The Selection Panel will also consider the athlete's major competition history (including age-groups where appropriate). For Sport Ireland carding categories, Performances at major championships are primary criteria. In the absence of the championship performances (section 7), Athletics Ireland can apply for funding for athletes that achieve the required performance standards which can be considered on case by case basis by Sport Ireland's carding committee.

**4.3.2 Performance Level:** To be considered for selection an athlete must achieve an age-related Performance Standard (see section 8) in their event twice (2) during the Qualification Period. As per 4.3.1, for Sport Ireland carding categories, Performances at major championships are primary criteria. In the absence of the championship performances as outlined in section 7, Athletics Ireland can apply for funding for athletes that achieve the required performance standards which can be considered on case by case basis by Sport Ireland's carding committee. Age as of 31<sup>st</sup> December in year of performance will be considered when assessing age-related performance standards. For the avoidance of doubt, if multiple performances are achieved in the same discipline in a single day, weekend or championship competition, the best single legal performance will be counted once (1). The Selection Panel will also further consider, as well as any other factors that may be deemed relevant, the performance level of an athlete by:

- Athlete's position relevant to the Performance Standards
- Athletes performance profile (the rate of progression overall and over the last two years)
- Athlete's Personal Best over the last two years
- Athlete's Performance Limits (total amount and number of times an athlete has achieved a result in their career)
- World and European ranking lists and performance lists

**4.3.3 Performance Potential:** To be considered for selection an athlete must demonstrate that they have realistic potential to represent Ireland at the 2028/2032 Olympic Games.

### 4.4 Individual Selection Criteria

**Performance Selection:** To be considered for selection as an individual for the OGPP and in addition to the general and specific criteria set out above, the Selection Panel will consider the following options and process to select individual athletes for carding at the different levels:

#### The first consideration:

Any new or existing athlete will automatically be considered for selection who achieve the criteria in the Championship Finish Matrix by attaining a championship medal/placing together with multiple performance results (see sections 7 and 8) during the Qualification Period.

#### The second consideration:

Any new and existing athletes that do not medal or achieve a placing at a championship may be considered for the OGPP if they attain an (age/year) Performance Standard (section 8) twice (2) during the Qualification Period. For Sport Ireland carding categories, Performances at major championships are primary criteria. In the absence of the





championship performances (section 7, Athletics Ireland can apply for funding for athletes that achieve the required performance standards which can be considered on case by case basis by Sport Ireland’s carding committee.

The **third consideration:**

Any new and existing athletes that achieve partial selection criteria of the Selection Policy may be considered for the OGPP if the Selection Panel believes that carding alone will enable the athlete to achieve the goals of the OGPP in the future.

## 5. MONITORING PROCEDURES

**5.1** After selection to the OGPP, monitoring of all carded athletes progress and their performances will be undertaken on a quarterly basis. For Podium, World-Class and International level athletes Athletics Ireland will report to Sport Ireland on a quarterly basis to review each athlete’s performance in accordance with the Programme outlined in their AAI/SI carding application. Possible outcomes for all carded athletes from these meetings may include the following:

- The review will find the athlete to be performing satisfactorily and payments will continue to be made, or
- The review will find the athlete may not be performing satisfactorily but that payment should be not made. Athletics Ireland will notify the athlete of this position and warning about the possibility of non-payment of future quarterly payments, or
- The review will find the athlete not to be performing satisfactorily or that there is insufficient information for SI and Athletics Ireland to complete the evaluation. Payments to the athlete may be suspended pending further evaluation and may be withheld for such a period as SI and Athletics Ireland considers appropriate.
- During the year there is a failure to adhere to anti-doping regulations which will result in a sanction under the carding programme - athletes must meet with whereabouts and testing obligations.

## 6. CARDING CATEGORIES AND INVESTMENT

**6.1** Athletics Ireland will card athletes across different levels and age categories. Once an athlete is selected for the OGPP they will be placed into one of the following categories based on the athlete’s overall evaluation. **The information below is an overview/profile of the typical carded athlete in each category and not the individual selection criteria.** The individual selection criteria for each category are outlined in Section 4.

The overall allocation of performance investment in individual athletes is assessed on a case by case basis having regard to: the overall budget available, performance services available, criteria achieved, the overall athlete performance assessment and where investment can have a performance impact. **There is no guarantee that the maximum level of direct and secondary investment will be allocated to athletes in each category.** The *maximum* levels of direct financial investment available under the 2025 Scheme are included below.

Category	Maximum Primary Investment	Athlete Profile
SI Podium	Up to €40,000	An athlete in these categories will:





SI World Class	Up to €25,000	<ul style="list-style-type: none"> <li>Typically, be a senior athlete over the age of 21</li> <li>Currently achieving Podium, World-Class and International performance standards</li> <li>Have achieved a championship finish as defined in the Championship Finish Matrix (section 7)</li> </ul>
SI International	Up to €18,000	
Development	Up to €8000	<p>An athlete in this category will:</p> <ul style="list-style-type: none"> <li>Typically, be aged 20 to 24 years of age.</li> <li>Be tracking towards a top 24 finish at a future Olympic Games and/or senior World Championship event.</li> <li>Be performing at or above the Development age related Performance Progression Standards.</li> <li>Have achieved a championship finish as defined in the Championship Finish Matrix (section 7).</li> </ul>
Discretionary	Up to €8000	<p>An athlete in this category will:</p> <ul style="list-style-type: none"> <li>Typically, be aged 25 or older.</li> <li>Have achieved partial criteria within the selection policy.</li> <li>Be just below or have just one performance within the Performance Progression Standards.</li> <li>Be tracking towards a qualification for a future Olympic Games.</li> <li>Support for Discretionary athletes will be provided on a quarter by quarter basis and is dependent on progress towards specific identified championships, adherence to an agreed performance plan, and adherence to agreed performance services support.</li> </ul>
Relay	Subject to available resource	<ul style="list-style-type: none"> <li>A separate criteria document and application process for individuals seeking support via Relay Carding will be issued shortly, when we have greater clarity on the available resource to support relays in 2025, and have developed comprehensive criteria, in conjunction with Sport Ireland, based on that resource.</li> </ul>

**6.2** Performance investment allocations (direct funding) for athletes in the scheme will be paid directly into each athlete's bank account in accordance with a schedule of payment identified by Athletics Ireland.







## 7. CHAMPIONSHIP FINISH MATRIX

CARDING LEVEL	ACHIEVEMENT (events sorted by order of priority)	PERFORMANCE LEVEL	POTENTIAL
<b>Podium</b>	Medal Olympic Games Medal World Championships Medal European Championships	Podium Performance Standard x 2 (by year)	Realistic Olympic Podium potential 2024
<b>World Class</b>	Top 12 Olympic Games Top 12 World Championships Top 6 European Championships Top 6 World Indoor Championships Top 12 World Cross Country Top 6 World Race Walking Cup Medal European Indoor Championships Medal European Cross Country Medal European Race Walking Cup	World Class Performance Standard x 2 (by year)	Realistic Olympic final potential (pr equivalent finish) for 2028
<b>International</b>	Top 24 Olympic Games Top 24 World Championships Top 10 European Championships Top 10 World Race Walking Cup Top 16 World Cross Country Champs Top 6 European Indoor Championships Top 6 European Cross Country Top 6 European Race Walking Cup Medal at World University Games	International Performance Standard x 2 (by year)	Realistic Olympic semi-final (or equivalent finish) potential for 2028
<b>Development</b>	Top 16 European Championships Top 8 European U23 Championships Top 8 NCAA Championships (XC/Out/Ind Track) Top 8 European Indoors Top 24 World Race Walking Cup Top 16 European Race Walking Cup Top 8 World University Games Top 16 European Sen Cross Country + no Perf Std Top 8 European U23 Cross Country + no Perf Std	Development Performance Standard x 2 (by age)	Realistic Olympic potential for and 2028/2032
<b>Relay</b>	Top 16 Olympic Games Top 16 World Championships Top 14 World Relay Championships Top 8 European Championships Top 8 World Indoor Championships Top 6 European Indoor Championships		Realistic Olympic potential for 2028





## 8. PERFORMANCE STANDARDS

Event	8.1 Female Performance Standards							
	Development					Sport Ireland Carding		
	Age (as of Dec 31 in year of qualifying performance)					LA International Potential	LA World Class Potential	LA Podium Potential
20	21	22	23	24				
100m	11.48	11.42	11.36	11.32	11.28	11.11	10.99	10.83
200m	23.48	23.33	23.18	23.10	23.03	22.71	22.46	22.01
400m	53.18	52.85	52.52	52.25	51.97	51.02	50.34	49.51
100mH	13.35	13.25	13.15	13.09	13.02	12.85	12.67	12.42
400H	57.98	57.60	57.22	56.83	56.45	55.29	54.53	53.18
800m	02:03.91	02:03.22	02:02.53	02:01.99	02:01.45	01:59.45	01:58.51	01:57.06
1500m	04:16.49	04:14.67	04:12.85	04:10.99	04:09.12	04:03.26	03:59.82	03:55.92
5000m	16:15.90	16:03.32	15:50.73	15:40.07	15:29.41	15:04.17	14:48.05	14:26.83
10000m	34:55.44	34:28.42	34:01.40	33:22.10	32:42.79	31:49.20	30:59.22	30:06.48
3000mSC	10:16.96	10:09.27	10:01.59	09:53.68	09:45.77	09:27.24	09:15.46	09:04.26
Marathon					02:30:56	02:25:32	02:22:36	02:17:26
20k RW	01:40:00	01:38:39	01:37:18	01:35:58	01:34:37	01:30:19	01:28:41	01:27:00
HJ	1.85	1.85	1.86	1.87	1.89	1.93	1.95	1.98
PV	4.18	4.23	4.28	4.34	4.41	4.54	4.65	4.80
LJ	6.40	6.44	6.48	6.54	6.59	6.71	6.82	6.97
TJ	13.30	13.41	13.52	13.66	13.80	14.12	14.36	14.81
SP	15.34	15.63	15.92	16.45	16.98	17.98	18.81	19.86
DT	52.17	53.54	54.91	56.45	58.00	61.52	63.74	66.69
HT	63.28	64.86	66.44	67.54	68.65	71.12	73.32	75.21
JT	53.38	54.72	56.05	57.31	58.57	61.16	63.00	65.10
Heptathlon	5682	5775	5867	5950	6032	6112	6282	6570



8.2 Male Performance Standards								
	Male Performance Standards							
	Development					Sport Ireland Carding		
	Age (as of Dec 31 in year of qualifying performance)					LA International Potential	LA World Class Potential	LA Podium Potential
Event	20	21	22	23	24			
100m	10.35	10.31	10.26	10.23	10.19	10.03	9.97	9.85
200m	20.93	20.83	20.73	20.64	20.56	20.26	20.07	19.86
400m	46.56	46.25	45.94	45.79	45.64	45.06	44.74	44.17
110mH	13.75	13.71	13.66	13.61	13.56	13.38	13.25	13.08
400H	51.10	50.70	50.30	50.02	49.74	48.90	48.43	47.51
800m	01:47.50	01:46.84	01:46.18	01:45.97	01:45.76	01:44.74	01:44.01	01:43.19
1500m	03:41.46	03:39.72	03:37.97	03:37.27	03:36.56	03:33.77	03:32.01	03:29.43
5000m	14:01.89	13:53.96	13:46.03	13:38.68	13:31.33	13:13.37	13:00.74	12:50.01
10000m	29:44.74	29:27.93	29:11.12	28:48.24	28:25.37	27:44.93	27:20.12	27:01.12
3000mSC	08:53.04	08:47.85	08:42.67	08:37.39	08:32.11	08:19.70	08:14.67	08:08.50
Marathon					02:12:32	02:07:31	02:06:12	02:04:01
20k RW	01:27:18	01:26:22	01:25:25	01:24:29	01:23:32	01:20:20	01:19:22	01:18:21
HJ	2.16	2.17	2.18	2.20	2.23	2.27	2.29	2.34
PV	5.34	5.42	5.50	5.53	5.57	5.67	5.81	5.92
LJ	7.70	7.75	7.80	7.87	7.95	8.11	8.21	8.35
TJ	15.68	15.83	15.97	16.18	16.39	16.85	17.11	17.41
SP	17.34	17.90	18.45	19.00	19.56	20.72	21.37	22.04
DT	55.29	56.83	58.38	59.92	61.47	64.87	66.74	68.99
HT	68.95	70.13	71.31	72.49	73.67	76.17	77.67	80.09
JT	70.92	73.31	75.69	77.31	78.92	82.45	84.79	88.14
Decathlon	7666	7744	7821	7898	7976	8052	8337	8617

## 9. SELECTION PANEL

9.1 The Selection Panel under this Selection Policy is composed of:

Chair of Selection Panel	Selection Panel Members:
Performance Director	Athletics Ireland Performance Pathway Manager Athletics Ireland National Event Leads

9.1.2 At the discretion of the Performance Director, Selection Panel Members may be added or replaced for selection purposes (as needed or as deemed necessary).

### 9.2 Selection Panel Meeting

The manner in which the Selection Panel will conduct the annual selection meeting(s) is at the sole discretion of the Selection Panel.

9.2.1 Any Selection meeting will consist of a minimum of three (3) individuals - one being the Performance Director and the other two drawn from the Selection Panel and/or a person added as a new selection panel member (as per section 9.1.2).

9.2.2 By consensus using the Selection Criteria set out within this Selection Policy the Selection Panel will have sole discretion to:

- Consider and confirm the status and selection(s) of existing and new OGPP athletes
- Consider and confirm the de-carding of existing athletes in the OGPP
- Confirm the levels of carding support for each athlete

9.2.3 As each athlete is considered, the Selection Panel will declare any conflict of interest and the High Performance Director will decide if that panel member should contribute to the discussion.

## 10. APPEALS PROCEDURE

10.1 The purpose of the Appeals Procedure is to enable dispute resolution around OGPP carding decisions to be dealt with fairly, expeditiously and affordably, within Athletics Ireland without recourse to external legal procedures.

### 10.2 Appeals Panel

10.2.1 The Appeals Panel shall be composed of one (1) Chair of the Appeals Panel and five (5) members each approved by the Board of Athletics Ireland for a renewable term of two (2) years.

Chairperson	Pool Members:
Name: Gerry Dunne	Name: Caroline O'Shea Name: Iognáid G. Ó Muircheartaigh Name: Niall Moyna Name: Brian Dowling Name: Cyril Smyth

### 10.3 Declaration of Conflict of Interest

No fewer than three (3) members of the Appeals Panel must declare that they have no conflict of interest in a particular appeal for the appeal to be heard. In exceptional circumstances if there are less than 3 members available for any one appeal, the board or CEO of Athletics Ireland will appoint an additional member(s) to the Appeals Panel.

### 10.4 Grounds for Appeal

The Appeal Procedures and the right to an appeals process are primarily intended to apply to athletes who are currently carded within the OGPP at the date of the selection decision. Additionally, the Appeals Procedure may be used by an athlete not currently selected or considered for the OGPP.

**10.4.1** The Appeal Procedures shall only apply to OGPP selection decisions and not to any grievances or grounds in relation to Athletics Ireland in general or an appeal against the published content of the OGPP Selection Policy.

**10.4.2** The Appeals Procedure is provided on limited grounds and must not be seen as an opportunity to dispute the opinion of the Selection Panel where they have followed the proper procedure. In reaching their decision the Selection Panel are acting as experts and will exercise judgment and sole discretion.

**10.4.3** The **Grounds for Appeal** upon which an OGPP selection decision may be appealed are limited to the following:

- There has been an alleged failure by Selection Panel to follow or apply the relevant Selection Procedure and/or criteria (e.g. there has been a procedural defect), or
- The Selection Panel and the decision for carding for the OGPP has been reached on the basis of an error of fact.

### **10.5.5 How to Appeal**

**10.5.1** The Appeals Procedure is commenced when an athlete affected by a selection decision submits an appeal against their non-selection via online Notice of Appeals Form ([Notice of Appeal form is here](#)). The Notice of Appeal Form is submitted to the Chair of the Appeals Panel and the CEO of Athletics Ireland. This must be done within seven (7) days of the carding selections being announced or communicated (sent by email) to the athlete, whichever is first. If the athlete fails to submit the Notice within the time limit set out in this Appeals Procedure s/he will automatically lose their right of Appeal under this Procedure, unless in the opinion of the Chairman (acting reasonably) that there was an exceptional circumstance or other good reasons for the submission to be made outside of the time limit. The Performance Director shall inform the Chair of the Appeals Panel of the dates of the relevant Carding Decision being announced or communicated and of the Decision itself.

**10.5.2** The Notice of Appeal should set out the grounds of the appeal which will include full details of the basis of the appeal including the precise manner in which the athlete alleges that the selection decisions have not been applied or followed (as per section 10.4.3 of the Grounds for Appeal). The Notice of Appeal should be as full as possible (including any supporting documentation) as it will form the basis of the remainder of this procedure. The appeal should be clear and specific.

### **10.6 Screening of Appeal**

**10.6.1** Within 48 hours of receiving the Notice and grounds of an appeal, the Chair of the Appeals Panel will determine whether there are appropriate grounds for the appeal to proceed as set out in section 10.4.

**10.6.2** The Chair of the Appeals Panel will determine in the first instance, if the appeal is denied on the basis of insufficient grounds, and the athlete will be notified of this decision by email, giving reasons. In the second instance, if the Chair decides there are sufficient grounds for an appeal an Appeal Hearing will be called.

### **10.7 Appeal Hearing Procedure**

If the Chair of the Appeals Panel considers the Notice of Appeal was based on an alleged procedural defect or error of fact, the Appeals Panel will proceed by way of an Appeal Hearing. The Chair of the Appeals Panel will decide if the Appeal Hearing will be done solely by Documentation or an Oral Appeal Hearing (including documentation). The Chair may at his discretion consult with all or any of the members of the Appeals Panel in reaching his Decision.

**10.7.1** Where the Chair of the Appeals Panel has determined that the appeal will be held by way of documentary submission, the Appeals Panel will govern the appeal by such procedures as it deems appropriate provided that:

- All parties are given a reasonable opportunity to provide written submissions to the Appeals Panel to review written submissions of the other parties, and to provide written rebuttal and argument.

**10.7.2** Where the Chair of the Appeals Panel has determined that the appeal will be held by way of oral hearing, the Appeals Panel will govern the hearing by such procedures as it deems appropriate at which the athlete and a member of the Selection Panel may present written evidence and may make oral submissions, provided that:

- The athlete is able to attend the hearing (in person or by way of video conference) and present the case but will not be replaced by any other person who may act as the athlete's representative (athletes 19 and under may be accompanied by a coach or parent), and
- An athlete is not restricted to seek advice, be it legal or otherwise. For example, they may wish to avail of legal advice in preparing written and oral submissions and this option to avail of such advice should not be restricted.
- Athletics Ireland will not be responsible for any such cost incurred.

**10.7.3** As soon as reasonably feasible, and in any event within 10 working days from the date of receipt of the Notice of Appeal, the Chair of the Appeals Panel shall give such directions (to both the athlete and the Selection Panel) as are appropriate for consideration of the Appeal Hearing, namely the date and place at which the Appeals Panel will hear the appeal and the timetable for the exchange of written and oral evidence.

#### **10.7.4 Appeal Hearing**

The manner in which the Appeals Panel will meet is the decision of the Chair of the Appeals Panel. The Chair may at his discretion consult with all or any of the members of the Appeals Panel in reaching his Decision.

**10.7.5** The Appeal Hearing Panel will be comprised of a minimum three (3) individuals (one being the Chair of the Appeals Panel) and the other two drawn from a pool of five (5) who will have no significant relationship with the affected parties, will have had no involvement with the decision being appealed, and will be free from any other actual or perceived bias or conflict. The Chair of the Appeals Panel will decide who from the Appeals Panel will sit on any individual Hearing.

**10.7.6** If the Chair of the Appeals Panel is unable to attend a hearing, or declares a conflict of interest with a particular appeal, the Chair of the Appeals Panel will appoint a designate member of the Appeals Panel to Chair the meeting or portion thereof.

#### **10.8 Appeal Decision**

The decision of the Appeals Panel shall be final and binding and may not be appealed again.

**10.8.1** The Appeals Panel may decide as follows:

- That the Selection Panels OGPP carding decision be set aside as it was based on a procedural flaw or an error of fact and the matter of the athlete's inclusion within the OGPP remitted for fresh consideration to the Selection Panel to re-consider the matter; or
- That the Selection Panels OGPP carding decision be upheld and the athlete's appeal be rejected.

**10.8.2** The Appeals Panel may also make recommendations for the future revision and/or smoother execution of the OGPP carding selection and Appeals Process, which should be considered by Athletics Ireland and the Selection Panel.

### **Sport Ireland Application / Terms and Conditions**

As a Sport Ireland High Performance investment all SI carded athletes must comply with the terms and conditions of this document, the AAI Athlete Agreement, and SI guidelines.

### **Procedure for Amendments**

Athletics Ireland reserves the right to amend this Selection Policy at its sole discretion at any time and will make the amended version publicly available. An athlete's continuing membership of the OGPP shall be deemed as continued acceptance of this Selection Policy being amended when appropriate.

### **Notifications**

The athlete carding list will be published by Athletics Ireland on the High Performance section of AAI website:

<http://www.athleticsireland.ie/high-performance/carding>

[For information/questions please contact Athletics Ireland Performance Director](#)