

## ARCHERY GUYANA

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### **ARCHERY GUYANA : NATIONAL TEAM SELECTION CRITERIA POLICY**

(Hereinafter referred to as the “National Team Selection Criteria Policy”)

1. Purpose: To establish a fair, transparent, and merit-based process for selecting athletes, coaches, and team officials to represent Archery Guyana at international competitions, including World Archery events, Pan American Games, Commonwealth Games, Olympic/Youth Olympic Games, and other recognised international events.

This policy ensures alignment with:

Performance excellence

Attitude, teamwork, and athlete-centred values

Compliance with World Archery, WADA, and IOC rules

Non-discrimination, integrity, and transparency

2. Scope: Applies to:

All athletes, coaches, and officials seeking national team selection

Recurve, Compound, and Para archery disciplines

Single-event and multi-stage selection processes

Discretionary selections and appeals procedures

### 3. Authority and Governance

Executive Committee / Selection Committee: Final authority for selections, operating under Archery Guyana Constitution and in coordination with the Guyana Olympic Association (GOA) for Olympic or multi-sport events.

All selections must comply with World Archery eligibility and nationality rules (Book 1, Chapter 2).

NOC requirements for Olympic Games take precedence over domestic discretion.

### 4. Eligibility Criteria: Athletes must:

Be a Guyanese citizen and meet World Archery nationality requirements.

Be a registered member of Archery Guyana in good standing.

Hold a passport valid for international travel (6 months beyond event end).

Comply with anti-doping, safeguarding, and fitness standards (WADA / World Archery).

Attend pre-screening sessions at the National Sports Clinic and meet with approved medical personnel if required.

Be willing to sign agreement with the Federation.

### Coaches / Team Officials must:

Hold required coaching certifications or event-specific qualifications.

Be in good standing with Archery Guyana (no unresolved disciplinary issues).

Demonstrate professional conduct and alignment with Archery Guyana values.

Be acceptable to the event's NOC delegation where applicable.

Be willing to sign the Agreement with the Federation.

### 5. Conduct, Attitude, and Team Leadership

#### 5.1 Athlete Standards

Commitment & Discipline: Punctual, prepared, and actively participate in all trials, team activities and training sessions.

Respect & Sportsmanship: Uphold fair play; treat coaches, teammates, and competitors with courtesy.

Team Spirit & Cooperation: Support team cohesion; avoid divisive actions.

Positive Attitude & Coachability: Respond constructively to feedback; maintain composure under pressure.

Communication & Representation: Engage professionally with team management and the public.

Volunteerism & Federation Support: Participate in outreach and development initiatives.

Exhibit punctuality, preparedness, and a responsible approach to both practice and competition.

Comply fully with all rules, directives, and regulations of Archery Guyana.

Uphold the principles of fair play and good sportsmanship, displaying humility in victory and composure in defeat.

Avoid any behaviour, communication, or public conduct that could bring Archery Guyana or the sport into disrepute.

Exhibit a willingness to collaborate and contribute to team success rather than individual gain.

Support fellow teammates during training and competition, fostering an environment of unity and mutual respect.

Refrain from divisive actions, negative commentary, or conduct that disrupts team harmony.

Display a growth-oriented mindset and openness to constructive feedback from coaches and team officials.

Communicate in a respectful, transparent, and professional manner with team management and peers.

Serve as ambassadors for Archery Guyana, exemplifying professionalism and national pride in all public and media interactions.

Support the Federation's mission and values by serving as positive role models within the archery community.

The Selection Committee shall evaluate athletes' adherence to these behavioural and attitudinal criteria alongside technical and performance metrics.

Failure to uphold these standards may result in disqualification from selection, removal from a team, or other disciplinary measures as deemed appropriate by the Federation.

Decisions of the Selection Committee shall be guided by fairness, transparency, and the best interests of Archery Guyana.

## 5.2 Coach Standards

**Professional Integrity & Discipline:** Comply with Archery Guyana Code of Conduct, anti-doping, and safeguarding policies.

**Leadership & Role Modelling:** Inspire, motivate, and maintain fairness and impartiality.

**Communication & Collaboration:** Maintain clear, respectful, and constructive communication.

**Athlete Welfare & Team Unity:** Prioritise safety, inclusivity, and mental well-being.

**Commitment & Representation:** Dedication to Archery Guyana programmes; represent the Federation with integrity and not seek to undermine the Federation.

**Continuous Learning & Development:** Maintain certifications; mentor emerging coaches; adopt best practices.

Demonstrate consistent attendance and active participation in training, trials, and team activities.

Comply fully with all rules, directives, and regulations of Archery Guyana.

Treat fellow coaches, officials, athletes, team managers and parents with respect and courtesy at all times.

Avoid any behaviour, communication, or public conduct that could bring Archery Guyana or the sport into disrepute.

Refrain from divisive actions, negative commentary, or conduct that disrupts team harmony.

Communicate in a respectful, transparent, and professional manner with team management.

Attend team meetings, briefings, and official Federation events when required.

Serve as ambassadors for Archery Guyana, exemplifying professionalism and national pride in all public and media interactions.

Participate in Archery Guyana's outreach, youth development, and promotional initiatives where possible.

Contribute to the broader development of the sport in Guyana through mentorship and leadership.

The Selection Committee shall evaluate coaches' adherence to these behavioural and attitudinal criteria alongside technical and performance metrics.

Failure to uphold these standards may result in disqualification from selection, removal from a team, or other disciplinary measures as deemed appropriate by the Federation.

Decisions of the Selection Committee shall be guided by fairness, transparency, and the best interests of Archery Guyana.

## 6. Selection Principles & Process

Transparency: Publish event-specific criteria, selection timeline, and scoring system.

Performance-Based: Core selection is based on trials and competition results.

Discretionary Selection: Up to 2 discretionary slots per event for strategic, developmental, or injury considerations; must be justified in writing.

Fair Opportunity: All eligible athletes receive notice and opportunity to participate in trials.

Appeals: Process exists for procedural breaches, misapplication of criteria, or scoring errors.

## 7. Selection Events & Scoring

Event Types:

Official national trials (e.g., Trial A, Trial B)

Select external competitions (regional/international)

Head-to-head or matchplay (if needed)

Sample Multi-Stage Scoring Model:

| Stage                   | Weight | Notes                          |
|-------------------------|--------|--------------------------------|
| Trial A                 | 40%    | 72-arrow qualification round   |
| Trial B                 | 40%    | 72-arrow qualification round   |
| International / Trial C | 20%    | Top 8 finishes or Head-to-head |

Final Score Calculation:

$$\text{Final Score} = (0.40 \times \text{Stage1\%}) + (0.40 \times \text{Stage2\%}) + (0.20 \times \text{Stage3\%})$$

Automatic Qualification: Achieving pre-published thresholds or top-N results grants automatic selection.

## 8. Team Size, Reserve Lists & Alternates

Team sizes follow event regulations.

Reserve/alternate lists are published; replacements must meet eligibility and documentation requirements.

## 9. Administrative & Medical Requirements

Selected members must submit: acceptance forms, passports, waivers, medical certificates, insurance proof.

Failure to provide documents by the deadline may void selection.

## 10. Anti-Doping & Compliance

All team members must comply with WADA / World Archery anti-doping rules.

Participation in anti-doping education and testing programs is mandatory.

## 11. Appeals, Complaints & Grievances

Written appeals submitted within 7 days of selection announcement.

Appeals panel: minimum 3 independent members; decisions provided within 7 days after hearing.

Appeals relate to procedural fairness, not subjective discretionary judgment unless clear procedural unfairness is demonstrated.

## 12. Publication & Communication

Selection criteria, timelines, trial dates, scoring system, and committee membership are posted publicly (website + social media).

Team announcements include ranked lists and explanations of discretionary selections.

### 13. Evaluation & Enforcement

Compliance with behavioural, attitudinal, and performance standards is evaluated.

Non-compliance may result in removal, suspension, or ineligibility for selection.

### 14. Acknowledgement

All selected athletes and coaches must sign a written acknowledgment confirming understanding and adherence to this policy.

### 17. Next Steps for Archery Guyana

Approve a Selection Criteria via Executive Committee.

Finalise numeric thresholds and event weightings.

Schedule and publish trial dates publicly.

Appoint Selection Committee and independent Appeals Panel.

Train administrators on scoring and record-keeping.

18. Review of Policy: This policy shall be reviewed annually (or earlier if required by changes in rules, Federation governance or international requirements). Any amendments must be submitted to the Federation's Executive Committee for approval.

*Policy Review Version: Dated this 4<sup>th</sup> day of December, 2025*