

HONG KONG, CHINA ROWING ASSOCIATION (HKCRA)

GENERAL SELECTION POLICY FOR HONG KONG REPRESENTATIVE TEAMS

INTRODUCTION

1. The aim of the High Performance Programme (HPP) is to produce crews capable of representing Hong Kong with distinction at World and Asian competitions. Major benchmarks include Olympic Games, World Championships, Asian Games and Asian Championships. Other international events open to Hong Kong representative teams, such as World Rowing Cup, National Games, Asian Cup, etc., are also part of the HPP ambit. The long-term goal is to win medals at the World Championships and Olympic Games.
2. The HPP is run in partnership with the Hong Kong Sports Institute (HKSI), who are designated by the HKSAR Government as the delivery agent for elite sport training and high-performance support services. The Head Coach of the Hong Kong Sports Institute serves as the Technical Director of the HKCRA and is responsible to lead and manage the HPP within a framework overseen by the HKCRA High Performance and Selection Committee.
3. This document sets out the general selection policy for athletes wishing to represent Hong Kong. It shall be the personal responsibility of all athletes seeking selection to familiarize themselves with this policy, which shall be posted on the official HKCRA website at **www.rowing.org.hk**.
4. The scope of the policy shall include all events where crews compete for the HKSAR as part of full representative teams including, but not limited to: -
 - Olympic Games
 - Asian Games
 - World Championships for Seniors, U.23 and Juniors
 - Asian Championships for Seniors and Juniors
 - World Rowing Cup Regattas
 - Youth Olympic Games
 - Asian Cup Regattas (may also be open to club crews)
 - National Games, National Youth Games and other Regional Games
 - World University Games and World University Championships**

The Association will also, from time to time, issue additional event or team-specific policies and guidelines where required and these will also be published.

5. The selection and training of Hong Kong Para, Coastal and Indoor Rowing Teams shall be covered by event-specific policy documents published separately.
6. Priority will be given to the long-term preparation of athletes and crews aiming to represent Hong Kong at the Olympic Games and Asian Games.

7. ***The HPP is run as a squad-based training system, and Hong Kong representative crews will be formed only from registered members of the Hong Kong Squad.***

***** (Or, in the case of University events, a Hong Kong Universities Squad - for which supplementary selection policies will be issued).***

Membership of the Hong Kong Squad is open to all Hong Kong athletes who are able to meet the relevant eligibility, training and performance requirements.

ELIGIBILITY

8. To be considered for the Hong Kong Squad, athletes shall comply with the following general eligibility requirements: -

- Shall hold a Hong Kong Identity Card or a HKSAR Passport and;
- Shall have resided in Hong Kong for a continuous period of not less than 3 years, at the time of joining the programme. *(The HKCRA may, in exceptional circumstances, vary this requirement. Holders of visitor's or student visas however would not be considered as eligible under these rules)* and;
- Shall agree to comply with all athlete training, testing and anti-doping requirements as set out by the Association from time to time.

9. In addition to the above general requirements, all athletes must comply with relevant World Rowing (FISA) and/or Asian Rowing (ARF) Statutes, Bye Laws and Rules of Racing, or other event-specific eligibility rules.

10. ***Athletes seeking selection for the Hong Kong Olympic Team, Asian Games Team or other major games teams must hold a full HKSAR Passport.***

ANTI-DOPING

11. All athletes seeking selection to represent Hong Kong, are subject to anti-doping testing (both during and out of competition) administered by the Hong Kong Anti-Doping Committee (HKADC), the World Anti-Doping Agency (WADA), or any agency authorized by the above organizations, or by World Rowing (FISA). Athletes are personally responsible to ensure that they are not using prohibited substances, medications or methods, and will be subject to relevant penalties in the case of any adverse finding. Athletes shall be responsible to maintain their own daily whereabouts information as required by anti-doping authorities for the purpose of testing. Failure to maintain such data or to make themselves available for anti-doping tests may also result in an adverse finding and consequent sanctions. Penalties imposed by the anti-doping authorities may result in exclusion from the squad, loss of funding and further action, where appropriate, by the HKCRA.

MEDICAL FITNESS AND NO DRUGS POLICY

12. Athletes will be required to undergo medical screening by a designated team doctor in order to determine their fitness to take part in high-performance training and competition. Athletes shall also undertake not to smoke, use tobacco products, recreational drugs, or any drugs/narcotics prohibited under the HKSAR Dangerous Drugs Ordinance.

HONG KONG SQUAD REGISTRATION

13. Athletes who are members of the Hong Kong Sports Institute Rowing Programme will automatically be registered as Hong Kong Squad members, provided that they comply with all relevant eligibility and training requirements.

14. Any other eligible athletes wishing to be considered for the Hong Kong Squad should inform the Technical Director at the beginning of each season when an invitation notice will be issued and displayed on the HKCRA website.

15. In certain circumstances the Technical Director may accept registrations at other times of the year where an athlete or crew demonstrates outstanding potential and commitment. This shall not however guarantee inclusion in the selection process if it is too late in the timetable for that season.

16. By becoming a member of the Hong Kong Squad, athletes agree to abide and be bound by the terms and requirements of the selection policy.

TRAINING & ASSESSMENT REQUIREMENTS

17. All athletes will be expected to train with the Hong Kong Squad and to follow an intensive training programme. Unless otherwise agreed, training will be based at the HKSI in Shatin, under the supervision of the HKSI Rowing Department and its coaching/technical staff.

18. Individuals are expected to prepare themselves to the highest possible standards. The level required to achieve selection for a particular event is only a minimum indicator and does not confer automatic selection. Athletes are expected to strive to achieve their maximum potential at all times.

19. Athletes will be assessed on a continuous basis - both individually and in crews. The Technical Director and team coaches will use objective assessment results in making selections. They may also use their professional experience and judgment in assessing subjective factors such as technical development, responsiveness to coaching, cooperation with team-mates and psychological strengths. Balance, rhythm, harmony and cooperation in crew boats must be developed and demonstrated over time.

20. Attendance records and overall performance during training will be taken into account. The Technical Director/Head Coach may remove from the squad, after due warning, any athlete or crew failing to maintain satisfactory performance, or with unsatisfactory training attendance/commitment.

21. Assessments may include time-trials, ergometer tests, physiological, biomechanical and psychological evaluations. Athletes failing to make themselves available for such assessments do so in the knowledge that they may jeopardize their chances of selection.

22. Unless prior notification is given, it will be assumed that athletes are able to perform optimally during all tests and trials. If an athlete cannot participate for medical reasons, certification from a designated team doctor is required. It should be understood in such cases that the selection process may still need to proceed in the context of the overall timetable and relevant entry deadlines.

23. Lightweight athletes and coxswains must show themselves capable of meeting the required bodyweight. This must be achieved in a planned and controlled manner, without resort to unhealthy, dangerous or prohibited methods.

24. In making selections the Technical Director/Head Coach may, in some circumstances, prioritize long-term performance objectives for the Olympic and Asian Games against short-term selection considerations for other events during the racing season.

25. All athletes are required to maintain the highest standards of sportsmanship and ethical behavior. They should not take any action that would bring the HKSAR, the Hong Kong Olympic Committee, the HKCRA, the HKSI, the Hong Kong Squad or the sport of rowing into disrepute. This shall include any interaction with the press/media, and postings on social media and other public forums. All training programmes, testing and performance data, and other training-related information shall be kept confidential and shall not be circulated without prior authorization. The Association may exclude from the squad any athlete or coach who has engaged in conduct (whether publicly known or not) which contravenes, or would have the tendency to contravene, the above. This shall include any person who has been convicted of a serious criminal offence, engaged in unacceptable or abusive conduct, or misused prohibited substances.

26. The following criteria may be considered in assessing performance for selection: -

- Current boat speed, relative to World and Asian Best Times.
- Past and current performance at local and international events.
- Performance in trials and testing.

- Recent and current ergometer scores.
- Ability to attend local and overseas training, and to maintain the required training loads and commitment.
- All recorded training results (individual and crew), reports and performance records – including training pieces, ergometer scores, weight training records, physiological testing and medical data.
- Ability to accept and follow the agreed technical models.
- Crew rowing components such as timing, balance, uniformity of technique, rhythm and psychological compatibility.
- Ability to make and maintain bodyweight targets safely.
- Long-term potential, commitment, and eligibility to represent Hong Kong at future Olympic and Asian Games.
- Any injury, medical or long-term conditions that might adversely affect performance.
- Input from team coaches and scientific/medical/psychological support staff.
- Any other factors relevant to achieving Hong Kong Team objectives - not limited to racing outcomes and crew harmony/integration.
- Current on-water performance shall in general be given the highest relative weighting, followed by ergometer assessments, training records, and overall teamwork/commitment.

SELECTION OF COACHES

27. The selection of team coaches will be made on the recommendation of the Technical Director/Head Coach, who will consider the following: -

- Advantage to the Hong Kong Team.
- Relevant coaching qualifications.
- Experience and past performance record.
- Previous involvement and experience working with Hong Kong Squad/Team and/or contribution to the development of individual athletes or crews.
- Ability to function as part of a team in a broader high-performance environment, and capacity to relate appropriately with athletes, coaches, team officials and support staff.
- Willingness to follow the overall team management, training philosophy, technical models and competition strategies.

28. The appointment of team coaches will be undertaken with a view to developing a harmonious coaching structure, with a common sense of purpose and a unified technical/training model.

CODES OF CONDUCT, SEXUAL HARASSMENT AND CHILD PROTECTION

29. All athletes, coaches, support staff and team officials shall be bound by the HKCRA and HKSJ Codes of Conduct related to harassment, discrimination, unacceptable conduct and child protection.

APPEALS PROCEDURE

30. Please refer to the Hong Kong, China Rowing Association Selection Appeals Procedure – published separately.

DATA COLLECTION AND PRIVACY

31. Personal data and information may be collected during the selection process for the purpose of implementing this policy. The use of personal data shall be covered under the Hong Kong Personal Data (Privacy) Ordinance.