

## **BRITISH EQUESTRIAN DRESSAGE SELECTION POLICY**

### **TOKYO 2020 (2021) OLYMPIC GAMES**

#### **1.0 Introduction**

- 1.1 The British Equestrian Dressage squad (the “Squad”) for the Tokyo 2020 (2021) Olympic Games (the “Games”) will be selected by the Selection Panel (the “Selectors”), appointed by British Dressage, endorsed by British Equestrian (BEF), and nominated to the British Olympic Association (BOA) by the BEF for selection to Team GB.
- 1.2 References to selection for the Games in this Policy refer to selection of a Squad of four (4) athlete/horse combinations (who will travel to the Games) and additional “reserve” combinations. References to the “Squad” in this Policy are to be construed accordingly.
- 1.3 References to the “Team” relate to the three (3) athlete/horse combinations and one (1) replacement/substitute combination who travel to the Games, as part of Team GB.

#### **2.0 Objectives**

The objective of this Selection Policy is to select athlete/horse combinations that will maximise the potential to:

- 2.1 Primary objective: Win the Team Gold at the Tokyo 2020 (2021) Olympic Games.
- 2.2 Secondary objective: Win as many Individual medals as possible at the Tokyo 2020 (2021) Olympic Games.

#### **3.0 Confidentiality**

- 3.1 It is vitally important for the integrity of the Selection Policy and process, and out of respect for the athletes, owners, grooms, selectors, staff and other parties, that there is at all times a high degree of confidentiality relating to information which may have a bearing on selection.
- 3.2 Any member of the Selection Panel, whether voting or non-voting, who breaks this confidentiality may be removed from the Selection Panel. All confidential information, conversations and discussions will be identified as such.

#### **4.0 Selection Panel and attendees**

- 4.1 The Olympic Selection Panel shall be comprised of:  
Independent Chair (non-voting), Sarah Rowell  
Chief Selector (voting), Judy Harvey, British Dressage (BD) International Director  
Senior Selector (voting), David Trott  
Selector (voting), Jenny Ward

Non-Voting Experts present at the Olympic Selection Meeting:

*(The individual experts' opinion will be sought from the Selectors, but will not have a vote at the point of selection. They may contribute to selection discussions when invited to do so).*

Team Veterinary Surgeon (non-voting), Andre Buthe

Second Opinion Veterinary Surgeon (non-voting), Tim Randle

World Class Programme (WCP) Athlete Health Lead (if required), Ashleigh Wallace

Minute taker:

BD International Officer (non-voting), Lianne Martin

Observers who may attend the Selection Meeting:

Performance Director (PD) (non-voting), Richard Waygood (or appointed representative)

UK Sport Representative

BOA Representative

British Athletes' Commission Representative

- 4.2 The Independent Chair will ensure that the process of selection is followed correctly and in accordance with the Selection Policy. The Chief Executives of British Dressage and British Equestrian will maintain a register of declared interests and all members of the Selection Panel will declare any potential or perceived conflicts as soon as they arise, in accordance with Section 14 of the Policy. If a member of the Selection Panel, whether voting or non-voting, has a declared interest during selection, then they must step down from discussion involving the potential or perceived conflict. The register will be provided to the Independent Chair at all selection meetings.
- 4.3 All Selectors will have equal voting rights. Decisions must be reached by a majority vote and with no abstentions unless a Selector is required to abstain due to a declared interest. In the event of a majority decision not being achieved or possible, the BD International Director as Chief Selector will have the casting and deciding vote. In the event of the BD International Director being required to abstain due to a declared interest, the Senior Selector will have the casting and deciding vote.
- 4.4 The Team Veterinary Surgeon and Second Opinion Veterinary Surgeon will be non-voting members of the Selection Panel with the sole purpose of reporting on soundness, assessment of known risk factors and recommendations regarding final preparation.
- 4.5 The WCP Athlete Health Lead will attend the selection meeting if required and will, in any case, provide such information as necessary to enable Selectors to make a rational decision on an athlete's fitness and/or anticipated ability to complete the dressage competition at the Games in its entirety.
- 4.6 The PD (or appointed representative) will attend the nomination meeting and final selection meeting and will be responsible for the final submission of athlete/horse combination names

by the BEF to the BOA.

- 4.7 The Selection Panel will be provided, in advance, with relevant scores (obtained from the FEI website) and performance evidence to support them in their selection decisions. The information will be provided by the BD International Officer and the BEF WCP team in consultation with, and ratified by, the WCP Head of Performance Support or designated other.

## 5.0 Policy formation

The British Equestrian Dressage Selection Policy for the Tokyo 2020 (2021) Olympic Games is compiled in consultation with the BD International Director, BD Selectors, BD Chief Executive Officer (CEO), athletes, PD, PM and representatives from the BOA.

## 6.0 Changes in Policy

The Selectors will have the right, in exceptional circumstances, to amend or change the Policy where necessary at any time in order to fulfil the objectives of the Policy, including (but not limited to) as a result of COVID-19. This may include alternatives to the selection criteria (Section 9.3 and 9.4), as a necessary response to the impact of COVID-19 on the international competition calendar, including any travel restrictions, to enable the objectives of the Policy to be fulfilled. Any such alternatives would be communicated to the athletes at the earliest opportunity. Any changes to the Policy must be approved in writing by the PD (or appointed representative), BEF and BD CEOs and BD International Director, such approval not to be unreasonably withheld by any party. The amended Policy, in its entirety, will be communicated to all athletes (as directed by the International Director by e-mail) and will be published on the BEF and BD websites.

## 7.0 Eligibility

- 7.1 Minimum eligibility and availability requirements to be considered for selection:

- a. The athlete must be a national of the United Kingdom of **Great Britain and Northern Ireland** and in compliance with the Fédération Equestre Internationale (FEI) General Regulations, 23<sup>rd</sup> Edition, Article 119 at the time of application, selection and until the conclusion of the Tokyo 2020 (2021) Olympic Games (“the Games”). Athletes must hold a valid UK passport that does not expire within six (6) months of the conclusion of the Games.
- b. The athlete has been granted a licence by the National Federation of Great Britain to compete in international events in accordance with FEI General Regulations, 23<sup>rd</sup> Edition, Articles 113 and 117.
- c. The athlete is eligible under any anti-doping code i.e. not serving a competition ban as a result of a proven human or equine doping or controlled medication violation, or other breach of ethical conduct and is not in receipt of a lifetime funding ban from UK Sport.
- d. The athlete is a full and active member of BD and is not serving any suspension under

BD rules.

- e. The horse is fully registered with BD for 2021.
- f. Neither athletes or horses may, for any reason, be ineligible to take part in the Tokyo 2020 (2021) Olympic Games under BEF, BOA, BD, FEI or International Olympic Committee (IOC) rules.
- g. All athletes being considered for selection will be deemed to have accepted that they, their horses and support teams will be required to take part in pre-export quarantine.
- h. All athletes will be expected to comply with reasonable requests intended to support optimal performance preparation for themselves and their horses, in particular, but not limited to, those specifically aligned to the anticipated environmental conditions and competition format.

## 7.2 Participation:

- a. To be able to participate in the Games all athletes/horses must achieve, as a combination, the minimum eligibility requirements (MER) (FEI Dressage Regulations, 25<sup>th</sup> Edition, Article 422.3.7 and FEI Regulations for Equestrian Events at the Olympic Games, 24<sup>th</sup> Edition, Article 607.2.2). The rules and a list of qualifying events can be found on the FEI website. See <https://inside.fei.org/fei/games/olympic/tokyo-2020>.
- b. To be eligible for participation in the Games, athletes and horses must be compliant with all current and relevant FEI Regulations, the provisions of the Olympic Charter currently in force, including, but not limited to, Rule 40 (Participation in the Olympic Games), Rule 41 (Nationality of Competitors) and Rule 43 (World Anti-Doping Code and the Olympic Movement Code on the Prevention of Manipulation of Competitions). See <https://www.olympic.org/search?q=Olympic+Charter>
- c. Horses entered for the event must have been registered with the FEI as property of owners of the same nationality as the Athlete by 15 January 2021 (FEI Regulations for Equestrian Events at the Olympic Games, 24<sup>th</sup> Edition, Article 606.2.2.1). Horses with multinational ownership must be registered with the FEI by 15 January 2021 under the name of the nation for which the horse will compete during the Games (FEI Regulations for Equestrian Events at the Olympic Games, 24<sup>th</sup> Edition, Article 606.2.2.2).
- d. The National Federation (NF) of a horse belonging to a partnership or a syndicate of owners must inform the FEI by the date of the Organising Committee for the Olympic Games (OCOG)/IOC accreditation date for National Olympic Committees (NOC) (23 April 2021), of the name of one (1) owner to ensure they are entered in the Olympic accreditation system (FEI Regulations for Equestrian Events at the Olympic Games, 24<sup>th</sup> Edition, Article 620.2).
- e. No commercial prefix or suffix will be included with the name of a horse on any Olympic participation/entry list, start list or results. The FEI will reserve the right to amend any horse's name accordingly (FEI Regulations for Equestrian Events at the

Olympic Games, 24<sup>th</sup> Edition, Article 606.2.5).

- f. The athlete must have been born on or before 31 December 2005 (FEI Regulations for Equestrian Events at the Olympic Games Horses, 24<sup>th</sup> Edition Article 606.1.2).
- g. A horse must be born on or before 31 December 2013 (eight years of age) and have a height at the withers exceeding 1.48m without shoes (FEI Regulations for Equestrian Events at the Olympic Games, 24<sup>th</sup> Edition, Article 606.2.1 and Rules for Dressage Events, 25<sup>th</sup> Edition, Article 422.1.4).

## 8.0 Qualification period

The qualification period for Teams and Individuals will be in accordance with the FEI qualification guidelines (FEI Regulations for Equestrian Events at the Olympic Games, 24<sup>th</sup> Edition, Article 628), available at <https://inside.fei.org/fei/games/olympic/tokyo-2020>.

## 9.0 Selection process

9.1 Throughout the selection process the Selectors will act as experts and are entitled, within the boundaries of this Selection Policy and having regard to the criteria set out within the Selection Policy, to use their absolute discretion to select athlete and horse combinations onto either the Nominated Entry List and/or the Squad and/or the Team in order to best achieve the objectives of the Selection Policy (See Section 2.0). They must at all times use their discretion honestly and with integrity, having regard to, and acting in compliance with, any applicable BEF and BD code of conduct or code of ethics in force from time to time.

### 9.2 Designated events

- a. The Selectors may, at any time during the selection period, request an athlete/horse combination to compete in one or more specified competitions. If an athlete agrees to attend the competition but subsequently does not, without a veterinary/medical certificate, this will be the athlete's responsibility and may negatively impact on selection decisions. The International Director will inform the PD/Performance Manager (PM) and the athlete(s) concerned where this request is being made.
- b. The PD (or appointed representative), in collaboration with the Selectors, may ask athletes and horses to participate in specific training or Olympic preparation days. The PD will inform the athlete(s) concerned of the details regarding these requirements. Participation will be compulsory, except under exceptional circumstances agreed in advance with the PD/ID.
- c. Athletes must make themselves available for discussions/meetings with the ID and/or PD (or appointed representative) if requested.

### 9.3 Nominations

The Selectors will meet on or around 14 June 2021 and, in consultation with the Selection

Panel, will recommend to the BEF at least three (3) athlete/horse combinations, and up to the maximum number of nine (9) athletes and nine (9) horses (plus three [3] Ap Alternate Athletes and three (3) Reserve Horse combinations) to be submitted to the FEI as the Nominated Entries by the BEF by the Nominated Entry deadline of 21 June 2021 (FEI Regulations for Equestrian Events at the Olympic Games, 24<sup>th</sup> Edition, Article 607.2.1.(ii)).

The following criteria may be considered in concluding the recommendations for the Nominated Entries:

- a. Scores (obtained from the FEI website) from all CDI 3\*, 4\*, 5\*, CDI-W or CDIO competitions held during the period 1 January 2021 up to and including 13 June 2021, with due regard being given to results obtained from 1 January 2020 up to and including 31 December 2020.
- b. Consideration will be given to athlete/horse combinations with proven high scores in the Grand Prix Special (GPS) (the competition in which the team medal will be decided at the Games), notwithstanding that athlete/horse combinations must also have scores in the Grand Prix (GP) that will support qualification to, and secure the best possible draw in, the Team competition at the Games. There will be an onus on the athletes to ensure that every horse an athlete wishes to be considered for selection has GPS scores on its record within the timeframes outlined (see 9.3.a).
- c. Secondary consideration will be given to scores achieved in the Grand Prix Freestyle (GPFs) notwithstanding that athlete/horse combinations must also have scores in the GP that will support qualification to the GPFs and be aligned to fulfilment of the primary objective of the Selection Policy (see 2.1).
- d. Due consideration will also be given to scores obtained by the athlete/horse combination at previous FEI International Championships.
- e. The trend in scores.
- f. The competitiveness of the starters.
- g. The experience and standing of the judges in relevance to the 2020 (2021) Olympic Games.
- h. The competition format of the Olympic Games.
- i. Consideration of the reasons and justification behind any incomplete competitions from 1 January 2020 up to and including 13 June 2021 due to elimination, withdrawal and/or retirement.

#### 9.4 Final Sport Entries

The Selectors will meet on or around 22 June 2021 and, in consultation with the Selection Panel, will evaluate the athlete/horse combinations submitted to the FEI as the Nominated Entries and from those will recommend to the BEF a maximum of four (4) athletes and four (4) horses (the "Team") (see 1.3) to travel to the Games plus two/three additional reserves

(which may or may not be in order of preference). The recommendations will be forwarded to BOA for ratification on 2 July 2021 prior to submission to OCOG by no later than their Sport Entry Deadline of 4 July 2021.

For the avoidance of doubt, the Selectors reserve the right to nominate the four (4) athlete/horse combinations to travel to the Games on a 'no order' basis, which shall mean that – notwithstanding that one (1 combination) will necessarily need to be technically nominated as reserve for sport entry purposes – the decision as to which three (3) athlete/horse combinations will actually be selected to compete may be deferred until arrival and up to two (2) hours before the start of the Grand Prix Special at the Olympic Games (see Section 11).

The "Squad", i.e. the Team and all reserves, will be expected to comply with all quarantine requirements and travel to Liege to ensure, without incidence, four (4) fit and sound horses fly to the Games.

The following criteria may be considered when evaluating the athlete/horse combinations and making recommendations for the Final Sport Entries:

- a. Scores (obtained from the FEI website) from all CDI 3\*, 4\*, 5\*, CDI-W or CDIO competitions held during the period 1 January 2021 up to and including 20 June 2021, with due regard being given to results obtained from 1 January 2020 up to and including 31 December 2020.
- b. Consideration will be given to athlete/horse combinations with proven high scores in the GPS (the competition in which the team medal will be decided at the Games), notwithstanding that athlete/horse combinations must also have scores in the GP, which support qualification to and secure the best possible draw in the Team competition at the Games. There will be an onus on the athletes to ensure that every horse an athlete wishes to be considered for selection has GPS scores on its record within the timeframes outlined (see 9.4.a)
- c. Secondary consideration will be given to scores achieved in the Grand Prix Freestyle (GPFs) notwithstanding that athlete/horse combinations must also have scores in the GP that will support qualification to the GPFs and be aligned to fulfilment of the primary objective of the Selection Policy (see 2.1).
- d. Due consideration will also be given to scores obtained by the athlete/horse combination at previous FEI International Championships.
- e. The trend in scores.
- f. The ability of the athlete/horse combination to produce peak performance under high pressure conditions.
- g. The competitiveness of the starters.
- h. The overall performance and soundness of the athlete/horse combinations and the

likelihood of the athlete and horse's ability to remain fit to compete through the 2020 (2021) Tokyo Olympic Games

- i. The commitment of the athlete to preparing optimally for the Games, as outlined by the PD, Team Veterinary Surgeon (Vet) and Human Athlete Health Team, for each combination's specific requirements to produce optimal results in the Tokyo environment for the duration of the competition.
- j. The experience and standing of the judges in relevance to the 2020 (2021) Olympic Games.
- k. The competition format of the Olympic Games.
- l. The athlete's FEI rankings compared with the other athletes.
- m. The physical conditions in which the Games will be held, including pre-export quarantine requirements and the travel to the Games, and the potential impact of those conditions on the athlete/horse combination's performance.
- n. Behaviour of the athlete and people associated with the athlete (including, without limitation to, owners, coaches and grooms) that may have an impact on creating a positive team environment.
- o. Willingness of the athlete and his/her owners, coaches, sports science and medical staff, grooms and others that may be assisting the athlete in the build up to and during the Games to abide by the British Equestrian Charter and the BOA Team Members Agreement.

## 9.5 Fitness and soundness of the Horse

- 9.5.1 Horses that are candidates for selection for the Games may be examined for fitness/soundness at any time during the selection process, by the Team Vet (or another appointed veterinary surgeon if necessary). In addition, horses may, more specifically, be inspected before the Nominations selection meeting and final sport entries selection meeting. Examination and inspections may include the taking of blood for pre-Games testing.
- 9.5.2 Athletes are obliged to notify the Team Vet of any change in their horse's health status or veterinary management immediately. Athletes are expected to facilitate openness of communication between their own veterinary surgeon and the Team Vet to ensure that selectors can make rational decisions and that specific support can be instigated where required.
- 9.5.3 Once a horse has been included in the Nominated Entries or the Final Sport Entries athletes are requested to ensure that the Team Vet is informed of any changes/treatments taking place in the horse's veterinary plan before the announcement of the Squad and, if selected, before departure to the Games.

## 9.6 Fitness of the Athlete

9.6.1 Athletes that are candidates for selection for the Games may be requested to take a pre-determined and relevant fitness test at any time during the selection process. The decision to request a fitness test will be at the discretion of the Selectors in consultation with the PD (or appointed representative). The test criteria will be determined by the WCP team, led by the PD (or appointed representative) with input from the WCP Senior Medical Officer and WCP Athlete Health Lead, and is available on request.

9.6.2 Athletes are obliged to notify the WCP Athlete Health Lead of any change in their health status or management immediately. Athletes are expected to facilitate openness of communication between their own medical/fitness team and the WCP Athlete Health Lead to ensure that selectors can make rational decisions and that specific support can be instigated where required.

9.6.3 Once an athlete has been included in the Nominated Entries or the Final Sport Entries, they are requested to ensure that the WCP Athlete Health Lead is informed if their health status in any way impacts upon their ability to compete to their full potential.

#### 9.7 Maintaining form and fitness

Throughout the selection process selection, decisions are subject to the athlete and horse maintaining fitness and performance.

### 10.0 Selection timelines

10.1 The International Director will inform the PD and PM immediately on any selection decisions having been made.

10.2 The International Director will inform all athletes being considered for selection of the decisions of Selectors by telephone or direct conversation within a maximum period of 24 hours of the selection decisions having been made.

10.3 The athletes and horses to be submitted as the Nominated Entries will be informed on or around 14 June 2021. Athletes will be required to maintain confidentiality until official announcements have been made post the Nominated Entry deadline.

10.4 The athletes and horses to be submitted as the Final Sport Entries (the "Team") plus additional reserves (which may or may not be in order of preference) will be informed on or around 22 June 2021. Athletes will be required to maintain complete confidentiality until they are formally notified of the BOA ratification of their selection by the PD/PM and are subject to the requirements of a BOA Team Announcement.

10.5 The BOA, in consultation with the PD (or appointed representative), will announce the Team for the Games on or around 28 June 2021, unless circumstances dictate otherwise. Following this announcement, the athletes/horses will also be announced on the BEF and BD websites.

### 11.0 Post Selection

## 11.1 Team running order

11.1.1 The running order for the Team and Individual Qualifier (FEI Grand Prix) is as per FEI Rules (FEI Regulations for Equestrian Events at the Olympic Games, 24<sup>th</sup> Edition, Article 627.3.1).

11.1.2 Post the Squad selection and prior to departure for the Games, the PD (or appointed representative), PM and International Director will discuss the proposed likely Team running order for the Team Final (if qualified), subject to meeting the conditions of Section 14. The PD and or PM (or appointed representative) will inform athletes accordingly at the Games of the running order after assessment of the condition of the horses post-travel, the weather conditions and the health of the athlete/horses to compete to their maximum potential.

## 12.0 Conditions of remaining selected

12.1 Once an athlete/horse combination has been selected at either the Nominated Entry or Final Sport Entry stage, they must maintain their form and fitness in a suitable training and competition programme as agreed with the PD and ID. Failure to do so, or to discuss proposed amendments with the PD/ID, may result in the athlete being de-selected.

12.2 It will be expected that selected and reserve athletes and their grooms adhere to all requested training preparation, quarantine, travel arrangements, media and team meeting arrangements. Training preparation will include optimal performance preparation for athletes, grooms and horses aligned to anticipated environmental conditions and competition format at the Games. Failure to do so may result in the athlete being de-selected.

## 13.0 Deselection

13.1 Deselection of a Squad member may occur at any time between the announcement of the Squad and the BOA Sport Entry Deadline with OCOG (Tokyo 2020) on 5 July 2021. The final decision as to whether to replace/substitute during this period, whatever the reasoning, will be made by the PD (or appointed representative) and ID, in consultation with the Selectors, the Team Vet or the WCP Athlete Health Lead (as appropriate). This decision will be made with absolute discretion, honesty and integrity, it will be final and not subject to appeal.

13.2 After the BOA Sport Entry Deadline with OCOG (Tokyo 2020) on 5 July 2021, deselection/replacement/substitutions to the Team may only be made by the BOA, in consultation with the PD (or appointed representative), in exceptional circumstances (such as injury or illness) in accordance with the IOC Late Athlete Replacement Policy or, in the case of a Pre-Competition Change, as outlined below (see 13.5). This decision will be made with absolute discretion, honesty and integrity, it will not be subject to appeal and will be final.

13.3 In the case of an athlete being considered medically unfit to compete, the decision will be made following an examination by a WCP approved human sport science and medicine (SSM) practitioner. This may involve the athlete being asked to ride certain dressage movements. Being unfit to compete is best described as “not being able to ride their horse in a manner which allows the athlete to produce the standard of performance at which they were

selected for the duration of the competition”.

- 13.4 In the case of a horse being considered unfit to compete, the decision will be made following an examination by the Team Vet or a WCP approved veterinarian. This may involve the athlete/horse combination being asked to ride certain dressage movements. Being unfit to compete is best described as “not being able to produce the performance standard anticipated and at which they were selected for the duration of the competition”.

### 13.5 Pre-Competition Change

13.5.1 A "Pre-Competition Change" (FEI Regulations for Equestrian Events at the Olympic Games, Article 609.1) is defined as a change of an athlete/horse combination that is made and completed during the period 21 June 2021 (the FEI Nominated Entry deadline) and two (2) hours before the scheduled starting time of the Grand Prix. A Pre-Competition Change can only be made with another athlete/horse that has obtained the minimum eligibility standard for participation according to the relevant Rules and that was duly entered on the FEI list of nominated entries. Accordingly a Pre-Competition Change will only happen:

- a. Pre-departure for Tokyo, the last date for any Squad and/or Team pre-competition change will be based on when the horses fly to the Games and the number of horses taking part in Pre-Export Quarantine prior to departing to the Games.
- b. On arrival in Tokyo any “Pre-Competition Change” must be made and completed within the timeframes above and according to the Late Athlete Replacement (LAR) Policy.

### 13.6 Substitution

13.6.1 A “Substitution” (FEI Regulations for Equestrian Events at the Olympic Games, 24<sup>th</sup> Edition, Article 609.2 & Article 627) is defined as a change to the three (3) athlete/horse combinations named on the Team that is made and completed after the Grand Prix Test and up to two (2) hours before the scheduled starting time of the Grand Prix Special.

- a. Each Team may only substitute a maximum of one (1) athlete/horse combination during the Games.
- b. Substitution of a non-Team athlete is not permitted.
- c. An athlete/horse combination may only be substituted with the Ap Alternate Athlete/Reserve Horse.

Substitution can only happen if either:

- The horse is unfit to continue competing. The reason for this must be documented and supported by the Team Veterinary Surgeon or an OCOG appointed, FEI approved, Treating Veterinarian. This decision must be supported by the Team Leader (PD) and Team Manager (PM), subject to the conditions of

## Section 14.

- The athlete is unfit to compete. This decision must be supported by the WCP Athlete Health Lead, the Team Leader (PD) and the Team Manager (PM), subject to the conditions of Section 14.

### **14.0 Conflicts of interest**

- 14.1 In order to protect the integrity of the selection process, members of the Selection Panel, both voting and non-voting, shall not take any measure nor exercise any influence in relation to a matter where any conflict of interest or any other conflict exists or is perceived to exist.
- 14.2 All members of the Selection Panel must therefore take all reasonable steps to avoid situations where there may be a potential conflict of interest, whether that is a real or perceived conflict of interest.
- 14.3 A Conflicts of Interest register will be maintained by the Chief Executives of British Dressage and British Equestrian. All Selectors, team officials and WCP personnel, whether contractors or staff, should declare any potential Conflict of Interest by 31 January 2021, so they can be managed appropriately.
- 14.4 If any member of the Selection Panel, team official or WCP personnel has a declared interest that could cause conflict during the selection process, then they must step down from any discussion involving the potential or perceived conflict.
- 14.5 It will be incumbent upon all individuals involved in the selection process to declare any potential or perceived conflicts as soon as they arise. The PD, in consultation with the BEF and BD CEOs, will proactively manage any conflicts throughout the selection process to ensure that the integrity of selection decisions is maintained at all times.

### **15.0 Collective confidentiality**

- 15.1 To protect the integrity of the Selection Policy and process, it is vitally important that all parties involved recognize that there is at all times a high degree of confidentiality relating to any information that may have a bearing on selection and/or selection decisions

### **16.0 Team Members' Agreement/Charter/Code of Conduct**

- 16.1 Athletes, owners, grooms and athletes' "home teams" should behave at all times in a manner that does not potentially negatively affect performance or bring into disrepute the sport, BOA, BEF, WCP or BD, and at all times behave in accordance with the BOA Team Members' Agreement, the British Equestrian Charter and the BD Code of Conduct. Failure to do so may result in any selection decisions regarding an athlete being impacted negatively or if already selected could result in de-selection.
- 16.2 The BOA Team Member's Agreement (TMA) comes into force on the date an athlete is notified by the BOA that they have been selected as a member of Team GB. Selection as a

Team member, and continued membership of Team GB, is conditional upon athletes signing the TMA which will be communicated to athletes at the Nominations stage.

## **17.0 Clean Sport**

Selection is subject to compliance with FEI and BEF Equine Anti-Doping and Controlled Medication Rules and FEI, BEF and WADA rules on anti-doping.

## **18.0 Cancellation/postponement**

18.1 In the event of cancellation of the Games, the relevant parties will be notified straightaway. In the event of postponement a situation may arise where a new or different Squad needs to be selected in which case all parties will be notified and normal procedures for selection followed wherever possible.

18.2 In the event of exceptional circumstances beyond the BEF, BD or BOA control the BEF Board reserves the right to make decisions following consultation with the PD (or appointed representative), BOA, Chief Executive of the BEF and Chief Executive of BD, either to change the Selection Policy or the procedure, which might include the withdrawing of the British Team from competition. See also section 6.0.

## **19.0 Communication (Publication)**

19.1 The Selection Policy will be published on the BEF and BD websites and copies will be available on request from the BD and BEF offices.

19.2 Enquiries about the Selection Policy can be made either in writing (via e-mail) or by telephone to the BD and BEF offices.

## **20.0 Appeals Process and procedures**

20.1 Athletes have the right to appeal against a selection decision of the Selectors, but only on the grounds that the Selectors have failed to comply with the Policy or have made a decision that no rational body of competent Selectors could reasonably reach. The right to appeal a Selection Decision must not be seen as an opportunity to dispute the opinion of the Selector(s) where the selection procedure and selection criteria have been followed. In reaching their decision the Selector(s) are acting as experts.

20.2 An appeal must be made by submitting notice in writing to the Chief Executive of the BEF, in accordance with the BEF Selection Appeal Rules (the "Appeals Process"), within 24 hours of the relevant athlete being informed of the Selectors' decision.

20.3 A copy of the appeal must also be submitted to the Chief Executive of BD. The Chief Executive of BD shall, on receipt of the notice of appeal, seek to bring together all parties for a without prejudice discussion.

20.4 For the avoidance of doubt the Appeal Process shall continue to run during the course of such discussion. However, in the event that both parties notify the BEF (within 48 hours of receipt of the notice of appeal) that such discussion has resolved the appeal, the Appeal Process shall

be stayed.

- 20.5 Please note, one of the overriding objectives of the BEF Appeals Procedure is to enable the BEF to deal with selection appeals as quickly as is reasonably possible. Any Appeals Process will therefore be dealt with on an expedited basis with the aim being (to the extent possible) to complete the Appeals Process within five (5) to seven (7) days of the relevant selection decision.
- 20.6 The full details of the BEF Appeal Process is set out on the BEF website <https://www.britishequestrian.org.uk/about-us/rulebook>