



TECHNICAL OFFICIAL'S SELECTION POLICY

Introduction:

The ABSF has established this Policy to apply to the selection of Technical Officials at Events and for Other Selections and to detail the process and criteria by which such selection decisions will be made. All references in this Policy refer to the selection of Technical Officials at Events and for Other Selections.

ABSF acknowledges the critical role volunteers play in the sport of Swimming, particularly in relation to officiating at its Events, and values the contributions and sacrifices made by volunteers.

Purpose:

- (a) The purpose of this Policy is to provide a framework for the selection of Technical Officials. In particular, it aims to:
 - (i) provide a fair and transparent manner in which Technical Official selection decisions are made;
 - (ii) inform Technical Officials as to eligibility criteria for selection at Events and Other Selections; and
 - (iii) encourage excellence in officiating at Events at national, regional and international levels.
- (b) This Policy may be updated by the ABSF from time to time in the following circumstances:
 - (i) as a result of any change in the Technical Official eligibility criteria or rules relating to the selection of Technical Officials;
 - (ii) as a result of any change in the rules governing the sport of swimming or an Event;
 - (iii) to give effect to the Policy following a drafting error or oversight; or
 - (iv) to clarify any ambiguity or otherwise give effect to the intended meaning of the Policy.
- (c) ABSF will publish amendments to this Policy on its website (and by such other means as it considers necessary), and those amendments shall take effect immediately.

Selection Committee:

- a) The Selection Committee will be appointed by the executive board of the ABSF, comprising the Technical Director and two other board members, to make Technical Official selection decisions in accordance with this Policy.
- b) A member of the Selection Committee must not be present during discussions or vote on the selection of a person as a Technical Official if he or she has a material conflict of interest in relation to the selection of that person.
 - I. A person who is an Applicant, or an Immediate Family Member of an Applicant, being considered for selection by the Selection Committee will have a material conflict of interest and must absent himself or herself from selection discussions and shall not be entitled to vote.

Selecting Technical Officials:

Selection for National and Club events

- a) The technical official should have completed either a local or regional training course/webinar for the judge of stroke
- b) Officiated under supervision for at least 3 local championships
- c) Have compliance course passes in:
 - Safeguarding Children and Young People in Sport (<https://www.safesportinternational.com/>)
 - Anti-Doping Fundamentals
 - Competition Manipulation and Sports Gambling
 - Annual Update;
- d) Be fit and able to undertake all technical official roles nominated for;
- e) For selections to referee or starter positions, must have completed the World Aquatics Bronze certification or have been assessed as 'competent' by a member of the National Officiating Assessment Panel for selection as a referee or a starter.
- f) For appointment to a role within the Control Room, must have Meet Manager Operator and Recorder accreditation. If not able to officiate in the role independently, then the role will be as an understudy or apprentice.

For ABSF approval for selection for Regional Championships (Carifta, OECS, Goodwill)

- a) In addition to the above, officiated over the last two years in National championships
- b) Engage annually in CPD webinars and courses offered by Caribbean Technical Officials Taskforce (CTOT), PanAm Aquatics (PAQ), or World Aquatics (WA)

FOR ABSF approval for selection for International championships

- a) Be on the PAQ official's list
- b) Hold a bronze World Aquatics Certification
- c) Meet the criteria for the respective championships.

Selection Process:

(a) The Selection Committee may only select Eligible Technical Officials.

(b) Without limiting the Selection Committee's discretion, the Selection Committee may, in addition to the guiding principles, consider one or more of the following Factors in respect of the applicant and place such weight on any Factor as it deems appropriate:

- i) information on positions served by our local NTO's received from Regional and Continental meet directors provided the information is signed by the Meet referee or Meet director.
- (ii) officiating qualifications and/or accreditations;
- (iii) the number of World Aquatics List Technical Officials required to be appointed to an event;
- (iv) prior officiating experience (both locally, regionally, and internationally);
- (v) recency of officiating experience, including at local, regional, continental, and international events;
- (vi) understanding of PanAm Aquatics and World Aquatics Rules and Regulations and their application;
- (vii) suitability assessment reports;
- (viii) declaration of fitness to perform relevant duties as per the nomination form;
- (ix) availability to attend all sessions of the relevant Event or otherwise at the discretion of the Organizing Committee;
- (x) frequency of selections and officiating attendance in the previous 3 years;
- (xi) alignment of behavior with ABSF values and Codes of Conduct;
- (xiii) residential address of Applicant relative to Event location;
- (xiv) any requirements or guidelines of any external body where Applicants are applying for an appointment by such an external body; and
- (xv) any guidelines developed by ABSF for use by the Selection Committee as a supplement to the Policy, provided that if there is any inconsistency between any guidelines and this Policy, this Policy shall always take precedence to the extent of the inconsistency

For ABSF Events (or where the TO's selection committee appoints the Technical Official):

- (i) ABSF publishes a request for expressions of interest;
- (ii) An individual seeking selection as a Technical Official applies within the timeframe prescribed by ABSF;
- (iii) The Selection Committee considers applications and seeks information from the Technical Director
- (iv) The Selection Committee considers Applications and any information and recommendations provided and determines the selection of Technical Officials;
- (v) Each Applicant is notified about whether they have been selected, as well as the Event organising body (as applicable);

- (vi) Selection Committee (or delegate) determines rostering of selected Technical Officials; and
- (vii) Approved roster circulated to successful Applicants;
- (viii) For Other Selections (where ABSF nominates Technical Officials who are appointed by an external body, such as World Aquatics):
- (ix) The TO's Selection Committee publishes a request for expressions of interest;
- (x) An individual seeking selection as a Technical Official submits an Application within the timeframe prescribed;
- (xi) The Selection Committee considers applications and seeks information from regional associations, and other swimming organisations (as applicable), considers any information and recommendations provided, and determines nominees for Technical Officials positions;
The Officiating Manager conducts relevant checks.
- (xii) Officiating Manager makes a formal application to the relevant external body (as applicable) - nominee may be asked to provide information, prepare application, and/or submit application;
- (xiii) (xiii) Officiating Manager (or nominee if requested by Officiating Manager) applies to the external body; (xiv) each Applicant is notified of their selection and non-selection, respectively