



**Fédération de Squash
Luxembourgeoise**



Selection policy 2024



Introduction

FSL has power under its constitution to:

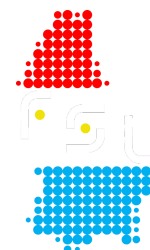
- Establish, organise, sanction and control international and national squash competitions, tournaments and events in Luxembourg
- Appoint coaches, managers, selectors, officials, referees, and other support personnel for the Association national representative teams and to determine the terms and conditions of such appointments and, if necessary, terminate such appointments.
- Select, or delegate to selectors the power to select, athletes and teams to be national representatives

This policy:

- Has been made in accordance with the FSL board
- May be amended from time to time by resolution of the FSL board
- Should be read in conjunction with other guidelines of the FSL or national guidelines, if applicable, such as (the list may not be exhaustive):
 - Anti-Doping Requirements set out by ALAD

Purpose of this Policy

The Selection policy aims to ensure we maintain appropriate and informed decision making and sets out the process that FSL will follow to help provide a robust, transparent, and fair selection process. This policy, and our accompanying other policies, inform everyone involved in our sport of the process and their rights of selection or nomination for Luxembourg representation.



WHOM THIS POLICY WILL APPLY TO

This policy applies to all Luxembourg representative selections or nominations led by FSL for international competition events including the following (but not limited to):

- European Team Championships (all categories)
- European Individual Championships (all categories)
- World Doubles Championships
- World Teams Championships
- World Juniors Championships
- Games of the Small States of Europe
- Olympic Games
- Any tournament that requires an endorsement by the FSL or is a direct representation of the FSL/Luxembourg

DEFINITIONS

The following definitions apply to this policy:

National FSL Programme Agreement means an agreement between a Selected Player and FSL.

Board means the board of directors of the FSL

Eligible Player means a squash player who is eligible in accordance with this policy to represent Luxembourg.

Event means an international squash or multisport event for which the person seeks Selection or Nomination to represent Luxembourg in squash.

Event Selection Criteria means the criteria developed by FSL specific to the Event for which the person seeks Selection or Nomination.

Exemption means a dispensation that an Identified Player need not satisfy part of the Event Selection Criteria to be considered for Selection / Nomination.

Identified Player means an Eligible Player who has expressed an interest to be Selected or Nominated for an Event.

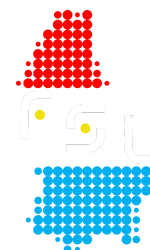
PSA means 'Professional Squash Association'.

Player Agreement means an agreement between a selected player and the FSL for the ETC team squash

Selected Player means an identified player who has been selected by FSL or CCF to represent Luxembourg at an event.

Selection means the selection process performed by FSL to select persons to represent Luxembourg at Events. The terms select and selections shall have a corresponding meaning.

Team means a group of athletes selected to represent Luxembourg



Eligibility criteria

To be eligible for selection or nomination, a player:

1. Must be a member of an affiliated club, and in good standing with their Club and the FSL,
2. Must be eligible to represent Luxembourg in the relevant event. This requires that an eligible player be born in Luxembourg or be a citizen of Luxembourg, or have resided in Luxembourg for at least the three years immediately preceding the event; and,
3. Must not have represented another country in the three (3) years preceding the start date of the event in a recognised international Squash team championship in any age group. This criteria is defined per the ESF Championship regulations - B Eligibility: https://europeansquash.com/wp-content/uploads/2024/07/Regulations_2023-web.pdf

Selection Panel

The CCF and the Board of the FSL including the National Coach..

Selection Process for FSL National Programme

The FSL will invite all players in Luxembourg to join their Open Day. The national coach will make suggestions of potential players that would make a good fit for the FSL National Programme. Additionally, known players to the FSL will be automatically invited, based on their ranking in the previous season, performance in national and international tournaments.

Selection Process for ETC

The CCF will gather the available information on players eligibility, performance, willingness to participate in a specific event, and will make a suggestion to the board of the FSL, according to:

- input from the National Coach
- performance at the National and Federal Championships
- performance throughout the season (National and International events)
- motivation throughout the season
- acceptance of the FSL National Programme and adherence to the latter
- willingness to follow training requirements (primarily conducted by National program or individually led trainings if approved by the national coach)
- availability

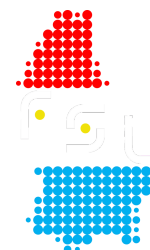


Exemptions

Granting exemptions is a standard procedure at both junior level and elite senior level. The provision of an exemption for an identified player is not indicative of their selection or otherwise, nor does it preclude any other identified player from fair consideration for selection / nomination.

Communication

The communication will be led by CCF. Players who are not selected should be directly told of that fact before any public announcement. Non-selected athletes should be offered the chance to meet with the selectors (if available) or if not, explained why they were not selected as communicated by the selectors. They should also be told of their right to appeal. For all athletes (whether selected or not), after the decision is communicated orally, it should be followed up in writing. Care should be taken with the wording of any explanation for a non-selection decision, to ensure it is consistent with the selectors' decision and reasoning. If a decision to select a player is conditional on them meeting a certain requirement, such as proving fitness or signing a player agreement, this should be specified in the communication advising of their selection with specific dates or timeframes for the conditions to be met. The consequences of not meeting them should also be made clear such as withdrawal from selection.



Withdrawing players after selection

A selected player may be suspended or removed from a team by the CCF and selectors, at their absolute discretion. There may be a number of reasons why a player may be withdrawn from selection including, but not limited to:

- Due to illness or injury, becomes unable to perform to a standard deemed satisfactory by the FSL.
- Breaches or fails to fulfil a requirement of the anti-doping policies of ALAD, World Squash Federation (WSF) or other approved agencies.
- Demonstrates a lack of training or tournament preparation required to perform to the best of their abilities, this includes non-participation in training camps or selected events.
- Withdrawal by the player.
- Personal circumstances of the player.
- A successful appeal by another player which forces the selected athlete out of selection.

In order to withdraw a player, the grounds and process for doing so must be specified.

Selected player commitments

Once selected to a team, and to remain selected:

- Where applicable, selected players shall execute and comply with an athlete agreement between the selected player and the FSL.
- Selected player's training schedules should be ratified and agreed by the National Coach in preparation for the event.
- Selected Players shall demonstrate commitment to the team by maintaining or improving their fitness levels and ensuring that their competitive performances are maintained at a high standard appropriate for competition at the event.
- If an injury occurs to a selected player after selection or nomination, they will be required to demonstrate an appropriate level of fitness to remain as a selected player.
- For all Tournaments to comply with any additional requirements imposed by WSF, ESF Olympic Comity. Failure to satisfy the above criteria by a selected player may result in the selected player being removed entirely from the team. Attendance, behaviour, and performance of selected players will be constantly reviewed, and continued membership of a team will be dependent on these factors.



Appeals

Any player who is aggrieved by the selectors' decision not to select or nominate them may appeal the decision of the selectors initially to the CA of the FSL, and if still not satisfied to the Sports Tribunal (CLAS) of Luxembourg.

An appeal may only be made on one or more of the following grounds:

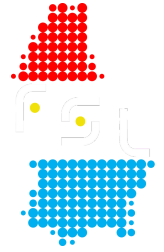
- The selection criteria have not been properly followed and/or implemented
- The person seeking selection was not afforded reasonable opportunity to satisfy the applicable selection criteria
- The selection decision was affected by actual bias, or
- There was no basis on which the selection decision could have reasonably been made.

The selection appeal must be filed with the President of the FSL within 48 hours of the selectors' decision being first communicated or published.

The decision of the Sports Tribunal shall be final and there shall be no further right of appeal.

The following options are recommended once FSL receives an official appeal:

1. Meeting with the player to explain and discuss the decision is important in every case to help the player understand the decision and minimise the impact of an adversarial process on the player – FSL relationship. Alternatively, a meeting facilitated by an independent person with the player and FSL to explain and discuss the decision.
2. Holding a mediation at which an independent qualified mediator between the player and the FSL to see if a resolution can be agreed to withdraw the appeal. It can often be difficult to mediate a selection appeal without impacting on another player's position as a selected player but in some instances, it can be a very helpful process;



Funding Framework

If we send a team, the following is the framework for funding:

1. If there is available full funding by either, FSL covers all costs.
2. If there is not available full funding, FSL will fund the minimum of management costs and entry fee. Players are required to pay the Programme Registration Fee determined in the FSL National Programme Agreement