

Athlete transition – retirement, non-selection and deselection support guidelines

1. Purpose

To assist Snow Australia staff and Athletes navigate the process of transitioning out of sport, deselection from a team (which includes a downgrade of athlete contract) or non-selection to a team for an event such as the Olympic or Paralympic Games.

2. Retirement

When an athlete has formally decided to retire from competing in high performance sport and transitions towards future endeavors.

2.1 Retirement Process

- i. Athlete notifies staff/ coach/ service provider or CEO in writing of intention to retire from the sport.
- ii. Head Coach or Athlete Wellbeing & Engagement Manager to follow up with athlete to discuss and confirm their retirement decision and offer any initial support or access to any support services.
- iii. CEO to formally acknowledge and confirm the athlete's intention to retire via email or letter.
- iv. With athlete approval, Program Manager/Head Coach/ Athlete Wellbeing & Engagement (AW&E) Manager notify other athletes in the high-performance program and relevant staff including the Chief Medical Officer, Sports Science and Sports Medicine and National Institute Network (NIN) service providers.
- v. In consultation and with approval from the athlete, Snow Australia to make a formal announcement.
- vi. In a timely manner, Snow Australia notify Olympic Winter Institute of Australia's Sport Medicine and Athlete Support Services (SMASS) Network, Australian Institute of Sport, Sports Integrity Australia, and International Ski Federation of athlete's decision to retire from the sport.
- vii. AW&E Manager to arrange time with athlete to seek out best ways in which they would like to be supported through this time. This may include a transition plan or a rostered check in with athlete driven contacts in the Snow Australia / NIN network.
- viii. If athlete has service provision through a NIN provider, AW&E Manager to make relevant

contact with provider to discuss and consolidate transition support.

- ix. AW&E Manager to work with athlete's service team to work through service provision for the duration 12-months or longer if required- see [Appendix A](#). This may include a combination of the Wintersports Performance Services Network (WPSN) and NIN service provision.
- x. Duration of support offered through the WPSN is 12 months, NIN timelines may vary.

3. Non-Selection/Deselection

In the event of an athlete not being selected to represent Snow Australia at a pinnacle event or on a team, including the Olympic or Paralympic Games, World Championships and World Cups. This may include, a long list athlete does not meet criteria to be nominated to the relevant body (Australian Olympic Committee or Paralympics Australia).

Deselection refers to when an athlete has been deselected from a team/high performance program or has had their contract level reduced based on *Snow Australia's Athlete Categorisation Framework*, the following steps should be taken:

- i. Conversation with athlete before formal written notice is given. This will be provided by the Program Manager, Head Coach, CEO, or whoever is best placed to advise the athlete regarding their non-selection or deselection.
- ii. Conversation to be followed up with written notice including detailed information about next steps, additional support services and resources and in some cases new contract level documentation.
- iii. AW&E Manager contacts athlete within 24 hours of notification to discuss and access relevant support services and resources, education and development opportunities and adjusting level of care and support accordingly.
- iv. Athletes may arrange to request seek further feedback from the Head Coach or Program Manager, to discuss detailed reasons for their non-selection or deselection. Athletes may include a support person (a parent or guardian must be present if U/18) during feedback session.
- v. Athlete and AW&E Manager to agree on an appropriate support plan if necessary. This includes regularly check ins as required.
- vi. Athlete to be supported through what would have been the competition period and offered either alternative programming (if possibility in consultation with program staff, coaching etc.) or alternatively AW&E activity if available.
- vii. Inclusion of updated athlete categorization / contract level or such to be communicated to all service providers through SMASS agenda, WPSN and other relevant stakeholders such as the Australian Institute of Sport or NIN provider as required.

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- i. Non-selection and/or deselected athletes to be communicated to all service providers through SMASS agenda, WPSN and other relevant stakeholders such as the Australian Institute of Sport or NIN provider as required.

NB – Where an athlete is seeking to appeal their Non-Selection/Deselection, Snow Australia will continue to offer support services as required to assist the athlete through the process.

4. Breach

In the event an athlete has failed to follow any Rules, breached a contract or any relevant Snow Australia policies, or incurred an anti-doping rule violation, Snow Australia may at its discretion limit or withdrawn formal transition support from an athlete.

Appendix A – Formal transition support

Service	Details	Duration
Athlete Wellbeing & Engagement	<p>If the athlete is categorised, Snow Australia AW&E Manager to touch base regarding access to services available to the athlete (Mental Health Referral Network, Career Practitioner Referral Network, Personal/Professional Development programs, Community Engagement initiatives) .</p> <p>This will include regular check ins with AW&E Manager and/or relevant HP staff or coach as agreed with the athlete.</p> <p>If the athlete is not categorised, AW&E manager to provide resources to services available through alternative organisations. These services will be at the athletes' own cost.</p>	12 months AW&E provision offered as a current athlete for the duration of the transition process.
Medical & Physiotherapy Services	<p>If categorized and supported through the WSPSN, athlete will be required to be seen by CMO or alternatively by a NIN CMO if living outside of Victoria to conduct and capture medical status and exit from the sport.</p> <p>If not categorized, athlete may organise an appointment with a provider to assess at own expense.</p> <p>In the event an athlete has to medically retire from the sport, provision of medical and physiotherapy services will be offered on a case-by-case basis.</p>	Up to 12 months after departure from sport
Strength & Conditioning	<p>S&C services dependent on athlete individual categorization / NIN scholarship status. Athletes offered programming to support overall health and wellbeing over a set period withing the transition window, this is to be worked out on an individual basis.</p> <p>If athlete is uncategorized and does not receive NIN support, this is an individual expense / choice to be worked out with their private S&C provider.</p>	Up to 12 months after departure from sport

Nutrition	<p>If categorized and supported through the WSPSN, athletes offered three consults to work on specific personal wellbeing or body composition goals or alternatively can be broader (setting up home pantry, meal prep for work routines, development of cooking skills or even cookbook recommendations).</p> <p>Additionally, NIN may also offer nutrition support for the athlete up until the end of their scholarship period.</p> <p>If not categorized, athlete may organise an appointment with a provider to assess at own expense.</p>	Up to 12 months after departure from sport
Snow Australia Alumni Network	Athlete to be included in Snow Australia's alumni network for ongoing opportunities and engagements such as Snow Australia awards, mentoring within the pathway or networking events and relevant communication.	Ongoing
Other	Additional services not listed may be approved at the discretion of Snow Australia on a case-by-case basis.	As required.