



Nepal Swimming Association

NSA ATHLETES & COACHES SELECTION POLICY 2025

Nepal Swimming Association (NSA)

Policy on Transparent, Merit-Based, and Public Selection Procedures for Athletes and Coaches

Effective From: 2025-08-25

Approved By: NSA Executive Board

Version: 1.0

1. Purpose

The purpose of this policy is to ensure that the selection of athletes and coaches representing Nepal in international swimming events is conducted in a **transparent, fair, merit-based, and publicly accessible** manner. This document establishes clear procedures, responsibilities, criteria, and communication mechanisms to uphold integrity, accountability, and equal opportunity within the Nepal Swimming Association (NSA).

2. Scope

This policy applies to:

- All athletes registered with the NSA
- All coaches certified or recognized by the NSA
- All NSA selection committees, officials, and technical personnel
- All international competitions sanctioned by World Aquatics, Asia Aquatics, South Asian Games, Olympic Council of Asia, and other officially recognized bodies

3. Guiding Principles

1. **Meritocracy:** Selection based strictly on performance, preparedness, and potential.
2. **Transparency:** Processes, criteria, and outcomes must be accessible to the public.
3. **Equal Opportunity:** No discrimination based on gender, ethnicity, region, religion, or personal affiliation.
4. **Accountability:** Decisions must be evidence-based, documented, and reviewable.
5. **Integrity:** Avoidance of conflict of interest; ethical behaviour required from all officials.

4. Selection Committee

4.1 Composition

The NSA Executive Committee shall appoint a **Selection Committee** comprising:

- 1 Chairperson
- 2 Technical Experts (World Aquatics certified officials preferred)
- 1 Athlete Representative
- 1 Coach Representative
- 1 Independent Observer (without voting rights)

4.2 Eligibility & Conflict of Interest

- Members must declare any conflict of interest in writing.
- Individuals with family or coaching ties to any candidate must recuse themselves.
- All meetings' minutes and decisions must be documented and archived.



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5. Selection of Athletes

5.1 Eligibility Requirements

- Must hold valid NSA registration and be in good standing.
- Must hold a Nepalese Passport valid for at least 6 months beyond the competition date.
- Must meet the NSA Code of Conduct and anti-doping compliance requirements.
- Athletes Converting to Nepalese Passport must comply with Sports Nationality Rules & Regulation as per World Aquatics and International Olympic Council.

5.2 Performance-Based Criteria

Selection shall prioritize objective performance indicators such as:

1. **National Championship Results** (within last 3 months or as per NSA if Less than before 3 months)
2. **World Aquatics Points**
3. **Recognized Time Trials** approved by NSA
4. **International Performance Records** (Only When Explicitly mentioned by NSA for Specific Event)
5. **Recent Form & Consistency**—verified through monitored training logs and trial events

Minimum qualifying times (MQTs) shall be published at least **60 days** before selection as mentioned by NSA if the qualifying time period is shorter than 60 days.

5.3 Trials & Evaluation Procedures

- NSA shall organize **open, publicly announced trials** whenever necessary.
- Results must be recorded electronically and verified by certified officials.
- Documentation of trials must be archived for transparency.

5.4 Final Athlete Selection Process

1. Compilation of performance data by NSA technical committee
2. Evaluation by the Selection Committee
3. Draft list created and signed by all committee members
4. Publication of results on the NSA website and public notice board
5. Opportunity for appeals

6. Selection of Coaches

6.1 Eligibility

- Must hold valid certification from National Sports Council, World Aquatics, NSA, or equivalent authority
- Must have coached athletes achieving qualifying standards within last 12 months
- Must complete safeguarding, anti-doping, and ethics training

6.2 Selection Criteria

1. **Track Record:** Performance history of coached athletes
2. **Technical Expertise:** Certifications, clinic participation, and specialization
3. **Conduct:** Compliance with NSA ethical guidelines
4. **Communication & Team Management Skills**
5. **Gender Balance:** NSA encourages inclusion of qualified women coaches



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6.3 Appointment Procedure

- Open call for applications
- Evaluation and scoring using standardized criteria
- Interviews (if required)
- Publication of final list

7. Transparency & Public Disclosure

NSA shall publicly release:

- Selection criteria documents
- Trial dates, venues, and rules
- Athlete performance data (summary format)
- Final selection lists
- Names of Selection Committee members
- Rationale for selection decisions (aggregate explanation)

All information must be uploaded to:

- NSA official website
- NSA social media channels
- Physical notice board at NSA office

8. Appeals & Grievance Handling

8.1 Appeals Submission

Athletes and coaches may file an appeal within **3 days** of selection announcement with:

- Written complaint
- Supporting evidence
- Processing fee (refundable if appeal is upheld)

8.2 Appeals Committee

A separate **Appeals Committee**, independent of the Selection Committee, will:

- Review evidence within 7 days
- Conduct hearings if necessary
- Issue a written final decision

The decision of the Appeals Committee is final.

9. Ethical Standards & Integrity Safeguards

- No coach or official may solicit payment, favour, or influence for selection.
- Any breach of integrity will result in disciplinary action, including termination or suspension.
- Anonymous reporting mechanisms will be maintained.

10. Policy Review & Amendments

This policy shall be reviewed every **two years**, or earlier if:

- Required by international bodies
- Recommended by NSA General Assembly



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- Significant procedural issues arise

Any amendments require formal approval by the NSA Executive Committee.

11. Implementation

This policy comes into effect immediately upon approval and supersedes all prior selection guidelines.