NETBAL NEDERLAND SELECTION POLICY

1.0 PURPOSE

1.1 This Selection Policy outlines the principles, criteria, and procedures used by Netball Netherlands to select athletes for national representative teams. It ensures a fair, transparent, consistent and performance-led approach aligned with NOC*NSF guidelines, international best practice and World Netball regulations.

2.0 SCOPE

2.1 Applies to selection of players, reserves and development squad members for Senior National Teams – Women's, Mixed and Men's.

3.0 GUIDING PRINCIPLES

3.1 Selection will be conducted with fairness, equity and transparency, merit-based assessment, alignment with performance objectives, athlete welfare, evidence-based decision-making and non-discrimination. All decisions must be documented and reviewable.

4.0 ELIGIBILITY

4.1 Athletes must:

A. Be registered members of Netbal Nederland
    a. If athletes are based outside of the Netherlands, athletes are requested to become affiliated members of Netbal Nederland upon selection
B. Meet nationality and World Netball eligibility rules
C. Complete anti-doping education
D. Be in good disciplinary standing and not be subject to any active suspension or sanction by the NNL Disciplinary Board or the Institute for Sports Judiciary (ISR)
E. Hold appropriate medical and fitness clearance

5.0 GOVERNANCE AND SELECTION AUTHORITY

5.1 Selection Panel:

A. Performance Director (Chair)
B. Head Coach
C. Assistant Coach
D. Support Coaches or advisors (as required)

5.2 The Performance Director holds final authority following consultation.

5.3 The Board delegates selection operations to the Selection Panel pursuant to the powers vested in the Board under Article 15 of the NNL Statuten.

6.0 SELECTION PHILOSOPHY

6.1 Selection is role-specific and combination-based. Players are assessed across technical, tactical, physical, psychological and behavioural domains.

7.0 ASSESSMENT CRITERIA

7.1 Technical, tactical, physical, psychological and performance history will all be assessed.

7.2 Standardised testing may be used.

8.0 ASSESSMENT MATRIX

8.1 Assessment will utilize quantifiable metrics, including standardized physical test results, verified match-play statistics, and role-specific technical KPIs. The assessment matrix data will be recorded in writing to ensure a reviewable audit trail.

8.2 The Assessment Matrix will be summarized with the following:

YES – Meets required standard

MAYBE – Competitive

NOT YET – Development required

9.0 SELECTION PROCESS

9.1 Includes talent identification, trials, camps and ongoing performance review. Decisions will be documented and communicated.

10.0 COMMUNICATION

10.1 Athletes will be notified within five working days.

10.2 Feedback available upon request.

11.0 INJURY AND REPLACEMENT

Players may be replaced if unable to compete effectively following medical assessment.

11.1 Selected athletes or squad members who sustain an injury, illness, or medical condition that impacts their ability to train or compete at the required elite standard must immediately notify the Head Coach and the Performance Director.

11.2 If the medical assessment concludes that an athlete cannot safely or effectively perform their role within the required tournament timeline, the Performance Director holds the authority to formally de-select the athlete or move them to a reserve status. This decision will be delivered to the athlete in writing with documented medical rationale.

11.3 When a selected player is removed due to injury or illness, the Selection Panel will fill the vacancy using the following protocol:

A. The vacancy will be filled by the highest-ranked reserve player identified during the initial selection process, provided they meet specific positional requirements.

B. If no designated reserve meets the technical or positional needs of the squad, the Selection Panel may select a replacement player from the broader registered player pool, provided they meet all eligibility criteria under Section 4.0.

11.4 De-selected athletes remain part of the broader national pathway program and will be provided with a return-to-play protocol where feasible. Re-instatement into active national selection pools is conditional upon a documented medical clearance from an NNL-approved physician and passing standard physical benchmarks.

11.5 Athletes are personally responsible for maintaining valid health and sports insurance coverage. Primary medical costs, treatments, and rehabilitation expenses remain the responsibility of the athlete and their private insurer.

12.0 CODE OF CONDUCT

12.1 Athletes must comply with the NNL Code of Conduct, the ISR Regulations on Sexual Intimidation and Abuse, and the NOCNSF Match-Fixing Disciplinary Regulations.

12.2 Any active investigation into a breach of these integrity frameworks may result in immediate suspension from the selection pool.

13.0 APPEALS

13.1 An athlete may only appeal a selection decision on the grounds of **procedural error**, alleging that this Selection Policy was not applied correctly, fairly, or objectively. Appeals based on a subjective disagreement with the Selection Panel's performance merits are strictly invalid.

13.2 Fast-Track Internal Review

- The athlete must lodge a written appeal with the NNL Board within **72 hours** of receiving official selection notification. For short-notice tournament replacements, this window is reduced to **24 hours**.
- The Board will issue a binding procedural ruling within **48 hours** of receipt.

13.3 If the internal review does not resolve the dispute, the athlete retains the right to escalate the matter within **72 hours** to the **Institute for Sports Judiciary (ISR)** for final, binding arbitration in accordance with NOC*NSF compliance mandates. The ISR tribunal ruling shall be absolute and binding upon the athlete, the selection panel, and Netbal Nederland.

14.0 CONFIDENTIALITY

14.1 All Selection Panel deliberations, assessment matrices, and individual data are strictly confidential. Panel members, coaches, and staff shall not disclose internal discussions or athlete evaluations to any third party, the media, or social media.

14.2 Written selection rationale and data may only be shared:

- Directly with the affected athlete during a private feedback session.
- Securely with the internal review panel or the ISR tribunal during a formal appeal.

14.3 Roster decisions are strictly embargoed until officially published by Netbal Nederland. Any unauthorized leak or breach of confidentiality by an athlete or official constitutes a code of conduct violation and may result in immediate de-selection.

15.0 RECORDS

15.1 Netbal Nederland maintains documented evidence and rationale.

15.2 All athlete performance data is treated as sensitive personal data under the Dutch *AVG*. Data will be stored securely by NNL for 24 months following the tournament cycle, then destroyed. Athletes may access their own data, but have no right to view other athletes' scores.

16.0 REVIEW

16.1 This policy will be reviewed annually and amended by Board approval.

17.0 DOCUMENT HISTORY

Version 01: Policy formation

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