

2027 Appeals Policy

BACKGROUND

The Rowing SA State Team Selection Policy outlines the broad selection criteria for all rowers and coxswains and can be viewed on the [Rowing SA website](#). This document operates as a supporting policy to the Selection Policy and outlines the Appeals process and relevant documents.

APPEAL PROCESS

Should an Athlete, Coxswain, Coach, or Selector (including a Coach or Selector in relation to a selection decision of the CSSP) consider that, to their detriment, natural justice has not been applied during the selection process, then that Participant can raise a concern and, if it is not resolved, lodge a Formal Appeal in accordance with the steps and timeframes below, starting within 48 hours of being notified via official email that they are no longer part of the trial or selection process, or that they have not been selected into a crew or appointed to a role (By-Laws clause 7.1), on one or more of the following grounds:

- a. the express requirements of the Selection Policy or (where applicable) the Event Requirements have not been properly followed and/or implemented; or
- b. the decision was affected by actual bias; or
- c. there was no material on which the decision could reasonably have been based.

An appeal cannot be brought solely because a Participant disagrees with the Selectors' assessment of performance or the weight given to particular Selection Criteria. The role of an appeal is to review whether the Selection Policy was properly applied, free of bias and supported by material before the Selectors, not to substitute a different assessment of performance.

The 48-hour period to raise a concern under Step 1 commences when the Official Notification email is sent, even where the decision was first communicated in person or by phone.

Upon receipt of a Formal Appeal, the CEO will refer it to an Independent Appeals Tribunal in accordance with clauses 7 and 8 of the [Rowing SA By-Laws](#) (July 2026). The Tribunal will consist of three members appointed by the CEO, including a Chair and at least one member with legal or governance experience, ordinarily drawn from the Board-approved pool. No person with an actual or perceived conflict of interest in the matter, and no Selector, CSSP member, State Team Coach or Selection Ombudsman involved in the matter, may sit on the Tribunal. Any party may object to a Tribunal member on conflict grounds within two business days of the notice of appointment. The hearing will be held as soon as reasonably possible and, unless not practicable, within seven days of the Formal Appeal being lodged.

A Formal Appeal must be in writing, emailed to the Rowing SA CEO within 48 hours of the Participant receiving the written outcome of Step 3, and must set out the decision being appealed, the ground(s) relied on, the reasons and any supporting material, and the outcome sought.

The Independent Appeals Tribunal may exercise any of its powers under clauses 8.5 and 8.6 of the By-Laws, including to uphold or dismiss the appeal (in whole or in part), amend, substitute or set aside the original decision, or refer the matter back to the relevant Selection Panel or CSSP with recommendations. The Chair will provide a written report of the Tribunal's findings, decision and reasons to the CEO within five business days of the close of proceedings, and the CEO will provide it to the appellant and affected persons within a further five business days. The Tribunal's decision is the final escalation of process within Rowing SA; any further escalation is to Rowing Australia or the Court of Arbitration for Sport, within their own remit (By-Laws clause 8.8).

Where an appeal concerns a decision of the CSSP, of which the CEO is a member, the CEO's functions under this Policy and clauses 7 and 8 of the By-Laws will be performed by a delegate appointed by the Board. Board ratification of a CSSP decision is not separately appealable.

Given competition deadlines, Rowing SA will work to complete each step as quickly as possible so that appeals are resolved before entries close for the relevant competition, while remaining within the maximum timeframes in the By-Laws.

2027 STATE TEAM

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Tribunal deliberations are confidential, and no public statement about an appeal may be made without the express written authority of the Board (By-Laws clauses 8.9, 8.10 and 12.2).

This Policy applies only to selection and appointment decisions (By-Laws clause 10.4(b)). Conduct matters, including any deselection or sanction arising from a breach of the Code of Conduct, are dealt with under clause 10 of the By-Laws, including the applicable RA National Integrity Framework policies and the Rowing SA Disciplinary, Complaints and Dispute Resolution Policy. Competition protests and race-day decisions are dealt with under the Regulations for Boat Racing.

TIMELINE

The appeals process is mapped out below.

Steps 1 to 3 must be completed before a Formal Appeal can be lodged (By-Laws clause 7.1). Each step has a set timeframe so that appeals can be resolved as quickly as possible.

Step	What happens	Timeframe
STAGE 1 – INFORMAL RESOLUTION (must be completed before a Formal Appeal – By-Laws cl. 7.1)		
1 Raise a concern	The Participant contacts the Chair of the relevant Selection Panel (Athlete and Coxswain decisions) or the CSSP (Coach and Selector decisions) in writing, identifying the decision and their concern.	Within 48 hours of Official Notification
2 Review meeting	An in-person or online meeting between the Participant and a Selection Panel or CSSP representative and/or the crew Coach. The Participant can seek clarification, ask questions and raise concerns. The panel then gives a written outcome.	Meeting within 2 business days of the concern; written outcome within 1 business day of the meeting
3 Ombudsman review	If the concern is still unresolved, the Participant contacts the Selection Ombudsman, who reviews the process with the relevant Selection Panel or CSSP and Coaches, may make recommendations, and gives a written outcome that closes Stage 1.	Contact within 1 business day of the Step 2 outcome; written outcome within 2 business days
STAGE 2 – FORMAL APPEAL (By-Laws cl. 7 and 8)		
4 Formal Appeal	The Participant lodges a Formal Appeal in writing with the Rowing SA CEO, setting out the decision, grounds, reasons, supporting material and the outcome sought.	Within 48 hours of the Step 3 written outcome (cl. 7.2)
5 Tribunal appointed	The CEO (or a Board delegate for CSSP matters) refers the appeal to an Independent Appeals Tribunal of three members, including a Chair and at least one member with legal or governance experience, and issues a notice of hearing. Any party may object to a member on conflict grounds.	Appointment and notice as soon as possible, max. 5 business days (cl. 8.1(d)); objections within 2 business days (cl. 8.1(f))
6 Hearing and decision	The Tribunal hears the appeal fairly: the appellant may have a support person or advocate, call witnesses and submit documents. The Chair reports the findings, decision and reasons to the CEO, who notifies the appellant and affected persons.	Hearing within 7 days of lodgement where practicable (cl. 8.2); report and notification each within 5 business days (cl. 8.6, 8.7)
The Tribunal's decision is the final escalation of process within Rowing SA. Any further escalation is to Rowing Australia or the Court of Arbitration for Sport, within their own remit (By-Laws cl. 8.8).		

Note: where a Step 2 meeting or Step 3 review cannot be completed within the timeframes above, the Selection Panel Chair, CSSP Chair or Selection Ombudsman (as applicable) will issue a written notice closing that step, so the Participant can proceed to the next step without losing their right of appeal.