

State Team Selection Policy

Victorian State Team – Selection Policy



Updated: 2026

Our Commitment

Underwater Hockey Victoria is committed to a fair, transparent, and integrity-driven selection process for all Victorian representative teams. Selection will be based on published criteria, and all selectors, coaches, and officials must declare any actual, perceived, or potential conflicts of interest. Individuals will not participate in selections where a conflict exists, including cases involving family members, housemates, or those under their care. Our goal is to ensure all athletes are given equal opportunity in a respectful and unbiased environment. This policy will be reviewed annually.

1. Process

- 1.1. Coaches will be appointed in accordance with VUHC bylaws (7.1 and 7.2).
- 1.2. Player nominations will be called for at least 28 days prior to the date of selections.
- 1.3. An integrity auditor will be appointed by VUHC to oversee the selection process.
- 1.4. A selection panel will be appointed in accordance with VUHC bylaws (7.12 and 7.13).
- 1.5. A criterion for selection will be established and provided to players, in accordance with VUHC bylaws (7.19).
- 1.6. Selections will be provided to the VUHC for final approval and they will announce player selection.

2. Selectors

- 2.1. Selection decisions will be based mainly on trial performance; however, they will also consider:
 - 2.1.1. Performance at previous competitions, trainings and team events (track record)
 - 2.1.2. Attendance at competition, training and team events (commitment).
 - 2.1.3. Good sportsmanship (values).
 - 2.1.4. Abiding by the Australian Underwater Federation's Code of Behaviour on and off the field (behaviour).
- 2.2. A selection panel will be appointed through an Expression of Interest (EOI) process. All EOIs will be reviewed to identify any actual or perceived conflicts of interest.
- 2.3. In accordance with VUHC Bylaws (7.12), each selection panel will consist of the team (head) coach and two members of the Victorian Underwater Hockey Community.
- 2.4. The VUHC will take into account the gender of the team being selected in the gender composition of the selection panel.
- 2.5. If no members of the Victorian underwater hockey community express interest in joining the panel, clubs will be invited to nominate a representative. If no suitable Victorian candidate is available, the VUHC may seek volunteers from other states or from other sporting organisations with relevant player selection experience.
- 2.6. The selection of players will comply with the selection policies and guidelines established Underwater Hockey Australia including adherence to the Sport Integrity Australia (SIA) Safeguarding Children Policies. [UHA BYLAWS](#)
- 2.7. To preserve the integrity of the selection process, all discussions and decisions related to player selection must remain strictly confidential and free from external influence or interference by individuals not appointed to the official selection panel.



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- 2.8. Final player selections will be endorsed by the integrity auditor and reviewed by the VUHC prior to the issuance of letters of offer. All VUHC members are required to uphold the confidentiality of selection outcomes until such time as letters of offer have been formally sent and accepted.

3. Coach

- 3.1. In accordance with VUHC Bylaws 7.15 the (head) coach will provide the players with the selection criteria prior to the commencement of the first trial session.
- 3.2. In accordance with VUHC Bylaws 7.16 the coach(es) will declare any conflict of interest regarding players that are family members, partners or themselves.

4. Players

- 4.1. Players who are selected in the team acknowledge that there is a financial commitment involved in being selected at the time of nomination, in accordance with VUHC Bylaws 7.11.
- 4.2. Players selection is contingent on the acceptance of the player agreement.
- 4.3. For players under 18, selection is contingent on the acceptance of the player agreement by the player and their guardian.
- 4.4. Players who trial for the U15 and U19 teams understand they may be required to stay in team accommodation.
- 4.5. Players are required to have current AUF membership at the time of trials and must maintain this membership until after the competition for which they are selected.

5. Victorian Underwater Hockey Commission

- 5.1. The VUHC will appoint a person to act as an Integrity Auditor (IA) to be responsible for overseeing the integrity of the selection process, to support the selection panel in their decision making and to ensure the panel is free from external influence.
 - 5.1.1. The IA does not hold a voting right.
 - 5.1.2. The IA is able to ask questions of the panel about the selection process and decisions.
 - 5.1.3. The IA will report to the VUHC about the selection process and that integrity has been upheld.
- 5.2. The VUHC will review the selected squads.
- 5.3. The VUHC reserves the right to ask for all notes and criteria used to select teams.
- 5.4. The VUHC will announce the team to the Victorian community once players have accepted their selection, signed relevant player agreements, and provided related signed consent forms.