

# TEAM SELECTION BY-LAW



**ONE TEAM ONE DREAM**



MACCABI AUSTRALIA INCORPORATED

21<sup>st</sup> MACCABIAH GAMES

AUSTRALIAN TEAM SELECTION BY-LAWS

ATHLETE, OFFICIALS & SUPPORTERS

12 JULY 2020

MACCABI AUSTRALIA INC  
ABN 99 643 176 941  
1/115 Hawthorn Road  
Caulfield North, VIC 3161  
Australia  
T: (03) 9563 5885

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## 1 BACKGROUND

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Maccabi Australia Incorporated (MAI) is a not-for-profit organisation, committed to the connection and continuity of the Australian Jewish community through sport.

Maccabi Australia sends a team to the Maccabiah Games in Israel every four years, providing a unique opportunity to Jewish athletes to:

- a) Strive for sporting excellence
- b) Represent Australia at an international sporting event
- c) Develop and strengthen a sense of connection to; one another, the Maccabi movement and for Israel
- d) Foster the growth of Maccabi clubs

MAI has exclusive authority for the representation of Australia at the Maccabiah Games. MAI will select and send to the 21<sup>st</sup> Maccabiah Games, those athletes who have proven they are adequately prepared for high level international competition by qualifying under the Selection Criteria.

These By-Laws cover the selection of officials and athletes to the 21<sup>st</sup> Maccabiah Games. These By-Laws are a public document and endorsed by the Board of Maccabi Australia.

The Board of Maccabi Australia may amend the Team Selection By-Laws at any time at its discretion.

## 1 DEFINED TERMS AND INTERPRETATION

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The following words have these meanings in this Agreement unless the contrary intention appears:

**Affiliated Sports Clubs** means clubs or associations concerned with the organisation, management and control of particular sporting and cultural activities for and in the relevant State or Territory of Australia and whose members themselves are Club Members.

**Athlete** means those athletes who:

- a) participate in a particular sport
- b) are recognised by an Affiliated Sports Club and / or
- c) are recognised by MAI as competitors suitable and eligible for nomination to the Team and
- d) have completed the specified nomination process.

**Athlete Support Personnel** means any coach, trainer, manager, team staff, official, medical, paramedical, parent or any other Person working with, treating, or assisting an Athlete participating in or preparing for a sport Competition.

**Coach** means person with suitable qualifications and / or experience to train, develop, instruct, and direct a team and / or athlete.

**The Board** means the Board of MAI appointed under the MAI Constitution.

**Codes of Conduct** means the MAI Codes of Conduct and as amended and replaced from time to time.

**Competition** means a single race, match, game, or singular sport contest.

**Division** means the sport divisions of; open, junior or masters.

**Elite Athlete** means those athletes who are identified and recognised as competing at a state, national or international level. Most elite athletes will be on scholarship within the network of state institutes and academies of sport. Elite Athletes must be affiliated with / recognised by State and/or National Sporting Organisations as recognised by the Australian Sports Commission.

**Games** means a Maccabiah Games, European Maccabi Games, Pan American Maccabi Games or JCC Maccabi Games.

**Leadership Group** means the Head of Delegation, Head of Games Operations & Sport, Regional Managers, Assistant Regional Managers, Head of Medical, Head of Media, Head of Safety & Security, Head of Team Performance and Head Physiotherapist.

**Maccabi Grievance Appeals Tribunal** means the tribunal constituted under the MPP to hear and determine appeals from decisions made by a Grievance Tribunal from time to time

**Maccabi National Councils** means the national roof body of the particular sport who are charged with oversight of the Maccabi clubs in the various states.

**Member Protection Policy (MPP)** means the Maccabi Member Protection Policies and Procedures that are contained in the MPP Handbook, which incorporates the MPP Management Toolkit and the MPP Tribunal Rules & Procedures as amended and replaced from time to time.

**MWU** means Maccabi World Union. MWU is a Zionist organisation that utilizes sports to bring Jewish people of all ages closer to Judaism and Israel in addition to various informal educational activities in a manner that surpasses politics and sectarianism.

**National Grievance Tribunal** means the tribunal constituted under the MPP to hear and determine complaints and grievances referred to it from time to time.

**Officials** means the Head of Delegation, Head of Games Operations & Sport, Head of Support Services, Regional Managers, Assistant Regional Managers, Head of Medical, Head of Media, Head of Safety and Security, Head of Finance, Team Managers, assistant team managers, chiropractors, coaches, massage therapists, medical practitioners, physiotherapists, psychologists, and other officials of the Team. Alternatively, all non-athletes.

**Operations Team** means the management structure developed and implemented by The Board of MAI

- includes the Head of Delegation, Head of Games Operations & Sport and Regional Managers (three)
- shall approve the selection of officials to the team
- shall oversee and approve individual team's Selection Criteria; and

d) approve the selection of athletes to compete at the Games.

**Selection Criteria** means the criteria and qualification standards in respect of a particular sport in respect of a particular Games and any other conditions regarding eligibility to compete in those Games as determined from time to time by MAI and in accordance with the requirements of a particular Games.

**Shadow Team** means those Athletes who are recognised by MAI as potential members of a particular team.

**State Representative Member of MAI** means an organisation concerned with the organisation, management and control of sporting and cultural activities for and in any State or Territory of Australia and being one of:

- a) Maccabi New South Wales Incorporated
- b) Maccabi Queensland Inc
- c) Maccabi South Australia Inc
- d) Maccabi Victoria Inc
- e) Maccabi Western Australia Inc and
- f) any other such organisation that is accepted by the Board as a State Representative Member of MAI in accordance with its Constitution.

**Team** means an Australian Maccabiah Team, Australian JCC Games Team, Australian Pan American Maccabi Games Team, Australian European Maccabi Games Team, or another Team selected by MAI. An individual sport team shall be referred to as “team”.

**Team Executive** means the group including the Head of Delegation (HOD), Head of Games Operations & Sport, Head of Finance, President of MAI and any other appointed official.

**Team Manager** means the manager of a sport team attending the Games.

**Team Management** means the collective group of Team Managers.

**Team Member** means an Athlete or Official or Supporter.

**Team Membership Agreement** means MAI’s 21<sup>st</sup> Australian Maccabiah Games Team Membership Agreement for Athletes, Officials and Supporters for a Games in respect of which they have been selected.

**Travel Policy** means the MAI 21<sup>st</sup> Australian Maccabiah Games Travel Policy and as amended and replaced from time to time.

**World Anti-Doping Code** means the World Anti-Doping Code 2015 as amended or replaced from time to time.

## 2 APPLICATION

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This By-Law applies to:

- a) Athletes
- b) Officials
- c) Supporters
- d) Affiliated Sports Clubs
- e) Maccabi National Councils
- f) State Representative Members of MAI and
- g) MAI.

## 3 CONTINUOUS DISCLOSURE

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Each Affiliated Sports Club, Maccabi National Council and State Representative Member must honestly and fully disclose information to the Team Selection Committee concerning any Athlete or any Official, where at any time the individual has or might have:

- a) engaged in conduct (whether publicly known or not), which has brought, brings or would have the tendency to be inconsistent with the values, best interests or image of MAI, the Team or Team Sponsors, or as a result of which the individual's membership would not or would not likely be in the best interest of the Team or
- b) been convicted of, or charged with any serious offence involving violence, alcohol or drugs, or any sex offence, or any offence relating to any betting or gambling activities on sport, or any offence which is punishable by imprisonment or
- c) act in a manner inconsistent with the Member Protection Policy.

## 4 NOMINATION OF ATHLETES

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### 4.1 ATHLETE NOMINATIONS

- a) The Head of Games Operations & Sport shall establish the formal Athlete nomination period in accordance with Schedule 1.
- b) Athletes shall self-nominate according to the following:
  - i) all nominations will be completed and submitted online
  - ii) all nominations shall be accompanied by a nomination fee of \$1000
  - iii) nominations will not be accepted without the nomination fee
  - iv) All athletes must be
    - I. An Eligible Person as per the MAI Constitution; and
    - II. an Australian citizen or an Australian resident for a minimum of six (6) months prior to the games period; and
    - III. A member of a Maccabi Club; in the case they are not, they agree to become a member upon nomination.

### 4.2 ATHLETE NOMINATION IN MORE THAN ONE SPORT OR DIVISION

- a) Athletes may self-nominate in more than one sport according to the following:
  - i) all nominations must be completed and received according to the nomination process and time
  - ii) nominations shall be accompanied by a nomination fee of \$1000, payable once only



- iii) athletes wishing to withdraw from the selection process in a sport, must provide withdrawal notification in writing to the Team Manager of that sport
  - iv) the Head of Games Operations & Sport will advise a date by which the athlete must select the sport in which they will compete, should the athlete be considering trialling for more than one sport and
  - v) for the avoidance of doubt, the athlete must provide a withdrawal in writing from all additional nominated sport(s) as soon as the athlete has accepted a selection offer
  - vi) athletes can compete in one sport only. The only exceptions are; swimming and open water swimming; and one-day individual sport competitions, whereby an athlete may be allowed to compete in an additional individual one-day sport competition as prescribed by the Games rules and regulations.
- b) Athletes may self-nominate in more than one Division according to the following:
- i) all nominations must be completed and received according to the nomination process and time
  - ii) nominations shall be accompanied by a nomination fee of \$1000, payable once only
  - iii) athletes wishing to withdraw from the selection process in a division, must provide withdrawal notification in writing to the Team Manager of that sport and division
  - iv) the Head of Games Operations & Sport will advise a date by which the athlete must select the division in which they will compete, should the athlete be selected for more than one division
  - v) athletes can compete in one Division only.

#### 4.3 PROSPECTIVE TEAM MEMBER

The Head of Games Operations & Sport will recognise each Athlete as a prospective Team Member, on the condition that each Athlete:

- a) completes, to the satisfaction of the Team Selection Committee, the required Athlete Nomination
- b) is and continues to be eligible to participate in a Games as an Australian competitor pursuant to the applicable Selection Criteria
- c) has not at any time engaged in conduct (whether publicly known or not and whether before or after the date of selection), which has brought, brings or would have the tendency to bring the Athlete or the Athlete's sport into disrepute, or as a result of which the Athlete's membership would not be or would not likely be in the best interest of the Australian Shadow Team or Team
- d) has not at any time (whether before or after the date of selection) been convicted of any serious offence involving violence, alcohol, drugs or any sex offence
- e) has and will continue to honestly and fully disclose information to MAI concerning any conduct that might be in breach of 'c' or 'd' above
- f) has not breached the MAI Anti-Doping Policy including but not limited to the World Anti-Doping Code
- g) has not breached the MAI Member Protection Policy
- h) has not breached the MAI Codes of Conduct.

#### 4.4 ATHLETE NON-SELECTION OR WITHDRAWAL FROM THE TEAM AT THE TIME OF NOMINATION

- a) Where an Athlete has made a nomination payment to MAI:
  - i) nomination fees shall be refunded to all nominees in the event of non-selection or withdrawal prior to selection.
  - ii) \$500 of the nomination fee shall be forfeited to MAI (for the sole use of MAI) in respect of any person withdrawing from the team after selection, unless there are exceptional circumstances.

#### 4.5 TEAM MEMBER ILLNESS OR INJURY AFTER SELECTION

Where a Team Member has become ill or injured following selection, the Team Member may be withdrawn from the Team by the Head of Games Operations & Sport following consultation with relevant officials.

#### 4.6 TEAM MEMBER WITHDRAWAL FROM THE TEAM AFTER SELECTION

- a) Where a Team Member has made an instalment payment to MAI:
  - i) a \$500 administration fee shall be forfeited to MAI (for the sole use of MAI) unless there are exceptional circumstances.
  - ii) an additional administration fee to cover any non-recoverable charges to MAI including but not limited to; airline, MWU, pre-camp and uniform deposits, unless there are exceptional circumstances as determined on a case-by-case scenario. The Team Member may be required to provide supporting evidence and / or documentation proof.
- b) Where a Team Member withdraws for medical reasons:
  - i) The balance of the instalment payments will be refunded to the Team Member.
- c) Where a Team Member withdraws for reasons other than medical reasons:
  - i) MAI will use its best endeavours to arrange a refund of the instalment balance to be managed on a case-by-case basis.

#### 4.7 CANCELLATION OF TEAM BY MAI OR GAMES' ORGANISERS PRIOR TO DEPARTURE

There may be unforeseen circumstances that lead to the cancellation of a team, including but not limited to:

- a) Insufficient team numbers
- b) Team Manager or Coach withdrawal without replacement
- c) Financial viability of the team
- d) Medical viability of the team
- e) Cancellation of competition by the Games' organisers
- f) Other circumstances as may occur from time to time.

Should MAI withdraw a team from the delegation:

- a) Team Members shall receive a refund of any payments made for the Games
- b) Any team fundraising efforts raised shall be retained by MAI to be used at its discretion including but not limited to covering non-recoverable charges such as; airline, Games fees payable to the Games organiser, pre-camp and uniform deposits.

## 5 SELECTION OF ATHLETES

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### 5.1 SELECTON CRITERIA

In respect of a sport on the program of a Games and for each Games, the Head of Games Operations & Sport, in consultation with the relevant Team Manager, will:

- a) develop criteria and qualification guidelines in respect of a particular sport in respect of a particular Games and any other conditions regarding eligibility to compete in those Games for;
  - i) **Team Sports** will be subject to selection trials where applicable. Athletes seeking selection must attend trials. Athletes will be evaluated for their physical capabilities in their sport, basic skills, playing/competition/racing skills, tactical and strategic knowledge, mindset, leadership, decision making, teamwork, psychological and physical resilience, and ability to learn. Most challenges touch more than one of those qualities and activities are assessed using a “traffic light” or grading system.
  - ii) **Individual Sports** are subject to minimum qualification standards. All athletes must be able to demonstrate achievement of these standards.
- b) adopt the Athlete Selection Criteria
- c) make available the Athlete Selection Criteria

### 5.2 TEAM TRIALS

Team trials shall be arranged by the Team Manager in consultation with the Regional Manager:

- a) approval of all details of Team trial dates, location, venue, and times must be received in writing by the Head of Games Operations & Sport or nominated delegate.
- b) team trials must not be held on a Shabbat or Yom Tov
- c) the cost of Team trials and travel will be borne by all nominated Athletes in that sport.

### 5.3 ATHLETE UNABLE TO ATTEND TEAM TRIALS

Under exceptional circumstances only, an Athlete *may* be granted permission for a deferred trial via the following process:

- a) the Athlete must submit a letter/email with supporting documentation to his/her Team Manager explaining the reason(s) for their non-attendance prior to the scheduled Team Trial.
- b) the Athlete may be required to submit all or some of the following:
  - i) detailed playing CV
  - ii) medical certificate
  - iii) references from current and past coaches
  - iv) verification of performances via suitable Referees
  - v) video evidence as required by selection panel
  - vi) be available for assessment in their home state by Selector(s) and/or proxy(ies) as advised by Team Manager
- c) the letter/email must be acknowledged by the Team Manager.

- d) the Team Manager, upon consulting with the applicable Regional Manager and Head of Games Operations & Sport, may reject the Athlete's nomination.
- e) should the reason(s) for non-attendance at the Team Trials be accepted, the Athlete will be required to pay the Trial levy even though he/she is not attending trials.

#### 5.4 ATHLETE SELECTIONS

Selection of each Athlete to a Team will be conditional upon the Operations Team confirming to its own satisfaction that the Athlete has met the Selection Criteria. A suitable person independent to this group may be consulted if required

- a) Each sport shall conduct its own fair, transparent and documented selection process based on clear criteria, developed by the respective Team Managers and Coaches and approved by the Head of Games Operations & Sport, whereby:
  - i) a minimum of three selectors is required
  - ii) each selector shall have an equal role and vote
  - iii) if there are more than three selectors, an odd number is recommended
  - iv) independent selectors must be utilised
  - v) Independent selectors must be deemed to be able to exercise professionalism and objectivity. For the avoidance of doubt, a selector must not be a relative of an athlete seeking selection
  - vi) one selector is the appointed coach of the team / division
  - vii) where there is an assistant coach, the coach and their assistant will represent one single vote. In circumstances where a coach and assistant coach are from two different states, the Team Selection Committee may consider each coach to represent one vote each
  - viii) where the team manager is also the coach, the Team Selection Committee may consider the Team Manager/Coach as a Selector
  - ix) where there is no coach, all selectors must be independent
  - x) the team manager is ineligible to perform the role of selector
  - xi) athletes are not eligible to perform the role of selector
  - xii) dates, location and criteria for team selection must be communicated in writing to all Athletes
  - xiii) Athletes will be advised of the Selection process upon nomination; and
- b) An Athlete may be selected to a Team as:
  - i) a team member; or
  - ii) an emergency team member
- c) An emergency team member:
  - i) may be either a travelling emergency team member; or
  - ii) a non-travelling emergency team member
  - iii) will be expected to complete all team documentation
  - iv) will be required to maintain fitness and commit to all team preparations (team training and workshops) in the lead up to the Games

- v) will be expected to participate in team fundraising
  - vi) if ultimately selected to the team, will be required to finalise all remaining Games fees prior to Team departure to the Games
  - vii) if not ultimately selected to the team, will be refunded the nomination fee.
- d) Selection of each Athlete to a Team will be conditional upon the Head of Operations and Sport confirming to its own satisfaction that the Athlete has:
- i) signed the applicable Team Membership Agreement for that Team
  - ii) made the MAI Anti-Doping Declaration
  - iii) continued to satisfy the applicable Selection Criteria
  - iv) demonstrated to the satisfaction of the Head of Games Operations & Sport that they are not suffering any physical or mental impairment that would prevent them from competing in the relevant Games to the highest possible standard
  - v) not at any time engaged in conduct (whether publicly known or not and whether before or after the date of selection), which has brought, brings or would have the tendency to bring the Athlete or the Athlete's sport into disrepute, or as a result of which the Athlete's membership would not be or would not likely be in the best interest of the Australian Shadow Team or Team
  - vi) not at any time (whether before or after the date of selection) been convicted of any serious offence involving violence, alcohol, drugs or any sex offence
  - vii) not acted in a manner inconsistent with the Anti-Doping Policy including but not limited to the World Anti-Doping Code
  - viii) not acted in a manner inconsistent with the Member Protection Policy
  - ix) not breached the Codes of Conduct.
- e) The Athlete will continue to disclose information honestly and fully to the Team Selection Committee concerning any conduct that might be in breach.

## 5.5 UNDERAGE ATHLETES

- a) The International Sports Committee (ISC) in Israel may make exceptions for younger athletes to participate in any sport, on an ad hoc basis and only in limited and rare circumstances, taking each application on its merit and subject to International Regulations
- b) The Head of Games Operations & Sport will on a case-by-case basis, following the recommended selection of an underage Athlete and with the consent of the Athlete (parent/guardian), apply to the ISC for the inclusion of an underage athlete at its absolute discretion
- c) Athletes under the age of 12 at the commencement of the Games, will be required to stay with a parent/guardian for the duration of the Games.

## 5.6 ATHLETE SELECTION OR NON-SELECTION APPEALS

The process for appealing Athlete non-selection is as follows:

- a) The Athlete, upon non-selection to a team, must within five (5) working days submit a letter of appeal to the Head of Games Operations & Sport c/- the Head of Support Services. The grounds for selection appeal must be along the following:
  - i) the selectors did not follow the procedures laid out in the policies and/or Selection Criteria
  - ii) there was an error in the information on which the decision was based
  - iii) members of the decision-making group were influenced by bias and / or
  - iv) the decision reached was grossly unfair or unreasonable.
- f) The Head of Games Operations & Sport shall, within five working (5) days of receipt of the letter of appeal, inform the Athlete of:
  - i) No further action as the Operations Team determines there is no grounds to vary the Athlete selection.
  - ii) The Operations Team shall work to resolve the matter in a timely manner, and inform all relevant parties, in writing, of the outcome.

## 5.7 FUNDING OF ATHLETES

- a) Athletes selected to a Team shall be funded through:
  - i) self; and
  - ii) team fundraising.
- b) A MAI Maccabiah Team Assistance Fund has been established:
  - i) for use as working capital throughout the Games; and
  - ii) must be fully replaced and or increased at the end of each Games
- c) The MAI Board shall not authorise any contribution from the general funds of MAI for the purposes of assisting with the administration, selection and participation costs of the Team.
- d) The Team Assistance Fund, which is a reserve, accumulated over previous Maccabiot, shall be utilised by the Team Executive to:
  - i) assist financially eligible athletes to attend the Games
  - ii) assist Elite Athletes to attend the Games and
  - iii) develop and train Team management.

## 5.8 TEAM FUNDRAISING AND SPONSORSHIP

- a) MAI may provide various avenues for Team fundraising including the Team Handbook. Information about advertising through the Team Handbook will be made available on the MAI website.
- b) Team Members may utilise the Australian Sports Foundation to assist with Team fundraising efforts.
- c) Team Managers will need to develop a budget to raise money for their team for the following items including but not limited to; coach, other staff (e.g. embedded physiotherapist), team training, camps, venue hire, etc., team dinners, miscellaneous e.g. snacks whilst competing.
- d) The following restrictions apply to proposed sponsors:

- i) Those listed on the MAI “No-Hit” list (produced for the Games), may not be used
- ii) Those representing tobacco, gambling establishments, alcoholic beverages and products containing any substance on the WADA Prohibited List, may be not be used.

#### 5.9 ELITE ATHLETE GRANTS AND FINANCIAL NEEDS SUPPORT

- a) Eligible Athletes may apply for financial support under two categories:
  - i. elite athlete (may be several tiers); and
  - ii. financial need / hardship.
- b) The Games nomination fee must be self-funded. There is no financial support available for the Games nomination fee.
- c) The total funds available for eligible Athletes must not exceed the budget and will be allocated on a case-by-case scenario at the sole discretion of the Team Executive.
- d) The Operations Team may appoint up to two additional members to form a funding application assessment panel.
- e) Athletes applying for financial support in the case of financial need will be required to complete an application form:
  - i) provide records relating to that athlete’s fundraising efforts
  - ii) provide detailed financial and taxation records and
  - iii) contribute to, assist and support their Affiliated Sports Club, State Representative Members of MAI and / or MAI.
- f) Athletes applying for an Elite Athlete grant will be required to:
  - i) complete an application form and provide a comprehensive Athlete resumé; and
  - ii) contribute to, assist, and support MAI by the following:
- g) promote MAI through personal websites, blogs and social media channels; and
- h) provide up to three (3) presentations and / or Athlete appearances, per year until the next Games.
- i) Masters athletes are not eligible for funding support.
- j) Athletes over 35 years of age competing in open sports may not be eligible for funding support.
- k) The maximum financial support for an eligible Athlete will be up to 100% of the total Games participation fee.
- l) Funding consideration for eligible elite athletes will be in accordance with [Schedule 5](#).
- m) There shall be two application rounds for both **financial needs assistance** and / or **elite athlete grants**.
  - i) Round one applications: must be received by the Head of Support Services by 31 October 2021. Athletes ratified to the Team before 31 October 2021, must submit a funding application by the round one, closing date. Any financial support shall be notified in writing to the Athlete by the Head of Support Services by 31 December 2021. The decision of the shall be final.
  - ii) Round two applications: must be received by the Head of Support Services by 11 February 2022. Athletes ratified to the team after round one, closing date must submit a funding application by the round two, closing date. Any financial support shall be notified in writing to the Athlete by the Head of Support Services by 18 March 2022. The

decision shall be final. Any applications received by the Head of Support Services for an Athlete ratified prior to the round one, closing date will not be accepted.

## 6 TEAM ORGANISATIONAL STRUCTURE

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The Team Organisational Structure shall:

- a) be in accordance with [Schedule 2](#).
- b) not be adjusted or altered unless with the express permission from The Board.

## 7 SELECTION OF OFFICIALS

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- a) The selection of Officials to any Team will be solely conducted by the delegates specified in [Schedule 3](#).
- b) The call for nominations of Officials may be communicated via the following:
  - i) MAI's website at [www.maccabi.com.au](http://www.maccabi.com.au)
  - ii) MAI social media platforms
  - iii) Jewish Press
  - iv) Maccabi state websites
  - v) Maccabi state newsletters.
- c) All nominations will be submitted online. Officials shall self-nominate according to the following:
  - i) all nominations will be completed and submitted online.
  - ii) all nominations shall be accompanied by a nomination fee of \$1000;
  - iii) nominations will not be accepted without the nomination fee;
- d) The Head of Games Operations & Sport may advise Affiliated Sports Clubs, Maccabi National Councils and State Representative Member of MAI in respect of any Team of the Operations Teams determination of the number of Officials that may be selected as members of the Team and the positions available to Officials. Any requirements of the Operations Team concerning Officials are guidelines only and are not Selection Criteria. The Operations Team may amend these requirements at any stage, whether generally or specifically to an individual Official's position.
- e) Affiliated Sports Clubs and / or Maccabi National Councils may recommend standards to govern the nomination of Officials to the Head of Games Operations & Sport for selection as members of a Team. These standards will be subject to the approval of the Operations Team and must be provided a reasonable time (as a guide 18 months) prior to the Games in which the Team will participate.
- f) Affiliated Sports Clubs and / or Maccabi National Councils may nominate to the Operations Team persons the Affiliated Sports Clubs and Maccabi National Councils consider suitable for selection as Officials of a team but in so doing will only nominate those persons it believes:
  - i) are suitable and qualified to fill the required positions of the team concerning the sport controlled by the Affiliated Sports Clubs and / or Maccabi National Councils
  - ii) has capabilities, skills and experience that accord with the requirements of the Operations Team as advised from time to time; and
  - iii) will work efficiently and harmoniously with the Operations Team



- iv) The Operations Team may select any person as an Official of a particular team and is not obliged to follow the recommendations of any Affiliated Sports Club and / or Maccabi National Council.
- g) Prospective Officials shall self-nominate according the specified application process issued by the Head of Games Operations & Sport.
- h) The selection of each Official will be conditional upon him or her:
  - i) signing the applicable Team Membership Agreement for that Team, incorporating Member Protection Policy requirements
  - ii) making the MAI Anti-Doping Declaration as required by the Board
  - iii) holding a valid Working with Children Check or equivalent
  - iv) being an Australian citizen or an Australian resident for a minimum of six (6) months.
- i) All Team Managers and Medical Team must be:
  - i) An Eligible Person as per the MAI Constitution or the parent of an Athlete and
  - ii) a minimum age of 25 years old at the time of selection
- j) All Assistant Team Managers must be:
  - i) An Eligible Person as per the MAI Constitution or the parent of an Athlete and
  - ii) a minimum age of 25 years old at the time of selection
- k) All Media Team must be an eligible person as per the MAI Constitution or the parent of an Athlete.
- l) All Coaches must be a minimum of 25 years old at the time of selection.
- m) There is no appeal against any Official's selection or non-selection.

## 8 APPOINTMENT OF OFFICIALS

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- a) Appointment of Officials shall be in accordance with [Schedule 3](#).
- b) Officials will be required to:
  - i) Hold a valid Working with Children Check
  - ii) Complete all MAI Member Protection training requirements

### 8.1 SUB-COMMITTEES

The Team Executive and Operations Team may, at their discretion, establish and select members of sub-committees to assist them in any aspects of their duties and responsibilities.

## 9 FUNDING OF OFFICIALS

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Funding of Officials shall be in accordance with [Schedule 4](#).

Funding allocations by accommodation for Officials during the Games shall be in accordance with [Schedule 8](#).

## 10 TEAM RATIOS

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### 10.1 ASSISTANT REGIONAL MANAGERS

#### 10.1.1 Juniors

- a) Assistant Regional Manager(s) (Juniors) will be appointed according to the following ratios:

- i) From 1-30 athletes, there will be no Assistant Regional Manager
  - ii) From 31-59 athletes, there will be one Assistant Regional Manager
  - iii) For each subsequent 60 athletes, or part thereof, one additional Assistant Regional Manager may be required.
- b) Under exceptional circumstances The Board at the Team Executive's request may vary this ratio.
- c) Chaperone(s) may be appointed to accompany a team or group of Athletes, from time to time, as determined by the Head of Games Operations & Sport. Chaperones must:
- i) be an Eligible Person as per the MAI Constitution; and / or
  - ii) be the parent of an Athlete, or approved person
  - iii) be over the age of 21
  - iv) hold a valid Working with Children Check or equivalent
  - v) possess a current driver's licence, if applicable and
  - vi) be self-funded.

#### 10.1.2 Open and Masters

Assistant Regional Manager(s) will not be appointed, unless under exceptional circumstances and at the discretion of the MAI Board at the Team Executive's request.

#### 10.2 TEAM MANAGERS

- a) Every individual sport and every sport team requires a Team Manager
- b) The one exception is that where a sport comprises of six or fewer athletes it may not require a Team Manager and may be managed by the Captain (athlete competing in that sport), or a coach subject to the approval of the Team Selection Committee
- c) In Master's sports only, an athlete may be appointed as the Team Manager, at the sole discretion of the Head of Games Operations & Sport
- d) Any position that is or becomes vacant, may be filled at the discretion of the Head of Games Operations & Sport and
- e) If no Team Manager is acceptable to the Head of Games Operations & Sport by the date at which MWU requires Team confirmation, approximately six months prior to the scheduled Team departure, then that particular sport will not be participating in the Games.

#### 10.3 COACHES AND ASSISTANT COACHES

- a) Every team sport requires a Coach
- b) An Assistant Coach may be appointed at the absolute discretion of the Head of Games Operations & Sport
- c) The need to appoint Coaches for individual sports is at the sole discretion of the Head of Games Operations & Sport in consultation with the relevant Team Manager
- d) In some circumstances, in Master's sports only, the Team Manager role may be combined with the Coach role, at the sole discretion of the Head of Games Operations & Sport; and
- e) Any position that is or becomes vacant, may be filled at the discretion of Head of Games Operations & Sport in consultation with the relevant Regional Manager and Team Manager.

#### 10.4 MEDICAL AND PHYSIOTHERAPY

- a) The approximate doctor to Athlete ratio will be 1:100
- b) The approximate ratio of physiotherapists to Athlete will be 1:50
- c) A Head of Team Performance may be selected to the Team.

#### 10.5 INTEGRITY OFFICER

- a) One Integrity Officer will be appointed
- b) The Integrity Officer will be an MAI appointed role
- c) The Integrity Officer, whilst independent from the Team Structure, will be an integral part of the Team with regard to all members of the Team acting in a manner consistent with the Member Protection Policy.
- d) Will make a recommendation to the Head of Delegation or Head of Games Operations & Sport.

#### 10.6 MEDIA TEAM

- a) The number of media officials required will be determined by Head of Games Operations & Sport in consultation with the Head of Media

### 11 APPOINTED TRAVEL AGENT

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- a) The MAI appointed Travel Agent for the Games is Goldman Travel.
- b) This By-Law should be read in conjunction with the 21<sup>st</sup> Australian Maccabiah Games Travel Policy

### 12 TRAVEL INSURANCE FOR TEAM MEMBERS

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Please refer to [Schedule 6](#).

### 13 APPOINTED UNIFORM SUPPLIER

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#### 13.1 UNIFORM SUPPLIER

- a) The MAI appointed uniform supplier for the Games is Bluegum for all:
  - i) Opening ceremony / marching uniform
  - ii) Casual uniform / outerwear and
  - iii) Playing strips, uniforms, and kits
- b) The cost of the opening ceremony / marching uniform and the casual uniform / outerwear shall be included in the Games fee.
- c) The cost of playing strips and kits will be borne directly by the team and / or the Athlete

### 13.2 SPONSORS MARK AND LOGOS APPEARING ON PLAYING STRIPS, UNIFORMS AND KITS

- a) Generally, the appearance, display or promotion of any name, trademark, logo or advertising appearing on any item worn or used by the Athlete for the purpose of the Athlete's sport shall be in accordance with the following:
  - i) Uniform items worn or used for sponsor advertising may include but not limited to; tops, shorts, skirts, shorts, socks, footwear, dressings, headbands, caps and head / wrist bands
  - ii) Teams may only display team sponsor advertising in accordance with the positioning and dimensions detailed in Schedule 7
  - iii) The following restrictions apply to the type of logo used in the sponsor spaces; logos other than those representing tobacco, gambling establishments, alcoholic beverages and products containing any substance on the WADA Prohibited List, may be used; and
  - iv) Teams are not permitted to display sponsor advertising that conflicts with any sponsor MAI has engaged and
  - v) Teams will be required to remove any sponsor mark that does not comply with these regulations, at their own cost.
- b) Sponsor logos may be accepted according to the following:
  - i) All artwork including size and placement of logo and any wording must be submitted by the Team Manager to the Head of Games Operations & Sport via the Regional Manager for approval.

### 14 APPOINTED ISRAEL MOBILE PHONE SUPPLIER

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- a) The MAI appointed Israel mobile phone supplier for the Games is 019:
  - i) It is compulsory for all Team Members to arrange and insert an 019 mobile phone SIM card for the duration of the Games
  - ii) The process and timeline for online order and purchase of an 019 mobile phone SIM card will be provided to Team Members in advance of departure
  - iii) The cost of the SIM card is included in the Games fee.
- b) SIM cards will be distributed to Team Members upon arrival at the pre-camp accommodation.

### 15 DISCIPLINE

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- a) Any matter deemed to be an act not in accordance with the MPP or the Team Membership Agreement, shall be referred to the Team Integrity Officer, and all rules and procedures outlined in the MPP shall be followed accordingly.
- b) MAI shall ensure that resources are available at the Games for the duration of the Games to hear or determine on any matters referred to the Team Integrity Officer.

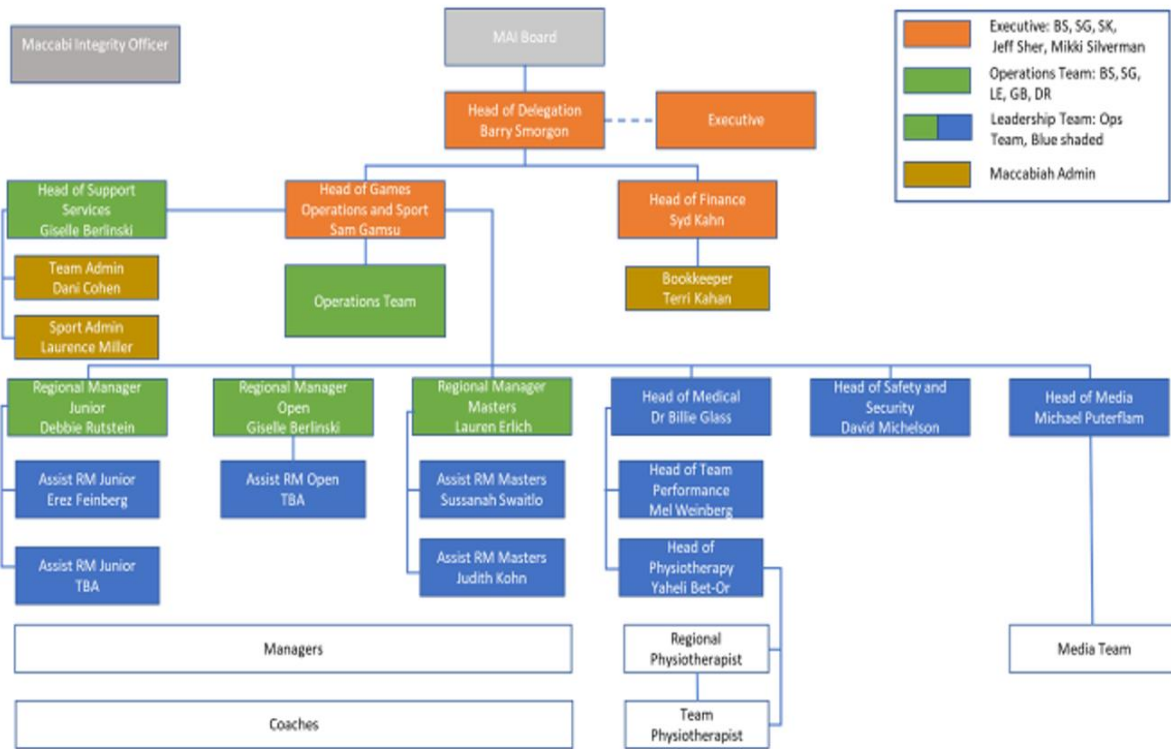
## 16 SCHEDULE 1 – ATHLETE NOMINATIONS

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Athlete nominations for the Australian Maccabiah Team shall be in accordance with the following scheduled dates:

- a) athlete nominations shall open 2<sup>nd</sup> November 2020
- b) athlete nominations shall close on 30<sup>th</sup> April 2021
- c) there may circumstances whereby the nature of the selection dictate an earlier nomination closing date, to be determined on a sport-by-sport or individual basis, at the absolute discretion of the Head of Games Operations & Sport
- d) late nominations may be accepted;
  - i) requests for late nominations may be accepted in exceptional circumstances whereby the athlete:
    - ii) must provide a request in writing for a late nomination to Head of Games Operations & Sport via the Head of Support Services; and
    - iii) must prove a case that they were genuinely not aware of the nomination process or timelines; and / or
    - iv) will not be putting at risk the place of a nominated athlete; and / or
    - v) is competing at the 2021 Olympic Games or Paralympic Games
    - vi) the decision shall be final and cannot be appealed.

# Maccabiah 21 Organisational Chart



## 18 SCHEDULE 3 – APPOINTMENT OF OFFICIALS

Officials shall be appointed according to the process and timelines described in this Schedule. An individual seeking selection at a stage beyond cannot form part of the selection committee / interview panel at a preceding stage. Any person selected or appointed to a selection committee or interview panel must declare all relevant conflicts of interest. Additionally, the inclusion of the Head of Delegation from Stage 3 is discretionary:

ROLE	NOMINATION CLOSING DATE*	INTERVIEW PANEL**	SELECTION / COMMENCEMENT DATE
<b>Stage 1 Appointments</b>			
Head of Delegation (HOD)		<ol style="list-style-type: none"> <li>MAI President</li> <li>MAI Chair of International Sport</li> <li>MAI Board delegate</li> <li>Other (may be independent) as required</li> </ol>	Appointed
Head of Games Operations & Sport (HGOS)		<ol style="list-style-type: none"> <li>MAI President</li> <li>MAI Chair of International Sport</li> <li>HOD</li> <li>Other (may be independent) as required</li> </ol>	Appointed by MAI Special Resolution
<b>Stage 2 Appointments</b>			
Leadership Group: <ul style="list-style-type: none"> <li>Regional Manager (x3)</li> <li>Head of Finance</li> <li>Head of Medical</li> <li>Head of Safety &amp; Security</li> <li>Head of Media</li> </ul>		<ol style="list-style-type: none"> <li>HOD</li> <li>Head of Games Operations &amp; Sport</li> <li>MAI Chair of International Sport</li> <li>Other (may be independent) as required</li> </ol>	Reappointed by MAI Special Resolution
<b>Stage 3 Appointments</b>			
<ul style="list-style-type: none"> <li>Head of Support Services</li> <li>Other(s) as required</li> </ul>		<ol style="list-style-type: none"> <li>Head of Games Operations &amp; Sport</li> <li>Other (may be independent) as required</li> </ol>	Appointed by MAI Special Resolution
<ul style="list-style-type: none"> <li>Assistant RM (Applicable Division)</li> </ul>	At the discretion of the HGOS and RM (Applicable Division)	<ol style="list-style-type: none"> <li>Head of Games Operations &amp; Sport</li> <li>RM</li> <li>Other (may be independent) as required</li> </ol>	Appointed by MAI Special Resolution, and as required
<b>Stage 4 Appointments</b>			
<ul style="list-style-type: none"> <li>Team Managers</li> </ul>	14/08/2020	<ol style="list-style-type: none"> <li>Head of Games Operations &amp; Sport</li> </ol>	08/10/2020

		<ol style="list-style-type: none"> <li>2. RM (applicable section)</li> <li>3. Other (may be independent) as required</li> </ol>	
<ul style="list-style-type: none"> <li>▪ Coaches</li> </ul>	14/08/2020	<ol style="list-style-type: none"> <li>1. Head of Games Operations &amp; Sport</li> <li>2. RM (applicable section)</li> <li>3. Team Manager (applicable Team)</li> <li>4. Other (may be independent) as required</li> </ol>	08/10/2020
<b>Stage 5 Appointments</b>	28/02/2021 STC		15/04/2021
<ul style="list-style-type: none"> <li>▪ Medical – Doctors</li> <li>▪ Medical – Head Physio</li> </ul>		<ol style="list-style-type: none"> <li>1. Head of Games Operations &amp; Sport</li> <li>2. Head of Medical</li> <li>3. Other (may be independent) as required</li> </ol>	
<b>Stage 6 Appointments</b>	30/04/2021		1/06/2021
<ul style="list-style-type: none"> <li>▪ Medical – Team Physio's</li> <li>▪ Medical - Other</li> </ul>		<ol style="list-style-type: none"> <li>1. Head of Games Operations &amp; Sport</li> <li>2. Head of Medical</li> <li>3. Other (may be independent) as required</li> </ol>	
<ul style="list-style-type: none"> <li>▪ Media Team</li> </ul>		<ol style="list-style-type: none"> <li>1. Head of Games Operations &amp; Sport</li> <li>2. Head of Media</li> <li>3. Other (if required)</li> </ol>	
<b>Stage 7 Appointments</b>	30/09/2020		30/09/2020
<ul style="list-style-type: none"> <li>▪ Maccabi Integrity Officer</li> </ul>	An MAI appointed position	<ol style="list-style-type: none"> <li>1. MAI Chair of International Sport</li> <li>2. MPP Sub Committee Chair or nominee</li> <li>3. Other (may be independent) as required</li> </ol>	

\* Calls for nomination must be a minimum of 21 days prior to nomination closing date.

\*\* The Head of Games Operations & Sport shall have final sign-off for the selection of all Officials.



## 19 SCHEDULE 4 – FUNDING OF OFFICIALS

Officials shall be funded according to following:

ROLE	TYPE	LEVEL OF FUNDING
Head of Delegation (HOD)	Volunteer	100%
Head of Games Operations & Sport (HGOS)	Volunteer	100%
Regional Manager (x3)	Volunteer	100%
Head of Finance	Volunteer	100%
Head of Medical	Volunteer	100%
Head of Safety & Security	Volunteer	100%
Head of Media	Volunteer	100%
Head of Support Services	Volunteer	100%
Team Operations Administrator	Professional / Salaried Position	100%
Team Operations Assistant	Volunteer	100%
Assistant RM (All Divisions)	Volunteer	100%
Team Managers	Volunteer	50%
Coaches and assistant coaches	Volunteer	Funded by individual team
Sports Physicians / Doctors	Volunteer	100%
Head of Team Performance	Volunteer	100%
Head Physiotherapist	Volunteer	100%
Physiotherapists*	Volunteer	Up to 100%
Maccabi Integrity Officer	Volunteer	100%
Media Team**	Volunteer	100%
Other (at the requirement of the individual team, approved by the HGOS. eg. Assistant Team Manager, Trainer, Masseur)	Volunteer	Funded by individual team

\*The extent of funding for each of the Medical / Physiotherapist positions will be determined by the Head of Games Operations & Sport in consultation with the Head of Medical on an individual basis.

\*\*The extent of funding of media officials will be determined by the Head of Games Operations & Sport in consultation with the Head of Media.

## 20 SCHEDULE 5 – ELITE ATHLETE FUNDING TABLE

Funding will be allocated using the following table as a guide (subject to available funding):

TYPE FUNDING SUPPORT	TIER 1	TIER 2	TIER 3	TIER 4
<b>Athlete has achieved a minimum standard in the current season</b>	<ul style="list-style-type: none"> <li>Current Olympian / World Championship or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Former Olympian / World Championships or equivalent</li> <li>SIS / SAS scholarship (VIS/NSWIS/WAIS)</li> <li>Individual National podium finish</li> <li>Australian Representative Team selected by the recognised National Sporting Organisation (NSO) (junior or open)</li> </ul>	<ul style="list-style-type: none"> <li>Individual State podium finish (in a Maccabiah event)</li> <li>Individual National age finalist (in a Maccabiah event)</li> <li>Individual National open semi-finalist (in a Maccabiah event)</li> <li>State Representative Team competing in an Australian National competition selected by the recognised State Sporting Association (SSA) (eg. NBL, A-League, FFV)</li> </ul>	<ul style="list-style-type: none"> <li>Individual State age finalist (in a Maccabiah event)</li> <li>Individual State open finalist (in a Maccabiah event)</li> <li>Athlete competing or playing at an SSA recognised competition at a sub-elite level (eg. Level NPL 1, Premier league competition, District 1<sup>st</sup> competition)</li> <li>District 2<sup>nd</sup> may be considered</li> </ul>
<b>Other Considerations</b>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Ranking in the Maccabiah Team</li> <li>Position played / Team role</li> <li>Importance to the Team's overall standard</li> </ul>	<ul style="list-style-type: none"> <li>Ranking in the Maccabiah Team</li> <li>Position played / Team role</li> <li>Importance to the Team's overall standard</li> </ul>	<ul style="list-style-type: none"> <li>Ranking in the Maccabiah Team</li> <li>Position played / Team role</li> <li>Importance to the Team's overall standard</li> </ul>
<b>Team Obligations</b>	As per Team Selection By-Law	As per Team Selection By-Law	As per Team Selection By-Law	As per Team Selection By-Law
<b>Funding</b>	50% - 100% funding grant	30 - 50% funding grant	15 - 25% funding grant	Up to 10% funding grant

## 21 SCHEDULE 6 – GAMES TRAVEL INSURANCE FOR TEAM MEMBERS

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The following has been arranged for Team Members:

- a) All members of the 21<sup>st</sup> Maccabiah Games Australian Team are covered by TBA as part of their registration fee.
- b) This policy covers Travel Insurance for Team Members travelling between 3 July 2022-31 July 2022 (28-day policy cover).
- c) Should a Team Member wish to extend their Travel Insurance beyond 28 days (please note: travel insurance commences from the date of departure) extensions can be arranged through Goldman Travel Group at an incremental cost to be borne by the Team Member. Family of Team Members can also be added to the policy also at an incremental cost, again to be borne by the Team Member.
- d) The "**Basic Plan**" (please refer to the Product Disclosure Statement ("**PDS**")), has been amended for Maccabiah Team Members to include \$10,000 cancellation costs and not nil as disclosed. All other limits are per the policy. STC
- e) Refer to PDS for pre-existing medical conditions that may be automatically covered by TBC. Team Members must disclose details of any pre-existing medical conditions.
- f) The PDS can be viewed at [www.maccabi.com.au](http://www.maccabi.com.au)
- g) For those Team Members who are hiring a car or require greater than \$3,000 coverage ("**Comprehensive Plan**") for their luggage & personal items, additional cover can be purchased.
- h) Team Members must complete the e-Form at the time of availability to ensure they are covered by Travel Insurance.

22 SCHEDULE 7 – SPONSOR LOGO'S ON PLAYING STRIPS

- Sponsors on Playing Kits



## 23 SCHEDULE 8 – ACCOMMODATION DURING THE GAMES

Role	100% Funded Accommodation Room Type
HOD	Single Suite
Head of Games Operations & Sport	Single Suite
Chair of International Sport	Single room
Head of Safety and Security	Single room
Logistics Manager	-
Head of Medical	Twin room, single accommodation*
Head of Media	Single room
Senior Media	Single room
Senior Photographer	Single room
Head of Team Performance	Single room
Team Doctors	Twin room, single accommodation*
Regional Managers	Single room
Head of Finance	Single room
Media Team & Photographers	Twin room*
Professional Staff	Twin room*
Physiotherapists	Twin room*
Team Managers	Twin room*
Coaches	Twin room*
Support Staff (other)	Twin room*

\*Single room option subject to availability and at official's own cost