



中國香港滑雪總會有限公司

SKI ASSOCIATION OF HONG KONG, CHINA LIMITED

(Member of International Ski Federation, Asian Ski Federation, Sports Federation & Olympic Committee of Hong Kong, China)

Ski Association of Hong Kong, China (SA-HK)

Hong Kong Ski & Snowboard Team Guidelines

(Updated on 1st July, 2023)

In order to join the Hong Kong Ski & Snowboard Team, applicant must apply with the following two options:

1. Perform at one of SA-HK's General Assessments Trip with at least 7 days of training under supervision of national coaches; or
2. Provide previous event results and other related personal information which will be evaluated by the SA-HK's Selection Committee.

About Hong Kong Ski & Snowboard Team Selection

A. Hong Kong Ski & Snowboard Team Selection - Future Star Member

A1. Eligibility

A1.1 Must be a Hong Kong resident or holder of a HKID card.

A1.2 Age 8 to 11.

A2. Selection Method to join HK Ski & Snowboard Team (Future Star Member)

A2.1 Performance at one of the General Assessments (Future Star) OR

A2.2 Selection Criteria include tournament results, evaluation of technique, athletic ability, communication skills, personal behavior etc. OR

A2.3 Event results from Hong Kong Inter-School Championships OR

A2.4 Event results from Hong Kong National Ranking Championships.

A2.5 Future Star Members after 2023-2024 season will be called members of the Hong Kong Development Team for Skiing & Snowboarding.

B. Hong Kong Ski & Snowboard Team Selection – Bronze Badge Member

B1. Eligibility

B1.1 Must be a Hong Kong resident or holder of a HKID card.

B1.2 Age 12 and above

B1.3 Promoted from Future Star Member when age 12.

B2. Selection Method to join HK Ski & Snowboard Team (Bronze Badge Member)

B2.1 Performance at one of the General Assessments; OR

B2.2 Selection Criteria include event results, evaluation of technique, athletic ability, communication skills, personal behavior etc.; OR



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B2.3 Event results from Hong Kong Inter-School Championships or Hong Kong National Ranking Championships.

B2.4 Responsibility of Bronze Badge Member

Must attend at least one (1) Oversea Training and the HK National Ranking Event organized by SA-HK, otherwise their membership with the team will be terminated.

B2.5 Bronze Badge members will no longer be called members of the Hong Kong Ski & Snowboard Team after the 2023-2024 season unless they are promoted to Silver Badge members.

Bronze Badge members will be called members of the Hong Kong Development Team for Skiing & Snowboarding in 2024-2025 season.

C. Hong Kong Ski & Snowboard Team Selection – Silver Badge Member

C1. Eligibility

C1.1 Must be a Hong Kong resident or holder of a HKID card.

C1.2 Age 12 and above.

C1.3 Promoted from Bronze Badge Member.

C2. Selection Method to join HK Ski & Snowboard Team (Silver Badge Member)

C2.1 Performance at one of the General Assessments; OR

C2.2 Selection Criteria include event results, evaluation of technique, athletic ability, communication skills, personal behavior etc.; OR

C2.3 Event results from Hong Kong Inter-School Championships or Hong Kong National Ranking Championships.

C2.4 Responsibility of Silver Badge Member

(a) Must attend at least two (2) Oversea Events; AND

(b) Must attend at least two (2) Oversea Training organized by SA-HK.

C2.5 Silver Badge Members will be promoted to Golf Badge Member if

(a) FIS points below 100 OR

(b) Qualified to attend Youth Winter Olympic Games or Winter Olympic Games.

D. Hong Kong Ski & Snowboard Team Selection – Gold Badge Member

D1. Eligibility

D1.1 Must be a Hong Kong resident or holder of a HKID card.

D1.2 Age 12 and above.

D1.3 Promoted from Silver Badge Member.

D2. Selection Method to join HK Ski & Snowboard Team (Gold Badge Member)

D2.1 Selection Criteria include event results, evaluation of technique, athletic ability, communication skills, personal behavior etc.; AND

D2.2 (a) FIS points below 100 OR

(b) Qualified to attend Youth Winter Olympic Games or Winter Olympic Games.

D2.3 Responsibility of Golf Badge Member

(a) Must attend at least three (3) Oversea Events.

(b) Must attend at least one (1) Oversea Training organized by SA-HK.



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Member of Hong Kong Ski & Snowboard Team shall:

E. General and Communications

- E1. Provide SA-HK with a current address, phone number, functioning email address and will advise SA-HK within 48 hours of any changes becoming effective.
- E2. Remain in good standing with SA-HK through paying all dues, and fees, as approved and assessed by SA-HK, within 14 days of being invoiced.
- E3. Participate in any/all events as requested by SA-HK.
- E4. Understand that it is his/her responsibility to check the official SA-HK electronic communication (i.e. messaging tools, email, website) on a regular basis to receive updates news, notices, and announcements.
- E5. Provide written consent to SA-HK, if the athlete is of the age of majority, to communicate through a third party (parent or legal guardian).
- E6. Provide evidence of being a Hong Kong resident for at least, and maintain eligibility to compete for Hong Kong, China and all applicable international regulations in effect. Athletes must notify SA-HK at least one month prior to residence/citizenship status/overseas studies.
- E7. Hold a valid passport and/or China Travel Card. Athletes are responsible to ensure expiry date of travel documents and visas are compliant with all planned travels.
- E8. Adhere to Hong Kong laws that govern the consumption of alcohol and narcotics while travelling outside Hong Kong and respect local laws when in foreign countries. Failure to comply with Hong Kong and international laws will lead to funding ineligibility, the cancellation of current funding and/or National Team status.
- E9. As an ambassador for SA-HK, behave in a courteous and respectful manner at all times.

F. Training/Competition

- F1. At all times support the long-term objective of podium performance and fully support SA-HK's objectives.
- F2. Give his/her best effort at all times while representing Hong Kong, China in any event.
- F3. Not take any action or conduct that would reasonably be expected to significantly disrupt or interfere with a competition or the preparation of any athlete for a competition.
- F4. Avoid participating in all competitions where the SA-HK have determined that such participation is not permitted. Athletes are responsible for being fully aware of what events are permitted.
- F5. Understand that SA-HK may provide a limited level of travel and accident insurance, while the Athlete is training, competing or travelling for SA-HK. It is the responsibility of the Athlete to satisfy himself/herself that the insurance provided by SA-HK, if any, meets their needs and to ensure that they maintain an adequate level of the personal accident and travel insurance to cover the activities, destinations and time requirements of their participation at events.

G. Dress Code

- G1. Wear the current and appropriate Hong Kong Ski & Snowboard Team Uniform while travelling and participating as a member of the Hong Kong National Team, and as required by FIS.
- G2. Adhere to all sponsorship policies that pertain to dress code as outlined in the Sponsorship section of this document



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H. Media and Sponsorship

H1. Cooperate and participate in SA-HK, and /or SA-HK sponsor's events, when reasonable requests have been made, in order for SA-HK to achieve the best possible results in marketing and promotion of the Hong Kong National Team and the sport of Skiing and Snowboarding. Athlete will use his/her best efforts to be present at any such events as are reasonably requested and will promote the Hong Kong National Team in a positive manner; which may include participation in promotional events at the request of SA-HK sponsors.

H2. Participate in photo sessions and press conferences, when requested, at the events at which the athlete competes by virtue of his/her membership on the Hong Kong National Team and permit SA-HK to utilize (including marketing thereof) such photographs at SA-HK's discretion.

H3. Understand that personal sponsorship agreements are subject to and prioritized below the sponsorship rules and regulations as outlined by SA-HK, SF&OC and FIS.

H4. Understand and agree with his/her right to sell space on the Hong Kong National Team uniform for FIS events is restricted. SA-HK reserves the right to utilize Sponsor Spaces on the Hong Kong National Team Uniform.

H5. Acknowledge that if SA-HK chooses not to utilize any of the sponsor areas, then the Athlete will be permitted to use these spaces for up to a maximum of 2 personal sponsors of his/her choosing for the remainder of the season in question; provided that SA-HK is given prior notice of the proposed sponsor(s) and that such proposed sponsor does not conflict with a SA-HK National Team sponsor. Athletes must obtain written approved from SA-HK for the sponsors.

H6. Refrain from making comments (verbally, in writing or electronically) that could reasonably be expected to have a detrimental effect on the brand, morale or image of SA-HK and/or other athletes.

H7. Ensure that SA-HK is provided advance notice of all endorsement and sponsorship contracts and contracts with agents entered into by the Athlete.

H8. Obtain approval from SA-HK prior to any media interview and /or attending events as an honoured guest/speakers when media is present.

I. Injuries

In the event of injuries/illness, the athlete unable to train/race/attend SA-HK events, he/she must inform SA-HK's Secretary General and General Manager immediately after obtaining a medical certification.

J. Medical Consent

J1. In the event of an emergency situation where undue delay for the purpose of obtaining consent prior to medical treatment could endanger the Athlete's life, limb, or a vital organ, SA-HK or its agent (coach or other designated person) will adhere to the following procedure:

- SA-HK or its agent will make all reasonable efforts to contact the Athlete's family, designated guardian, or other individual previously identified by the Athlete as an emergency contact, to obtain consent for medical treatment
- Such efforts are unsuccessful, or if in the opinion of a duly qualified medical practitioner immediate medical treatment is urgently required, then if the Athlete is of legal age at the time of signing this Agreement, the Athlete hereby agrees (and if the Athlete is not of legal) that SA-HK or its agent is authorized to consent to such medical treatment or procedures which in the opinion of the duly qualified medical practitioner may be necessary.



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Event Selection Process for non-Major Games

1. SA-HK will circulate approved event lists to relevant members of the Hong Kong Ski & Snowboard Team;
2. The team list of each event will be developed and approved by the Selection Committee;
3. SA-HK will inform team members of the number of spots available, event information, departure and return dates and specific selection criteria for this tournament, and request them to reply in writing regarding their availability by a specified date;
4. The Selection Committee will select from the available team members based on the specific criteria for each event;
5. SA-HK will inform the selected skiers and announce the selection results to the rest of the team.
6. Event Selection Criteria:
 - (a) Entry requirements set by the event organizer;
 - (b) FIS Ranking if any;
 - (c) Event results and overall performance of the skier up to the selection date;
 - (d) Participation and commitment to the team;
 - (e) Discipline and attitude of the player;
 - (f) Selection Committee may consider skier who have had recent outstanding results;
 - (g) Selection Committee reserves the right to make the final decision as to whether or not to send players to overseas tournaments.

Selection Committee Members

1. SA-HK Chairman
2. SA-HK Secretary General
3. SA-HK National Coach

Right of Appeal

1. A skier may appeal the decision of the Selection Committee to the Executive Committee by giving a written notice to SA-HK within 14 days of the date of decision by the Selection Committee being communicated to him/her.
2. Upon receiving the request, the Executive Committee must determine whether to:
 - 2.1 Dismiss the appeal; or
 - 2.2 Convene a hearing in relation to the appeal.
 - 2.3. In the event of a hearing, the Executive Committee will hear the appeal at such a time and in such a manner as the Executive Committee deems appropriate. A quorum of at least three members of the Executive Committee must be present to hear an appeal.

Hearing

1. If the Executive Committee determines to convene a hearing in relation to the appeal, it must give at least 14 days written notice to the player stating: (a) The date, time and place at which it will hear and determine the appeal; (b) That the player is entitled to be assisted or represented by one other person or parent (if the player is Under 18 years of age).



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2. If the skier is not present at the hearing, the Executive Committee may: (a) Proceed to hear and determine the appeal; or (b) Adjourn the hearing of the appeal for such period determined by the Executive Committee and must give written notice of the time and place when the hearing will resume.
3. If the skier is present, he/she may give evidence and bring any relevant witnesses to support his/her case.
4. After the presentation of evidence and hearing any final submissions by the skier the Executive Committee shall make such determination as it shall see fit in the circumstances.
5. The decision of the Executive Committee will, in its discretion, either be: (a) Announced at the conclusion of the appeal; or (b) Communicated in writing to the player within 30 days of the conclusion of the appeal.
6. The Executive Committee's decision is final.

Major Games - Selection Guideline (Revised on 1st July, 2023)

1. This Guideline apply only to the selection of athletes from the Hong Kong Ski & Snowboard Team to join the Hong Kong, China Delegations organized by the Sports Federation & Olympic Committee of Hong Kong, China (SF&OC).
2. The purpose of this guideline are as follows:
 - Uphold the principle of impartiality in the selection process;
 - Promote the core values of equal opportunities and fair competition in selection of athletes;
 - Ensure a consistent and transparent approach for the dissemination of information;
 - Outline the actions to be taken in the selection process.
3. Organize, select and operate the National Team; consisting of selected athletes, coaches and other support staff, as endorsed by SA-HK to represent Hong Kong at International Multi-Sports Games (Games) which include Olympic Games, Asian Games, Youth Olympic Games and others managed by SF&OC.

Event Selection Process

1. SA-HK will circulate approved Games information to relevant members of the Hong Kong Ski & Snowboard Team;
2. The team list of each Game will be developed and approved by the SA-HK Selection Committee;
3. SA-HK will inform team members of the number of spots available, Games information, departure and return dates and specific selection criteria, and request them to reply in writing regarding their availability by a specified date;



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4. The SA-HK Selection Committee will select from the available team members based on the specific criteria for each Game;
5. SA-HK will inform the selected athletes and announce the selection results to the rest of the team.
6. Games Selection Criteria:
 - (a) Entry requirements set by SF&OC;
 - (b) FIS Ranking if any;
 - (c) Overall performance of the athletes up to the selection date;
 - (d) Participation and commitment to the team in trainings, competitions and events recommended by SA-HK;
 - (e) Discipline and attitude of the athlete;
 - (f) Selection Committee may consider athlete who have had recent outstanding results;
 - (g) Selection Committee reserves the right to make the final decision as to whether or not to send athletes to overseas games.

Selection Committee Members

1. SA-HK Chairman – Mr. Edmond Yue
2. SA-HK Secretary General – Mr. Samson Siu
3. SA-HK Executive Committee Member – Mr. Alexander Yue
4. SA-HK National Coach – Mr. Marko Rudic

Right of Appeal

1. An athlete may appeal the decision of the Selection Committee to the Appeal Committee by giving a written notice to SA-HK within 7 days of the date of decision by the Selection Committee being communicated to him/her.
2. Upon receiving the request, the Appeal Committee must determine whether to:
 - 2.1 Dismiss the appeal; or
 - 2.2 Convene a hearing in relation to the appeal.
 - 2.3. In the event of a hearing, the Appeal Committee will hear the appeal at such a time and in such a manner as the Appeal Committee deems appropriate. A quorum of at least two members of the Appeal Committee must be present to hear an appeal.
3. Appeal Committee Members
 - 3.1 SA-HK President – Mr. John So
 - 3.2 SA-HK Vice President – Mr. Tony Yue BBS, MH, JP
 - 3.3 Independent Advisor to SA-HK.

Hearing

1. If the Appeal Committee determines to convene a hearing in relation to the appeal, it must give at least 14 days written notice to the athlete stating:



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(a) The date, time and place at which it will hear and determine the appeal; (b) That the athlete is entitled to be assisted or represented by one other person or parent (if the athlete is Under 18 years of age).

2. If the athlete is not present at the hearing, the Appeal Committee may:

- (a) Proceed to hear and determine the appeal; or
- (b) Adjourn the hearing of the appeal for such period determined by the Appeal Committee and must give written notice of the time and place when the hearing will resume.

3. If the athlete is present, he/she may give evidence and bring any relevant witnesses to support his/her case.

4. After the presentation of evidence and hearing any final submissions by the athlete the Appeal Committee shall make such determination as it shall see fit in the circumstances.

5. The decision of the Appeal Committee will, in its discretion, either be:

- (a) Announced at the conclusion of the appeal; or
- (b) Communicated in writing to the athlete within 30 days of the conclusion of the appeal.

6. The Appeal Committee's decision is final.

ATHLETE'S OBLIGATIONS

The Athlete shall:

General and Communications

- Provide SA-HK with a current address, phone number, functioning email address and will advise SA-HK within 48 hours of any changes becoming effective.
- Receive and read all the information supplied by SA-HK.
- Remain in good standing with SA-HK paying all dues and fees, as approved and assessed by SA-HK, within 14 days of being invoiced.
- Respond to communication and requests from SA-HK within 48 hours unless you have notified SA-HK of temporary unavailability.
- Participate in any/all events as requested by SA-HK.
- Understand that it is his/her responsibility to check the official SA-HK electronic communication (i.e. messaging tools, email, website) on a regular basis to receive updates news, notices, and announcements.
- Provide written consent to SA-HK, if the athlete is of the age of majority, to communicate through a third party (parent or legal guardian).

Eligibility

- Be a member in good standing with SA-HK.
- Provide evidence of being a Hong Kong resident for at least, and maintain eligibility to



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compete for Hong Kong, China and all applicable international regulations in effect.

Athletes must notify SA-HK at least one month prior to residence/citizenship status/overseas studies.

- Hold a valid passport and/or China Travel Card (HKSAR passport is required for all events in China). Athletes are responsible to ensure expiry date of travel documents and visas are compliant with all planned travels.
- Be a valid member of SA-HK Ski & Snowboard Team for the current year.
- If selected, participate in all Major Games – Olympic Games and Asian Games. Failure to participate in any of these Major Games for any reason other than injury, illness or pregnancy as certified by a medical doctor and without the Head Coach in writing can lead to termination of funding status ineligibility or the cancellation of current funding and/or National Team status.

Training/Competition

- At all times support the long-term objective of podium performance and fully support SA-HK's objectives.
- Give his/her best effort at all times while representing Hong Kong, China in any event.
- At all times, live and train in a Daily Performance Environment which, in the opinion of SA-HK is conducive to high-performance success. Participating in any activity that puts his or her ability to perform at risk, or limits performance can lead to funding ineligibility or the cancellation of current funding and/or National Team status.
- Not take any action or conduct that would reasonably be expected to significantly disrupt or interfere with a competition or the preparation of any athlete for a competition.
- Avoid participating in all competitions where the SA-HK have determined that such participation is not permitted. Athletes are responsible for being fully aware of what events are permitted.
- Athletes are required to attend health/nutrition and fitness assessments arranged by SA-HK.
- Trained by personal coach as endorsed by SA-HK.

Medical and Injury

- Athletes must notify both Selection Committee and Head Coach by email within 48 hours of any unscheduled breaks in training longer than 3 consecutive days for any reason and ensure, in the case of an injury or illness that a medical doctor's certificate setting out the nature of injury or illness or pregnancy and the recommended intervention/remediation plan is forwarded to SA-HK within 48 hours of the diagnosis of the injury or illness or pregnancy. Athletes are responsible for ensuring that their treatment details are documented within 48 hours of the diagnosis of the injury or illness.
- In the event of injury and/or illness, comply with the prescribed plans allowing a return to full training and competition, as approved by Head Coach and endorsed by Selection Committee.
- Understand that SA-HK may provide a limited level of travel and accident insurance, while the Athlete is training, competing or travelling for SA-HK. It is the responsibility of the



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Athlete to satisfy himself/herself that the insurance provided by SA-HK, if any, meets their needs and to ensure that they maintain an adequate level of the personal accident and travel insurance to cover the activities, destinations and time requirements of their participation at events.

Dress Code

- Wear the current and appropriate National Team Uniform while travelling and participating as a member of the National Team, and as required by FIS.
- Adhere to all sponsorship policies that pertain to dress code as outlined in the Sponsorship section of this document

Anti-Doping

Not use any substances or methods that contravene the rules of the International Olympic Committee (IOC), the rules of the International Ski Federation (FIS), and World Anti-Doping Agency (WADA).

Policies and Conduct

- Utilize and be governed by SA-HK policies.
- Adhere to all sponsorship policies that pertain to dress code as outlined in the Media Sponsorship section of this document.
- Adhere to Hong Kong laws that govern the consumption of alcohol and narcotics while travelling outside Hong Kong and respect local laws when in foreign countries. Failure to comply with Hong Kong and international laws will lead to funding ineligibility, the cancellation of current funding and/or National Team status.
- As an ambassador for SA-HK, behave in a courteous and respectful manner at all times.

Media and Sponsorship

- Cooperate and participate in SA-HK, and /or SA-HK sponsor's events, when reasonable requests have been made, in order for SA-HK to achieve the best possible results in marketing and promotion of the National Team and the sport of Skiing and Snowboarding. Athlete will use his/her best efforts to be present at any such events as are reasonably requested and will promote the National Team in a positive manner; which may include participation in promotional events at the request of SA-HK sponsors.
- Participate in photo sessions and press conferences, when requested, at the events at which the Athlete competes by virtue of his/her membership on the National Team and permit SA-HK to utilize (including marketing thereof) such photographs at its discretion.
- Provide SA-HK with a recent colour photograph of him/herself, a current resume of athletic accomplishments, and a summary of current sponsors and sponsorship commitments, with the completed application form, if requested to do so (photos in electronic format are preferable).



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- Understand that personal sponsorship agreements are subject to and prioritized below the sponsorship rules and regulations as outlined by SA-HK, SF&OC and FIS.
- Understand and agree with his/her right to sell space on the National Team uniform for FIS events is restricted. SA-HK reserves the right to utilize Sponsor Spaces on the National Team Uniform.
- Acknowledge that if SA-HK chooses not to utilize any of the sponsor areas, then the Athlete will be permitted to use these spaces for up to a maximum of 2 personal sponsors of his/her choosing for the remainder of the season in question; provided that SA-HK is given prior notice of the proposed sponsor(s) and that such proposed sponsor does not conflict with a SA-HK National Team sponsor. Athletes must obtain written approved from SA-HK for the sponsors.
- Refrain from making comments (verbally, in writing or electronically) that could reasonably be expected to have a detrimental effect on the brand, morale or image of SA-HK, SF&OC and/or other athletes.
- Ensure that SA-HK is provided advance notice of all endorsement and sponsorship contracts and contracts with agents entered into by the Athlete.
- Obtain approval from SA-HK prior to any media interview and /or attending events as an honoured guest/speakers when media is present.

Injuries

- In the event of injuries/illness, the athlete unable to train/race/attend SA-HK events, he/she must email to SA-HK's Secretary General and General Manager immediately after obtaining a medical certification.

Medical Consent

- In the event of an emergency situation where undue delay for the purpose of obtaining consent prior to medical treatment could endanger the Athlete's life, limb, or a vital organ, SA-HK or SF&OC or its agent (coach or other designated person) will adhere to the following procedure:
- SA-HK or SF&OC or its agent will make all reasonable efforts to contact the Athlete's family, designated guardian, or other individual previously identified by the Athlete as an emergency contact, to obtain consent for medical treatment
- Such efforts are unsuccessful, or if in the opinion of a duly qualified medical practitioner immediate medical treatment is urgently required, then if the Athlete is of legal age at the time of signing this Agreement, the Athlete hereby agrees (and if the Athlete is not of legal) that SA-HK or its agent is authorized to consent to such medical treatment or procedures which in the opinion of the duly qualified medical practitioner may be necessary.

END