

Pathway Programs Selection Policy

Adopted by the Board: 1 September 2026

Effective Date: 2 September 2026

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1. Purpose

The Pathways and Programs Selection Policy ('the Policy') is designed to ensure consistent and conscientious application of the policy, operational process and procedures. The processes outlined in this document will help ensure:

- Transparency for all stakeholders who are involved in the selection process.
- Experience and objectivity in selecting the right players in the right program at the right time.
- Clear communication and understanding between all stakeholders.
- Effective planning and execution associated with all aspects of selection.
- Flexibility to respond to selection situations in a fair manner.
- Ongoing review of the selection process to ensure, best practice is attained and sustained.

Through this Policy pathway teams will be selected which reflect the Core Values and Principles of representing Basketball ACT:

- Representatives of Basketball ACT are committed to being in the best physical shape as possible.
- Representatives of Basketball ACT are committed to contributing to a positive culture of emotional, mental and social wellbeing.
- Representatives train and compete at their absolute best effort knowing they are representing each registered member of Basketball ACT.
- Representatives train and compete with the highest level of disciplined sportsmanship and adhere at the highest standards.
- Representatives accept the responsibility of being a positive role model for Canberra and the ACT.
- Representatives are committed to improving the standard of basketball in Canberra & the ACT.

2. Applicable Programs

The processes and procedures outlined in this document apply to any process undertaken to select an ACT Territory or Canberra Basketball pathway Program or Team. This includes the following:

ACT Territory Teams	Canberra Basketball Programs
ACT Under 20s Female ACT Under 20s Male	
ACT Under 18s Female ACT Under 18s Male	Canberra Basketball Under 18s Female Canberra Basketball Under 18s Male
ACT Under 16s Female ACT Under 16s Male	Canberra Basketball Under 16s Female Canberra Basketball Under 16s Male
ACT Ivor Burge Female ACT Ivor Burge Male	Club Championship Canberra Basketball Team Under 14s Female Club Championship Canberra Basketball Team Under 14s Male Canberra Basketball Under 14s Female Canberra Basketball Under 14s Male
	Canberra Basketball Under 12s Female Canberra Basketball Under 12s Male

3. Responsibility

Basketball ACT is responsible for overseeing the application and execution of processes outlined within this Policy.

Basketball ACT may delegate this responsibility to the Performance Pathway Manager who will be responsible for the overall compliance by coaches, managers, selectors and athletes for ACT Performance program and teams.

The Performance Pathway Manager is accountable to the Basketball ACT Board, through the Chief Executive Officer of Basketball ACT.

4. Program Objectives

4.1 Canberra Basketball U12 and U14 Programs

- 4.1.1 The U12 and U14 Canberra Basketball Programs are often the entry point for young athletes into the athlete development pathway. Young players are being exposed to different sporting activities and are encouraged to participate in a range of sports with an emphasis on FUN, learning how to train and developing appropriate training habits.

- 4.1.2 A strong focus in the program is exposing young players to the foundation technical skills and basic game play concepts of basketball, building players physical literacy through fundamental movement skills, promoting fun and developing friendships through basketball.

4.2 U14 Club Championship Selection & Preparation

- 4.2.1 Athletes will be invited to participate in the Canberra U14 AJCC teams, the athletes will be invited based off their performances at the training camps and the JPL / SJL competitions. We will select 10 athletes and 4 non-travelling reserves for these teams.
- 4.2.2 The athletes will have a 6-week preparation block prior to the start of the U14 Club Championships. The teams will train twice a week for the 6-weeks leading into the Championships.

4.3 Canberra Basketball Representative Programs: U16 & U18

- 4.3.1 The Canberra representative program will operate as a Canberra representative program and provide development and competition opportunities to athletes selected. This is an emerging development and representative program that delivers wholistic athlete development, skill development and tactical and technical game awareness. The Canberra representative teams will train twice a week and compete in the Basketball NSW Junior Premier League or Southern Junior League competition.

4.4 ACT Territory U16, U18, U20 and Ivor Burge Programs

- 4.4.1 The Australian Capital Territory teams form a part of our regional representative program. These teams will represent the ACT at National Championships. The Territory teams are our highest junior representative teams for their respective age groups. This is a team-based program with each team having access to two (2) team training each week, two (2) skill trainings each week and a strength & conditioning training session each week. This program is designed to develop identified athletes for optimal performance (now and in the future) at national level competition, athletically, tactically, mentally and provide opportunities for National team identification.
- 4.4.2 Each year Basketball ACT sends teams to represent the Australian Capital Territory at National Championships, which are national basketball tournaments conducted by Basketball Australia. There are three (3) National Championship tournaments held each year attended by each State & Territory.

4.4.2.1 Under 16 National Championship	July
4.4.2.2 Under 18 National Championship	April
4.4.2.3 Kevin Coombs Cup (Wheelchair athletes)	April
4.4.2.4 Under 20 National Championships	February
4.4.2.5 Ivor Burge National Championship	February

- 4.4.3 Basketball ACT sends a women's and men's team to the U16, U18, U20 & Ivor Burge National Championships to provide opportunities for players from across the Territory to compete in the nationals. Representing the Australian Capital Territory at a National Championship is an honour reserved for the best team of athletes and coaches at the time of selection.

5. Selectors

5.1 Selectors for squads will be comprised of:

Squad	Squad Selection Panel
ACT Under 20s Female	Basketball ACT Performance Pathway Lead – Women Under 20s Female Head Coach Under 20s Female Assistant Coach/es
ACT Under 20s Male	Basketball ACT Performance Pathway Lead – Men Under 20s Male Head Coach Under 20s Male Assistant Coach/es
ACT Ivor Burge Female	Basketball ACT Performance Pathway Lead – Women Ivor Burge Female Head Coach Ivor Burge Female Assistant Coach/es
ACT Ivor Burge Male	Basketball ACT Performance Pathway Lead – Men Ivor Burge Male Head Coach Ivor Burge Male Assistant Coach/es
ACT Under 18s Female Canberra Under 18s Female	Basketball ACT Performance Pathway Lead – Women Under 18s Female Head Coach Under 18s Female Assistant Coach/es
ACT Under 18s Male Canberra Under 18s Male	Basketball ACT Performance Pathway Lead – Men Under 18s Male Head Coach Under 18s Male Assistant Coach/es
ACT Under 16s Female Canberra Under 16s Female	Basketball ACT Performance Pathway Lead – Women Under 16s Female Head Coach Under 16s Female Assistant Coach/es
ACT Under 16s Male Canberra Under 16s Male	Basketball ACT Performance Pathway Lead – Men Under 16s Male Head Coach Under 16s Male Assistant Coach/es
Canberra Under 14s Female Club Championship Canberra Basketball Team Under 14s Female	Basketball ACT Performance Pathway Lead – Women Under 14s Female Head Coach Under 14s Female Assistant Coach/es

Canberra Under 14s Male Club Championship Canberra Basketball Team Under 14s Male	Basketball ACT Performance Pathway Lead – Men Under 14s Male Head Coach Under 14s Male Assistant Coach/es
Canberra Under 12s Female	Basketball ACT Performance Pathway Lead – Women Under 12s Female Head Coach Under 12s Female Assistant Coach/es
Canberra Under 12s Male	Basketball ACT Performance Pathway Lead – Men Under 12s Male Head Coach Under 12s Male Assistant Coach/es

5.2 Selectors are appointed by virtue of their positions within the Basketball ACT pathway and program coaching.

5.3 The role of the Selection Panel Chair is to oversee the selection process and includes, but is not limited to: arranging, organising and chairing meetings, facilitating discussions and decision making, ensuring this Policy is adhered to, liaising with relevant Basketball ACT staff and overseeing the administrative requirements of the selection process.

5.4 The Basketball ACT Performance Pathway Lead – Women or Basketball ACT Performance Pathway Lead – Men will be the Selection Panel Chair each panel and program as applicable in clause 5.1

5.5 All selectors will have demonstrated relevant level coaching experience, holds a current Basketball Australia coach accreditation and/or have academic qualifications in Sports Coaching.

5.6 The Basketball ACT Performance Pathway Lead – Women and Performance Pathway Lead – Men has authority to request an amendment to the composition of a Squad Selection Panel, including the appointment of independent selectors and/or trainee selectors.

5.7 Where the relevant Head Coach is not available for any reason, the Basketball ACT Performance Pathway Manager has the authority to request an additional selector to the panel. The relevant Head Coach will continue to have input into the selection of this team.

5.8 The Basketball ACT Performance Pathway Manager will seek the endorsement from the Basketball ACT Chief Executive Officer for all Selector appointments.

5.9 All Selector positions will be appointed for a period of their term of coaching position/volunteer engagement.

5.10 At the discretion of the Basketball ACT Performance Pathway Manager, in consultation with the Basketball ACT Chief Executive Officer, appointment terms may be for lesser periods of time but not greater.

6. Selector Responsibilities

- 6.1 Confidentiality by all persons involved in the selection process is paramount to the integrity of the selections. It is a condition of the selection process that all Selection Panel members and Basketball ACT Staff will keep confidential all aspects of the selection process including, but not limited to, appointment of the Selection Panel and individual athlete assessments and recommendations.
- 6.2 Selectors must not comment to players, parents or other persons who are not part of the selection panel about an athlete's assessment. Improper use or disclosure of that information may severely damage the integrity of the Basketball ACT selection processes and its functions
- 6.3 Selectors will not discuss selection matters with anyone other than a co-selector outside official selection meetings. A breach in confidentiality or undertaking by a selector involved in the selection process will lead to removal from the selection panel.
- 6.4 Selectors will ensure secure custody of confidential information in their control or possession and use their best endeavours to prevent the use or disclosure of confidential information by any person.
- 6.5 If a Selector is uncertain about whether information is confidential information, they must immediately consult with the Basketball ACT Performance Pathway Manager. Until they receive an answer, the Selector agrees to treat that information as confidential information.
- 6.6 A selector with a conflict of interest must notify the Basketball ACT Performance Pathway Lead – Women or Performance Pathway Lead – Men of the conflict as soon as they become aware it exists.
- 6.7 A selector with a conflict of interest will remove herself/himself from the selection as it pertains to the conflict of interest or resign as a selector if the conflict is unable to be managed by the Selection Panel.
- 6.8 A selector may advise the Performance Pathway Lead – Women or Performance Pathway Lead – Men of another selector's conflict of interest in the event that the risk has been overlooked.
- 6.9 A selector will:
 - 6.9.1 Attend all selection activities (i.e. trials, meetings, games, trainings) as deemed necessary by Basketball ACT.
 - 6.9.2 Act with integrity and objectivity in all aspects of the selection process in complying with this policy and other related policies and documents.
 - 6.9.3 Ensure all selection materials, discussions and meetings remain confidential to the selection panel and appropriate Basketball ACT staff.
 - 6.9.4 A selector who is unable to fully meet all the requirements of this clause 6 may resign or be removed and replaced from the selection panel.

- 6.10 Selectors agree to abide by the conditions as set out in the Basketball Australia and Basketball ACT's Code of Conduct as well as the content of, and requirements set out in, this policy. It is the individual responsibility of each selector to be aware of these conditions and the content of these documents.

7. Eligibility Criteria

Athletes seeking selection must comply with the following to be eligible for selection:

- 7.1 Athletes will not be eligible for selection in their respective age division unless they comply with at least one of the following requirements:
- 7.1.1 Basketball Australia Centre of Excellence Scholarship Holder, in the year of selection.
 - 7.1.2 Member of a National Team Program in the year of selection.
 - 7.1.3 Member of, and regular player for, an Affiliated Club that competes in the Basketball ACT competition in the age group in which the player is seeking selection.
 - 7.1.3.1 To be considered a regular player, a player must have played in at least 50% of games for their Affiliated Member Club in a Basketball ACT competition(s) the season prior to selection.
 - 7.1.3.2 A player who has not been able to play in at least 50% of games in accordance with 7.1.3.1 due to injury/illness may still be considered eligible for selection pending the provision of a medical certificate from a licensed GP detailing their injury and inability to play.
 - 7.1.3.3 An athlete may be granted exemption to play in a higher age group by Basketball ACT at the discretion of the Basketball ACT Performance Pathway Manager.
- 7.2 The athlete must be under the stated age as of 31st December in the year of the competition where an age restriction is in place.
- 7.3 The athlete must hold a permanent or temporary resident visa for Australia, be an Australian citizen or have refugee status. Proof is required to be shown to Basketball Australia and should accompany each individual online nomination.
- 7.4 An athlete will not be eligible for selection if they are a current member of another Basketball Australia affiliated State or Territory program.

8. Selection Criteria

Please note that subjectivity is an unavoidable element of selection. Basketball ACT strives to work towards the highest standards of integrity with selectors and selection process.

To be selected a player must meet the eligibility criteria as follows:

- 8.1 Evidence that the player reflects the core values of representing Basketball ACT;
- 8.2 The player has no outstanding financial debt with Basketball ACT and/or an Affiliated Member Club.
 - 8.2.1 Players who are on an established payment plan arrangement with Basketball ACT and/or Affiliated Member Club are compliant with the agreement terms will be eligible to trial.
- 8.3 Possess the ability to compete at an Australian Championships or at the respective level selected.
- 8.4 A history of successful past performances at the following:
 - 8.4.1 Australian National Championships, Basketball NSW Junior Premier League/Southern Junior League competitions, Basketball ACT competitions.
 - 8.4.2 NBL1, Basketball NSW Waratah League or equivalent competition.
- 8.5 Athletic ability, desire and dedication to become a player at the highest possible level.
- 8.6 Assessed competencies in defensive and offensive fundamentals and basketball intelligence.

9. Selection Process

- 9.1 Basketball ACT will establish a selection timeline each year that complies with the deadlines and requirements set by Basketball Australia.
- 9.2 Athletes seeking selection must submit an online registration by the advised closing date. The closing date will be determined annually by Basketball ACT and will be advertised via various Basketball ACT communication platforms.
- 9.3 Athletes with an outstanding financial debt to Basketball ACT will be informed prior to the first selection trial they do not comply with clause 8.2.1 of the selection criteria. Athletes will then have the ability to:
 - 9.3.1 Pay the outstanding debt owed and be eligible for consideration by the Selection Panel; or
 - 9.3.2 Pay 50% of the outstanding debt owed, enter into a payment plan agreement with Basketball ACT for the remaining amount and be eligible for consideration by the Selection Panel; or

- 9.3.3 Remain in debt to Basketball ACT and not be eligible for consideration in accordance with this policy.

9.4 Basketball ACT will hold trials to inform the selection process. The format, dates, locations and number of trials is at the discretion of Basketball ACT and will be advertised via the Basketball ACT website. Basketball ACT may also determine to utilise meetings, games, trainings or other activities as a part of the selection process.

- 9.4.1 All representative programs will have four (4) identification / exposure opportunities; where athletes will be given a chance to participate and showcase the skills and talents to the selectors. All athletes who register and are eligible for Selection will be provided the opportunity to attend trials.
- 9.4.2 Trials can only be attended by the eligible athletes, coaches, selectors, and Basketball ACT staff members.
- 9.4.3 At the conclusion of the “Open Trials” selection period our U14, U16 & U18 age groups, the selectors will identify a large cohort of athletes to participate in a Basketball ACT’s Performance Pathway League.
- 9.4.4 The Basketball ACT Performance Pathway League where identified players will have an opportunity to be selected for the U14, U16 & U18 Territory teams or the Canberra representative teams.
- 9.4.5 This is an extension of the Basketball ACT representative trials, which will provide the athletes with additional opportunities to showcase their skills in a game like environment, and it allows our coaches and selectors more time to consider the athletes in line for selection.
- 9.4.6 The Performance Pathway League will last for 6 weeks, trainings will be held on one (1) morning each week and games will be played on the weekends. The games will be open for public viewing.
- 9.4.7 At the end of the six (6) weeks; Basketball ACT will make its final squad selections for the Territory teams and the Canberra representative teams.
- 9.4.8 There will be an additional cost to participate in the Performance Pathway League, final cost will be communicated by Basketball ACT with the selection outcome information.
- 9.4.9 All other representative programs: Ivor Burge, U20, & U12 athletes will be identified at the conclusion of the 4-trial viewing opportunity and the final squads will be constructed at that point in time.

9.5 The Selection Panel(s) will select up to the following number of teams, athletes and reserves per squad:

Squad	Teams Selected	Athletes Selected per Team
ACT Under 20s Female	1	12
ACT Under 20s Male	1	12
ACT Ivor Burge Female	1	10
ACT Ivor Burge Male	1	10
ACT Under 18s Female	1	12
Canberra Under 18s Female	1-2	10-12
ACT Under 18s Male	1	12
Canberra Under 18s Male	1-2	10-12
ACT Under 16s Female	1	12
Canberra Under 16s Female	1-2	10-12
ACT Under 16s Male	1	12
Canberra Under 16s Male	1-2	10-12
Canberra Under 14s Female	4	10-12
Canberra Under 14s Male	4	10-12
Canberra Under 12s Female	4	10-12
Canberra Under 12s Male	4	10-12

- 9.6 Where the Selection Panel feel there is depth of talent across an age group to increase the number of teams within the Canberra Basketball programs. The selection panel can seek endorsement of selecting additional teams for a specific age group from the Basketball ACT Chief Executive Officer.
- 9.7 The Squad Selection Panel has the ability to make changes and substitutions to squads in accordance with Clause 10.
- 9.8 Basketball ACT will advise athletes of their selection into the respective programs and confirm acceptance of the position with the athlete.
- 9.9 Where an athlete fails to attend any physical trials of the selection process and that athlete believes that exceptional circumstances prevented them from attending part or all the selection, a written application may be made to Basketball ACT prior to or within 24 hours of the commencement of selection for an exemption. The reason(s) for non-attendance must be disclosed and include, where appropriate, relevant documentary evidence. The Selection Panel will determine whether that athlete will be included for consideration.
- 9.10 Basketball ACT will publish the selected squad via the Basketball ACT website and advise selected athletes via email.
- 9.11 The decision(s) of the Selection Panel(s) shall be final and binding. The Panel is under no obligation to provide reasons for its selection decisions, however, may choose to do so at its

discretion, at the request of the Selection Panel Chair, or at the request of the Basketball ACT Chief Executive Officer.

10. Conditional Selection

- 10.1 The Selection Panel may make a conditional selection of any particular athlete subject to the athlete meeting further conditions. Those further conditions may include, but are not limited to:
 - 10.1.1 Proving match fitness via training, match play, fitness testing or any such method as determined by the Selection Panel.
 - 10.1.2 Receiving or providing a medical clearance.
 - 10.1.3 Meeting any financial agreement
 - 10.1.4 Any other condition that, in the opinion of the Selection Panel, is reasonable in the circumstances of the particular athlete.
- 10.2 The conditional selection of an athlete must be included within the total number of selected athletes permissible in accordance with clause 9.

11. Selection Approval Process

- 11.1 The relevant Selection Panel Chair will submit the selected squad/team to the Basketball ACT Chief Executive Officer for ratification, prior to the final selection being announced.
- 11.2 Selection of the Captains, Vice Captains and Leadership Group will be subject to ratification from the Basketball ACT Performance Pathway Manager.

12. Replacement of Selected Athletes

- 12.1 The grounds for replacement of a selected athlete are any one or more of the following:
 - 12.1.1 Injury or Illness: An athlete who is injured or ill may be assessed by a doctor nominated or agreed to by Basketball ACT who will assess the athlete's fitness to play and/or train in conjunction with the relevant Head Coach. The Selection Panel Chair is to be notified of all such injuries or illness.
 - 12.1.2 Breach of Discipline: An athlete may be considered for replacement due to a breach of discipline including failure to observe any relevant Basketball ACT policies, the Basketball ACT Code of Conduct or any Basketball ACT Athlete Agreement. The program Head Coach will immediately advise the relevant Selection Panel Chair of a breach. The Selection Panel Chair will initiate an appropriate disciplinary response in consultation with the Basketball ACT Chief Executive Officer and program Head Coach.

- 12.1.3 Breach of National Integrity Framework: Any athlete who breaches the Basketball Australia National Integrity Framework will automatically be removed from the squad and will be replaced. All penalties relating to these breaches will be as per the Basketball Australia National Integrity Framework. The program Head Coach will report such breaches to Basketball ACT immediately and, if required, to the relevant law enforcement agency.

12.2 Replacement Process:

If a selected athlete is unable to continue or is removed as a member of the squad, the procedure for a replacement athlete is as follows:

- 12.2.1 The program Head Coach will consult the Selection Panel Chair, and the Basketball ACT Performance Pathway Manager will be advised.
 - 12.2.2 Consideration will first be given to all athletes within alternative Basketball ACT programs.
 - 12.2.3 Consideration will then be given to other identified athletes from the selection process, if required.
 - 12.2.4 The program Head Coach will then fill this position with the athlete deemed most suitable.
 - 12.2.5 The relevant procedures for the replacement of athletes as stated within any applicable competition regulations will be complied with by Basketball ACT.
- 12.3 An athlete selected for replacement must meet the eligibility criteria listed at Clause 7.
- 12.4 In the event no athlete is deemed suitable, the position may:
- 12.4.1 remain vacant for the duration of the program; or
 - 12.4.2 be filled at a later stage at the discretion of the program Head Coach with consultation of the Selection Panel Chair.

13. Appeals

- 13.1 A player, who fails to be selected for a squad and/or team pursuant to the Criteria set out in this Policy, may appeal against omission from the squad and/or team as set out in this section.
- 13.2 The grounds for such an appeal are that the Selection Panel, in making their decision, failed to comply with the Policy.
- 13.3 Notice period
 - 13.3.1 Any appeal against omission from the squad and/or team must be lodged in writing (notice of appeal) to the Basketball ACT Chief Operating Officer within three (3) business days of announcement of the selection decision.

- 13.3.2 The notice of appeal must be accompanied by a summary of arguments and submissions in support of the appeal.
- 13.3.3 An appeal may be withdrawn by the Aggrieved Player at any time through written notification to the Basketball ACT Chief Operating Officer.
- 13.3.4 Failure to comply with the appeal time frame will result in the appeal being dismissed.
- 13.4 Appeal tribunal
- 13.4.1 Where the Basketball ACT Chief Operating Officer has authorised an investigation into the appeal, an appeals tribunal shall be established.
- 13.4.2 The appeals tribunal will consist of three members including:
- 13.4.2.1 A person with knowledge of the sport, with national competition experience;
 - 13.4.2.2 Any two other people deemed appropriately skilled and experienced to the function of the appeals tribunal as appointed by the Basketball ACT Chief Operating Officer, one of which will be appointed the Chair.
 - 13.4.2.3 Persons party to or directly interested in the appeal may not act as a member of the appeals tribunal.
 - 13.4.2.4 The appeals tribunal does not have the power of selection or reselection. Where appropriate, the tribunal may refer the matter back to the Squad Selection Panel for consideration.
- 13.5 Appeal hearings
- 13.5.1 The appeals tribunal shall investigate and consider the matter determining whether:
- 13.5.1.1 The matter should be dismissed because there is no credible evidence, submission or argument to satisfy the grounds of the appeal;
 - 13.5.1.2 The appeal should be subject to a hearing conducted by the appeals tribunal.
- 13.5.2 The appeals tribunal must conduct the appeal in accordance with the principles of natural justice.
- 13.5.3 The appeals tribunal is not bound by the rules of evidence and may inform itself as to any matter in such a manner as it thinks fit.
- 13.5.4 The appeals hearing may take place in a manner determined appropriate by the chair, including telephone or in person.
- 13.5.5 Parties of the appeal may be permitted a support person, for the avoidance of doubt this may not be a legal representative.

13.5.6 The decision of the appeals tribunal shall be a majority decision and shall be communicated to the Basketball ACT Chief Operating Officer as soon as practicable, including:

13.5.6.1 If the appeals tribunal considers the ground/s alleged to be made out, it shall recommend that Squad Selection Panel reconsider the selection;

13.5.6.2 The Squad Selection Panel shall comply with the direction of the appeals tribunal;

13.5.6.3 Any further selection decision of the Selection Panel under direction of the appeals tribunal shall be final and binding.

14. Power to Amend

14.1 This Policy can be amended or rescinded at any time by Basketball ACT in the event Basketball ACT is of the opinion such amendment is necessary as a result of any change to NBL1, Basketball NSW or Basketball Australia guidelines or relevant policies, to give effect to the Policy following discovery of a drafting error or oversight, or for any other reason determined to be in the best interest of basketball in the ACT by Basketball ACT.

14.2 Basketball ACT is not and shall not be liable in any way to any one because of any such amendment or application of this Policy generally.

