

# Para Nordic National Ski Team Selection Criteria

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Selection Criteria

2024-25



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## 1. General Information

1. This document outlines the policies and procedures used by Nordiq Canada (NC) to select athletes for the 2024-25 Para Nordic World Cup Ski Team, the 2024-25 Para-Nordic NextGen Team, the 2024-25 Para Nordic Development Team and 2024-25 Para Nordic Prospect Team.
2. This document is created under the direction of the [NST Selection, Nomination, and Announcement Policy](#).
3. The High Performance Director-Para (HPD-Para) is responsible for applying the selection criteria and will make the final selection decisions with review from the [High Performance Committee](#) (HPC). Any person with a real, perceived, or potential conflict of interest as per the Sport Dispute Resolution Centre of Canada [Conflicts of Interest in Sports-Related Decision-Making](#) will be removed from the review and selection process.
4. Selection decisions may be appealed under the [Nordiq Canada Appeal Policy](#).
5. The Nordiq Canada HPD-Para, or designate<sup>1</sup>, has the authority, and reserves the right to amend this document prior to the selection date under the following circumstances:
  - a. In the event of unforeseen circumstances beyond the control of Nordiq Canada that prevents the HPD-Para from fairly and objectively implementing these selection procedures.
  - b. When additional (or altered) information deemed relevant by Nordiq Canada to the criteria is provided by external parties, such as (but not limited to) an event organizing committee, Sport Canada, the Canadian Paralympic Committee, Canadian Snowsport Association (CSA), FIS, IPC/FIS PSS or any other relevant organization.
  - c. To correct, clarify or amend any inconsistencies, errors or omissions in the criteria.
  - d. Any occurrences pertaining to, but not limited to: race cancellations or rescheduling, any country border limitations, travel restrictions, travel limitations, inability to maintain safety of athletes, etc.

Changes to this document will be communicated directly to the ski community by whatever means and wherever the original criteria were published. Nordiq Canada is not responsible or liable in any way to anyone as a result of any amendments.

6. It is the athlete's and coach's responsibility to read and understand the contents of this document and other supporting documents and policies. For clarification contact the HPD-Para, Kate Boyd [kboyd@nordiqcanada.ca](mailto:kboyd@nordiqcanada.ca).

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<sup>1</sup> In the event the HPD-Para is unavailable, a designate will be appointed within Nordiq Canada to be the decision-making authority.

7. The qualification period is November 1, 2023 to March 31, 2024. Athletes will be named to the team for the period of May 2024 – April 2025.

## 2. Objectives

1. PARA NORDIC WORLD CUP TEAM: To provide optimal support and preparation to achieve FIS PSS World Cup, FIS PSS World Ski Championships and Paralympic Winter Games (PWG) podium results.
2. PARA NORDIC NEXTGEN TEAM: To develop athletes who have demonstrated the ability to be competitive on the FIS PSS World Cup circuit and transition them to the PN World Cup Team program.
3. PARA NORDIC DEVELOPMENT TEAM: To develop athletes who have demonstrated potential to be competitive (consistently achieve under 180 FIS PSS points) on the FIS PSS World Cup circuit and transition to the Para Nordic NextGen Team.
4. PARA NORDIC PROSPECTS TEAM: To develop new talents who have demonstrated potential to be competitive on the FIS PSS World Cup circuit within four (4) years, and transition to the Development Team.

## 3. Selection Guidelines

### Athlete Eligibility

1. To be eligible to be selected for a PNST Team athletes must meet the following eligibility criteria:
  - a. athletes must be current Nordiq Canada and provincial members in good standing<sup>2</sup>;
  - b. must be a Canadian citizen with a valid Canadian passport or the ability to represent Canada at a PWG;
  - c. must hold a current Nordiq Canada racing license;
  - d. athletes must be a current Nordiq Canada registered club member;
  - e. athletes must have a valid Para Nordic FIS license, and meet classification criteria for Sport Class and FIS PSS eligibility;
  - f. athletes must meet all FIS PSS and other event entry standards for the competition(s) for which they qualify;
  - g. must adhere to all NSO, municipal, provincial, federal, and international Covid and/or other pandemic and health guidelines;
  - h. must follow a NC approved Yearly Training Program as reviewed by the HPD-Para and PN National Team Coach and PN Manager;
  - i. if an athlete is selected to a Team under these selection procedures and criteria the athlete acknowledges and agrees that they:
    - i. will comply with Nordiq Canada's policies as posted on the [Nordiq Canada website](#);

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<sup>2</sup> Please refer to the [Nordic Canada bylaws](#) for a complete description of members in good standing.

- ii. are subject to drug testing by the Canadian Sports Anti-Doping Agency (CCES), FIS, or other applicable bodies and must comply with Nordiq Canada's, CCES's and FIS's Anti-Doping bylaws or policies;
- iii. will comply with all requests from Nordiq Canada and with his/her obligations set out in the Nordiq Canada Anti-Doping Bylaw to provide accurate whereabouts information to CCES and FIS; and,
- iv. comply with the Nordiq Canada [Athlete Code of Conduct](#) and/or the Athlete Agreement.

#### **Team Size**

- 2. Team size is determined by budget, available program support and athlete potential for podium success at the 2026 PWG and will be determined prior to Team selection.

### **4. Selection Criteria**

#### **1. Para Nordic World Cup Team**

- a. Athletes achieving one (1) race result in the 2023-24 season at FIS PSS sanctioned World Cup (WC), World Cup Final events, and/or World Biathlon Championships, of 30 FIS PSS points or less in FIS PSS cross-country (CC) and/or FIS PSS biathlon (BT) events will qualify for selection to the PNST World Cup Team. The nomination will be based on the purpose and objectives outlined in Section 2.0 and the recommendation of the HPD-Para to the High Performance Committee (HPC). This assessment will consider the [depth of field](#) at these events and a minimum of top 5/top-half final result.
- b. The PNST National Team Coach may recommend to the HPD-Para other athletes for selection to this Team based on assessment of past performance and potential to be able to contribute to Canada's medal success at the 2024-2025 FIS PSS World Cups or World Championship events or the 2026 Paralympic Games.

#### **2. Para Nordic NEXTGEN Team Selection Criteria**

- a. Athletes achieving two (2) results in the 2023-24 season at FIS PSS sanctioned World Cup (WC), World Cup Final events, and/or World Biathlon Championships, of 90 FIS PSS points or less in FIS PSS CC and/or FIS PSS BT events will qualify for selection to the PNST NextGen Team. Based on the purpose and objectives outlined in section 2.0 and the recommendation of the HPD-Para to the HPC. This assessment will consider the [depth of field](#) at these events and minimum top half result.
- b. The PNST National Team Coach may recommend to the HPD-Para other athletes for selection to this team based on assessment of past performance and potential to be able to contribute to Canada's medal success at the 2024-2025 FIS PSS World Cups or World Championship events or the 2026 Paralympic Games. Evidence should include defined podium pathway metrics, Gold Medal Profile (GMP) evaluations and past international WC performances.



**NOTE:** Once an athlete is named to the NextGen Team, they must [demonstrate progression](#) toward the PNST World Cup Team. If, after three (3) years after the initial nomination, progression has not been demonstrated, the athlete will not be eligible for nomination to any level other than when meeting the PNST criteria.

### **3. Para Nordic Development Team Selection Criteria**

- a. Athletes achieving at least two (2) results in the 2023-24 season at FIS PSS sanctioned COC events (i.e. US Nationals and/or results at Canmore Selection event Nov 21-26, 2023), World Cup (WC), World Cup Final events, and/or World Biathlon Championships, of 180 FIS PSS points or less against a [depth of field](#) and a current and proven international WC podium or Top 5 performer), in FIS PSS cross-country (CC) and/or FIS PSS Biathlon (BT) events will qualify for selection to the PNST Development Team. Based on the purpose and objectives outlined in section 2.0 and the recommendation of the PNST National Coach to the HPD-Para and HPC. This assessment will consider the [depth of field](#) at these events.
- b. The PNST National Team Coach may recommend to the HPD-Para other athletes for selection to this team based on assessment of past performance and potential to be able to contribute to Canada's medal success at the 2024-2025 FIS PSS World Cups or World Championship events or the 2026 PWG. Evidence should include defined podium pathway metrics, GMP evaluations and past international WC performances.

**NOTE:** Once an athlete is named to the Development Team, they must [demonstrate progression](#) toward the NextGen Team. If, after two (2) years after the initial nomination, progression has not been demonstrated, the athlete will not be eligible for nomination to the Development level but can still be nominated via the NextGen or World Cup Team criteria.

### **4. Para Nordic Prospects Team Selections Criteria**

- a. Athletes achieving benchmark performances, including the equivalent of 240 or fewer FIS PPS points at the Canmore selection races (Nov 21-26, 2023), FIS PSS World Cup or FIS PSS World Cup Finals, or USA PN Nationals, against a [depth of field](#) and a current and proven international WC podium or Top 5 performer, in FIS PSS cross-country (CC) and/or FIS PSS Biathlon (BT) events will qualify for selection and will be eligible for selection to the Para Nordic Prospects Team 2024-25. Based on the purpose and objectives outlined in section 2.0 and the recommendation of the PN National Coach, PN Athlete & Coach Development Manager to the HPD-Para and HPC. This assessment will consider the depth of field at these events.
- b. The PN National Coach and PN Athlete & Coach Development Manager may recommend to the HPD-Para other athletes for selection to this team based on

assessment of past performance and potential to be able to contribute to Canada's medal success at the FIS PSS World Cups or World Championship events beyond the 2026-27 season or the 2030 Paralympic Games. Evidence should include defined podium pathway metrics, GMP evaluations and past international WC performances.

**NOTE: The Prospects Team is targeted at newly identified Para nordic athletes and is primarily aimed at U24 athletes. Once an athlete is named to the Prospects Team, they must [demonstrate progression](#) toward the Development Team. If after five (5) years of the initial nomination, progression has not been demonstrated, the athlete will not be eligible for nomination to the Prospects level but can still be nominated via the NextGen, Development or World Cup Team criteria.**

## 5. Athlete Ranking

- a. Where athletes are recommended for selection via criteria 4.1.b, 4.2.b, 4.3.b, and 4.4.b, consideration for selection will be based on an evaluation of performance where athletes will be ranked.
- b. Ranking and applying selection standards for PNST Teams will be determined in the following priority order:
  - i. achievement of FIS PSS points standards (average of best two (2) races);
  - ii. achievement of benchmark performances (best five (5) results) as defined by Nordiq Canada metrics on page 9 of this document.
- c. Please refer to section 8.0 for more detailed description of a) and b) above.

## 6. Curtailment of Training and Competition (COH)

1. A written request with rationale can be put forward **only by existing members of the PN Teams** who, due to illness, injury or an impactful life event were unable to achieve the objective or subjective qualification to the PN programs. This rationale must be submitted with:
  - a. documentation confirming the athlete followed proper reporting protocol to Nordiq Canada as per the Athlete Agreement;
  - b. documentation confirming diagnosis by a physician, in the case of illness or injury, or authorized notification from a professional designate relevant to the situation in non-medical circumstances;
  - c. a letter from the athlete's coach outlining the impact of the illness, injury or life event.
  - d. a return to training, and competition plan for the season;
  - e. supporting documentation (evaluated and approved by NC team physician) of what the athlete's treatment has been and will be going forward;
  - f. documentation supporting a NSO approved return to play training program;

All documentation must be submitted **before April 4, 2024, 11:59 AM** in the time

zone of the athlete's current residence. Submissions accepted after this deadline will not be considered.

2. This provision only applies to situations that effect the athlete for longer than four (4) months but requires a positive prognosis between 8-12 months, and must show a consistent, recorded documentation of the situation to Nordiq Canada during the time the athlete was/is unable to compete.
3. Acceptance for a COH will be evaluated based on objective data supporting the premise that the athlete would have qualified for the PN team if not for the uncontrollable circumstance. Objective data reviewed could include, but not be limited to current and previous season FIS PSS points.
4. COH Order of Priority
  - a. World Cup Team athletes with demonstrated ability to achieve 30 FIS PSS points or less.
  - b. 2023-2024 Next Gen athletes with demonstrated ability to achieve 90 FIS PSS points or less.
  - c. 2023-2024 Development athletes with demonstrated ability to achieve 150 FIS PSS points or less.
  - d. Development athletes with demonstrated ability to achieve 180 FIS PSS points or less.

## 7. Removal of an Athlete Once Selected

1. The HPD-Para reserves the right to withdraw an athlete from a Team:
  - a. If the athlete has not fulfilled responsibilities with respect to mandatory training camps, testing, and competitions;
  - b. If the athlete has not fulfilled responsibilities as identified in the NC Athlete Agreement;
  - c. If the athlete has not fulfilled responsibilities as identified in the NC Code of Conduct or NC Discipline Policy;
  - d. If the athlete has demonstrated toxic behavior eroding the NC Culture of Excellence;
  - e. If the athlete has not adhered to responsibilities as they pertain to WADA, and CCES antidoping protocols;
  - f. If the athlete has not adhered to the municipal, provincial, federal, NSO or international Covid 19 protocols;
  - g. If the athlete is unable to perform due to injury, illness or other medical reasons as supported by the NC team physician or appropriate IST.
2. The HPD-Para may recommend the withdrawal of an athlete's national team status under the following conditions:
  - a. Provide a written warning to the athlete, including the steps and timelines to remedy the situation and the consequences of a failure to heed the warning.



3. If the above steps are not successful in resolving the matter and NC still wishes to recommend withdrawal of team status, NC must inform the athlete in writing. This communication must indicate:
  - a. The grounds on which the recommendation is being made;
  - b. The steps already taken to address the issue (verbal warning followed by a formal letter of warning);
  - c. Provide notice to the athlete of the athlete's right to contest the NC recommendation to withdraw team status through NC's internal appeal process within the prescribed time.

## 8. Definitions Relevant to Understanding Criteria Procedures

### FIS PSS Points (previously WPNS points)

FIS PSS points are earned through participation at FIS Para Snow Sport (FIS PSS) World Cup and FIS PSS sanctioned continental cups (i.e. USA Nationals). Nordiq Canada uses 180 FIS PSS points as the minimum benchmark for Development team eligibility. An athlete must purchase a FIS PN license and Nordiq Canada license to be eligible for FIS PSS points. The purchase of the FIS PN licenses is facilitated through the Nordiq Canada Para Program.

### Depth of Field

For an individual final finish race result to be achieved, the field must include at least 2 athletes who have fewer than 20 FIS PSS points or at least three (3) athletes who have fewer than 40 FIS PSS points on the FIS PSS overall rankings in that sport class (i.e. sit, stand, visually impaired) on the date of competition.

### Objective Metrics for Selection, Potential, and Progression

Metrics for potential will include but not limited to: FIS results, FIS PSS points, IBU results, head-to-head racing against proven current international FIS PSS Para-Nordic performers who have achieved WC Podium performances or top-5 results at WC/WCH/PWG, validated Canadian Tire Analytics, and GMP analytics.