

Team Selection, Nomination and Announcement

Policies and Procedures

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1.0 Intent of the Document

1. To describe the policy for the establishment of selection criteria for teams representing Canada.
2. To describe the policy for the selection of athletes for the Sport Canada Athlete Assistance Program, and National Ski Team.
3. To explain the procedures for establishing criteria and selecting, nominating and announcing teams.

2.0 Authority

Authority for the establishment of policy and procedures regarding selection has been delegated to the High-Performance Director (HPD). The HPD will take under advisement the recommendations from the High-Performance Committee (HPC). The HPD is accountable to the Chief Executive Officer for the development and effective implementation of selection policy and procedures.

3.0 Policy

1. Nordiq Canada selection criteria are based on the following:
 - a. Selection Criteria must align with and be accountable to the objectives/strategic goals of our stakeholders: Sport Canada (SC), Canadian Olympic Committee (COC), Canadian Paralympic Committee (CPC), and Own The Podium (OTP);
 - b. Selection Criteria must respect the best practices outlined by the Sport Dispute Resolution Centre of Canada (SDRCC);
 - c. Selection criteria will reflect the strategic goals defined in the Nordiq Canada Ends policies (specifically 3.1 Excellence; 3.2 Development);
 - d. Athletes and coaches must receive the selection information (criteria, nominations, curtailment of health, deadlines) in a complete, accurate and timely manner.
 - e. The selection process must operate without bias, and in a manner which observes the principles of fairness, openness and transparency.
 - f. Criteria are intended to state the eligibility requirements and standards which will govern a particular selection process, and how they will be applied.

- g. Selection criteria will be based on either a combination of, but not limited to, the following types of measurements and assessments depending on the nature of the selection as decided on by the HPD in consultation with the HPC:
 - a. objective measurements;
 - b. subjective assessments;
 - c. COC/CPC criteria requirements.
- 2. Other factors which will be considered in the selection process are:
 - a. The Nordiq Canada Annual Business Plan;
 - b. The High Performance Budget, which may be a limiting factor; the selection process is regulated in part by the availability of funding.
 - c. International factors beyond the control of Nordiq Canada (i.e. pandemic)

4.0 Development, Approval and Announcement of Criteria.

- 1. The criteria for selection to any teams or programs will be drafted by the HPD in collaboration with the NST and PNST Head Coaches and others as required.
- 2. The initial draft will be reviewed for comment by all members of the HPC. Under the authority of the HPD, recommendations for changes to the draft will be reviewed and accepted/rejected as deemed appropriate. A final draft will be circulated to the HPC for final advisory vote.
- 3. In the event a competition trip or team selection is required on short notice, the HPD will establish an abbreviated version of this process, with the aim of disseminating criteria as early as possible.
- 4. In the event of a sudden need to amend published criteria due to unforeseen and uncontrollable events that will undoubtedly affect the application of the criteria as originally intended, the HPD will present suggested draft amendments with rationale to the HPC for validation of the process and suggested amendments.
- 5. Following approval, selection criteria and amendments (if applicable) will be announced on the Nordiq Canada website.

5.0 Selection Procedures

1. The intent of selection procedures is to apply the Nordiq Canada selection policy and approved criteria in an effective and timely manner.
2. Selection will be based on the current published selection criteria.
3. Selection for each team or program will be introduced to the HPC by the HPD who will:
 - a. recap the approved criteria;
 - b. present the objective results achieved by athletes;
 - c. discuss any force majeure or curtailment of health situations which may apply;
 - d. provide comments where such may be appropriate to further illuminate the process; and
 - e. present a rationale for their selection recommendation.
 - f. A general discussion will then ensue, in order to ensure that the information provided is complete and understood clearly by all members of the Committee and to seek consensus.
4. The responsibility of the HPC is to validate that the interpretation of the criteria presented by the HPD for supporting team nominations conforms with the original intent and generally accepted understanding of the criteria.
5. The High-Performance Director will make the final selection decision.

6.0 Nomination and Announcement Procedures

1. Following the application of the selection process, nominations with a synopsis of the selection process and rationale will be posted on the Nordiq Canada website, and will constitute official notice, initiating the acceptance period for appeals. (see Nordiq Canada's Dispute Resolution and Appeal Policy).
2. If a selected athlete declines their nomination, an alternate may be selected based on the selection criteria.

3. Once nominations have been accepted and the team(s) finalized, the selected team(s) will be posted on the Nordiq Canada website and Division Offices informed.

7.0 Appeals

Selection decisions may be appealed under the Nordiq Canada [Dispute Resolution and Appeals Policy](#).

8.0 Entry Procedures

All Canadian entries for international events sanctioned by the Federation Internationale de Ski (FIS), the International Biathlon Union (IBU), and the International Paralympic Committee (IPC)/International Olympic Committee (IOC), such as World Cup, World Championships, World University Games must be selected and/or sanctioned by Nordiq Canada's HPD. Note that this provision does not apply for Nordiq Cup (Continental Cup), Canada Cup (FIS Race) or other FIS Regional Cup series events in Canada and in the USA.

9.0 Expectation of Athletes and Coaches

It is the responsibility of all athletes and coaches to read and understand this policy and the processes they are subject to.