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## 1.0 GENERAL INFORMATION

1. This document outlines the policies and procedures used by Nordiq Canada (NC) to select athletes for the 2020-21 Para-Nordic World Cup Ski Team, the 2020-21 Para-Nordic Development Team, and the 2020-21 NextGen (Prospects) Team.
2. This document is published under the authority of the High-Performance Manager - Para (HPM-P), in the absence of a High-Performance Director (HPD) and is consistent with document [2.1.3 NST-PNST Policy and Procedures for Team Selection, Nomination and Announcement](#). It has been drafted by the HPM-Para and reviewed and commented on by the PNC, including athlete representatives.
3. The High-Performance Manager - Para is responsible for applying the selection criteria and will make the final selection decisions based on input from the PNST Coaching staff, and the Para Nordic Committee (PNC). 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 selection process.
4. Selection decisions may be appealed under the NORDIQ CANADA [Dispute Resolution and Appeals Policy](#). **The deadline for appeal submissions is 21 days from the date of final team announcement.** Appeals will not be accepted after this time.
5. It is the athlete's responsibility to read and understand the contents of this document and other supporting documents and policies. For clarification on the content of this document, contact the HPM-Para.
6. The qualification period is November 13, 2019 to April 2, 2020. Athletes will be named to the team for the period of May 2020 – April 2021.
7. **Amendments and Unforeseen Circumstances:** In the event of circumstances beyond the control of Nordiq Canada, including but not limited to; changes made by the International Paralympic Committee (IPC), Canadian Paralympic Committee (CPC) or event organizers, that prevents the fair implementation of these selection procedures, as written, Nordiq Canada reserves the right to determine an appropriate course of action, which may include the right to review and change any part of the selection procedures. Changes to this document will be communicated directly to the ski community within 72 hours of changes by posting to Nordiq Canada website and direct email to PN Committee representatives and active PN coaches.

## **2.0 OBJECTIVES**

2.1 PARA NORDIC WORLD CUP TEAM: To provide optimal support and preparation to achieve PN World Cup, PN World Ski Championships and PWG podium results.

2.2 PARA NORDIC DEVELOPMENT TEAM: To develop athletes who have demonstrated the ability to be competitive on the World Cup circuit and transition them to the World Cup program.

2.3 PARA NORDIC NEXTGEN (PROSPECTS) TEAM: To develop athletes who have demonstrated potential to be competitive on the World Cup circuit and transition to the Para Nordic Development Team.

## **3.0 SELECTION GUIDELINES**

### **3.1 Athlete Eligibility**

To be eligible to be selected for a PNST Team athletes must meet the following minimum eligibility criteria:

1. Athletes must be Nordiq Canada and Provincial members in good standing<sup>1</sup>;
2. Must be a Canadian Citizen with a valid Canadian passport;
3. Must hold a current Nordiq Canada racing license;
4. Athletes must be a current Nordiq Canada registered club member;
5. Athletes must have a valid IPC license, and meet classification criteria for Sport Class and WPNS eligibility;
6. Athletes must meet all IPC and other event entry standards for the competition(s) for which they qualify;
7. Must follow a NC approved Yearly Training Program as reviewed by the HPM-P;
8. If an athlete is selected to a Team under these selection procedures and criteria the athlete acknowledges and agrees that:
  - a. They must comply with Nordiq Canada's policies as posted on the [Nordiq Canada website](#);
  - b. They are subject to drug testing by the Canadian Sports Anti-Doping Agency (CCES), WPNS, or other applicable bodies and must comply with Nordiq Canada's, CCES's and WPNS's Anti- Doping bylaws or policies;
  - c. They 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 WPNS; and,
  - d. Comply with the Nordiq Canada [Athlete Code of Conduct](#) and/or the Athlete Agreement.

### **3.2 Team Size**

Team size will depend on budget and available program support. Athlete potential for podium success at the 2022 and 2026 Paralympic (PWG) will be considered in defining the team size.

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<sup>1</sup> No outstanding payments to Nordiq Canada, Divisions, training groups, or clubs. Up-to-date club membership and licenses.

## 4.0 SELECTION CRITERIA

### 4.1 PARA-NORDIC WORLD CUP TEAM (PNST)

- a) Athletes achieving at least two results in the 2019-20 season at WPNS sanctioned WC, Biathlon WCH or WC Final events of 30 WPNS points or less on the WPNS Cross-country (CC) and/or WPNS Biathlon (BT) ranking list 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 PNST Head Coach (HC) to the NORDIQ CANADA Para-Nordic Committee (PNC). This assessment will consider the depth of field at these events and a minimum of top 5/top-half final result.
- b) The PNST HC may recommend to the PNC other athletes for selection to this team based on assessment of past performance and proven potential to be able to contribute to Canada's medal success at 2020-2021 WPNS WC or WCH events. This evaluation of podium potential will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards podium success at WPNS WC, WCH and PWG.

### 4.2 PARA-NORDIC DEVELOPMENT TEAM SELECTION CRITERIA

- a) Athletes achieving at least two result in the 2019 -20 season at WPNS WC or WC Final of 90 WPNS points or less on the WPNS Cross-country (CC) and/or WPNS Biathlon (BT) ranking list 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 HC to the PNC. This assessment will consider the depth of field at these events and minimum top half result.
- b) The PNST HC may recommend to the PNC other athletes for selection to this team based on assessment of past performance and proven potential to be able to contribute to Canada's success at the 2020-21 WPNS WC and 2021 WCH. This evaluation will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards potential podium success at WPNS WC, WCH and PWG.

**NOTE: Once an athlete is named to the Development Team, they must demonstrate progression toward a World Cup Team. If following three years after the initial nomination, progression has not been demonstrated, the athlete will not be eligible for nomination.**

#### 4.3 PARA-NORDIC NEXTGEN TEAM (PROSPECTS) SELECTION CRITERIA

- a) Athletes achieving at least two result in the 2019-20 season at WPNS WC or WC Final of 180 WPNS points or less on the WPNS Cross-country (CC) and/or WPNS Biathlon (BT) ranking will qualify for selection to the PNST NextGen (Prospects) Team. Based on the purpose and objectives outlined in Section 2.0 and the recommendation of the PNST HC and NG coach to the PNC. This assessment will consider the depth of field at these events.
- b) Other athletes may be considered for selection to this team based on assessment of past performance and proven potential to be able to contribute to Canada's success at the 2020-21 WPNS WC and WCH. This evaluation will be based on where applicable proven international podium success and/or established objective metrics (m/s results) indicative of progression towards potential podium success at WPNS WC, WCH and PWG

**NOTE: Once an athlete is named to the NextGen (Prospects) Team, they must demonstrate progression toward a World Cup Team. If following two years after the initial nomination, progression has not been demonstrated, the athlete will not be eligible for nomination.**

#### 4.4 ATHLETE RANKING

Where athletes do not meet the criteria as defined by 4.1.a, 4.2.a, and 4.3.a, consideration for selection will be based on an evaluation of performance where athletes will be ranked.

Ranking and applying selection standards for PNST teams will be determined by, any and all in the following priority order:

- a) Achievement of WPNS points standards (average of best 2 races);
- b) Achievement of benchmark performances (best 5 results) as defined by Nordiq Canada metrics (m/s).

Please refer to Section 7.0 for more detailed description of a) and b) above.

#### 5.0 CURTAILMENT OF TRAINING

A written request with rationale can be put forward only by existing members of the PNST who, due to illness, injury or an impactful life event were unable to achieve the objective or subjective qualification to the PNST programs. This rationale must be submitted with:

1. Documentation confirming the athlete followed proper reporting protocol to Nordiq Canada as per the Athlete Agreement;
2. 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;
3. A letter from the athlete's coach outlining the impact of the illness, injury or life event
4. A return to training, and competition plan for the season;
5. Supporting documentation (evaluated and approved by NC Team Doctor) of what the athlete's treatment has been and will be going forward;
6. Documentation supporting a NSO approved return to play training program;
7. All documentation must be submitted **before April 7, 2020 11:59 AM MST**. Submissions

accepted after this deadline will not be considered.

This provision only applies to situations that effect the athlete for longer than 4-months and must show a consistent, recorded documentation of the situation to Nordiq Canada during the time the athlete was/is unable to compete.

Acceptance for a curtailment of training and competition will be evaluated based on objective data supporting the premise that the athlete would have qualified for the PNST if not for the uncontrollable circumstance. Objective data reviewed could include, but not be limited to current and previous season WPNS and CPL points.

## 6.0 REMOVAL OF AN ATHLETE ONCE SELECTED

The HPM-Para reserves the right to withdraw an athlete from a team:

- If the athlete has not fulfilled his/her responsibilities with respect to mandatory training camps, testing, and competitions;
- If the athlete has not fulfilled his/her responsibilities as identified in the NC Athlete Agreement;
- If the athlete has not fulfilled his/her responsibilities as identified in the NC Code of Conduct or NC Discipline Policy;
- If the athlete has demonstrated repeated toxic behavior eroding the NC Culture of Excellence;
- If the athlete has not adhered to his/her responsibilities as they pertain to WADA, and CCES antidoping protocols;
- If the athlete is unable to perform due to injury, illness or other medical reasons as supported by the NC Chief Medical Officer or appropriate IST.

The High-Performance Manager – Para may recommend the withdrawal of an athlete’s national team status under the following conditions:

- 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.

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 via letter. This letter must indicate:

- The grounds on which the recommendation is being made;
- The steps already taken to address the issue (verbal warning followed by a formal letter of warning);
- Provide notice to the athlete of the athlete’s right to contest the NC recommendation to withdraw carded status through NC’s internal appeal process within the prescribed time.

## **7.0 DEFINITIONS RELEVANT TO UNDERSTANDING CRITERIA PROCEDURES**

### **WPNS POINTS**

WPNS points are earned through participation at IPC World Para Nordic Skiing (WPNS) World Cup and WPNS sanctioned continental cups (i.e. US Nationals). Nordiq Canada uses 180 WPNS points as the minimum benchmark for team eligibility. An athlete must purchase an IPC and Nordiq Canada license to be eligible for WPNS points. The purchase of these licenses is facilitated through the Nordiq Canada Para Program.

### **OBJECTIVE METRICS**

Nordiq Canada will use validated metrics collected through the Canadian Tire Sport Analytics team – in particular meters/second (m/s) ski speed. Nordiq Canada will use the best 5 races from the past 12 months to evaluate athlete m/s results and their comparison with World Cup athletes achieving 180 WPNS points or better.