



2018 - 2019 Nomination Guidelines for Selection to the Canadian Alpine Ski Team and Development Team

Effective October 20, 2017
Aussi disponible en français

I. GENERAL PRINCIPLES

1. The Nomination Guidelines outline the process applicable to all Athletes considered for nomination to the Canadian Alpine Ski Team (“CAST”) and the Development Team.
2. The objective of the Nomination Guidelines is to select Athletes at each level most capable of achieving success at the highest level of international competition based on the criteria applicable for CAST Athletes and other Athletes (Parts III, IV, V and VI).
3. The Nomination Guidelines shall be interpreted and applied in accordance with the principles of procedural fairness and natural justice.

II. DEFINITIONS

4. “ACA” means Alpine Canada Alpin.
5. “Athlete” means a Federation Internationale De Ski/ International Ski Federation (“FIS”) carded Athlete that is a Canadian resident or citizen as defined in the *Citizenship and Immigration Act* (Canada).
6. “CAST” means the Canadian Alpine Ski Team, including Athletes active on the “A,” “B,” and “C” teams.
7. “CAST Alpine Staff” refers to the discipline Head Coaches for the mens’ and womens’ teams, Director, Sport Science, Chief Medical Officer, Domestic Sport Director and the Alpine Director.
8. “CAST Coach” means any one of the following: the discipline Head Coaches for the mens’ and womens’ teams, the Domestic Sport Director, the Alpine Director and any other coach that may be designated as a CAST Coach, from time to time, by ACA.
9. “PSO Athletic Director” means Provincial Sport Organization Athletic Directors identified by the Domestic Sport Director.
10. “Coaches Discretion” means the exercise of discretion by the CAST Alpine Staff to nominate or not-nominate, an Athlete to the CAST based on various considerations, including without limitation, an evaluation of technical skiing abilities, previous motivation and performance, attitude and commitment, meeting expectations of the athlete agreement, outstanding results, event quality where top results were achieved, achieved results at appropriate level of competition, general level of physical fitness, injury history and athletic potential. Any Athlete in the Canadian



alpine ski racing system may be nominated or not nominated to the CAST under 'Coaches Discretion', based upon all or some of the above-mentioned considerations..

11. "Coaches Selection Meeting" means a meeting of the CAST Alpine Staff called for the purpose of making recommendations for nomination to the CAST "A", "B" and "C" teams and the Development Team pursuant to these Nomination Guidelines.
12. "Development Team" means Athletes born 1998 or younger, selected for participation in the Development Team in accordance with these Nomination Guidelines.
13. "Competitive Season" means all FIS events between August 1, 2017 and April 15, 2018.
14. "FIS Rankings" means the FIS Ranking List which is produced internally by ACA using the FIS Base List 2019, released April 2018, adjusted to include WCSL Top 30 Athletes.
15. "Season End Evaluation Form" pursuant to Part III means the written form prepared and submitted by the CAST discipline head coaches at the conclusion of the previous Competitive Season. The Season End Evaluation Form shall set out the technical evaluation, performance evaluation and achievement goals of each Athlete, which shall be a consideration by the CAST Alpine Staff and the TSAC in making their recommendation and nomination selections.
16. "Team Selection Advisory Committee" pursuant to Part III means a committee constituted by ACA that may include of the following:
 - I) Integrated Support Team ("IST") representative;
 - II) ACA Ski Pool representative;
 - III) CSA Representative;
 - IV) ACA Alpine Director and ACA Domestic Sport Director
 - V) Other individuals selected by ACA in its discretion
17. "TSAC Nomination Meeting" pursuant to Part III means the annual meeting of the TSAC that occurs at the conclusion of the Coaches Selection Meeting usually in April 2018, wherein the TSAC review the recommendations of the CAST Alpine Staff, ensure that the Nomination Guidelines have been applied correctly.
18. "World Cup Start List" ("WCSL") refers to the first World Cup Start List published by FIS which includes the results of each World Cup Finals events.

III. CAST NOMINATION PROCESS

19. The Athletic Director for the Provincial or Territory Sport Organization ("PTSO") in each province, or any CAST Coach may identify an Athlete for nomination by providing the following materials to the Alpine Director and Domestic Sport Director prior to April 1, 2018:



- I) Complete FIS race results from the Competitive Season;
- II) FIS Rankings in all disciplines since FIS carding;
- III) Medical history for the previous three seasons;
- IV) Athlete tracking spread sheets for each athlete (volume and athletic character)
- V) Fitness testing results from the previous three seasons.

The CAST Alpine Staff shall consider the list of identified athletes and, at its sole discretion, prepare a final list of invitees to a CAST spring training camp.

All CAST Athletes shall be considered for nomination to the CAST. CAST Athletes considered for Coaches Discretion shall be notified and have a reasonable opportunity to review and provide written comments appended to the Season End Evaluation form prior to the Coaches Selection Meeting.

20. The CAST Alpine Staff shall meet as a Coaches Selection Meeting and shall make recommendations for nomination to the CAST "A", "B" and "C" teams and the Development Team.
21. The Alpine Director shall provide the members of the TSAC with the Season End Evaluation forms for each Athlete and the minutes of the Coaches Selection Meeting, including without limitation, the applicable criteria used, previous results considered, any specific information applicable to Athletes recommended for nomination under Coaches Discretion, and any other relevant comments, finding or conclusions of the CAST Alpine Staff arising from the Coaches Selection Meeting (the "Athlete Selection Package"). The Athlete Selection Package and the CAST Alpine Staff's recommendations for nomination shall be provided to the TSAC at least two (2) days in advance of the TSAC Nomination meeting.
22. At the TSAC Nomination Meeting the TSAC shall review the CAST Alpine Staff recommendations and determine if the Nomination Guidelines have been applied reasonably to each Athlete considered. If the TSAC is satisfied that the Nomination Guidelines have been applied reasonably then they shall accept the CAST Alpine Staff recommendations.

In the event that TSAC determines that the Nomination Guidelines have not been applied reasonably to any Athlete, the TSAC shall advise the CAST Alpine Staff in writing of their findings and shall require the CAST Alpine Staff to conduct a second assessment of the Athlete. The CAST Alpine Staff shall provide the TSAC with minutes of the second assessment, including applicable criteria and previous results relied on, any comments related to their second assessment and their decision for, or against, recommending the Athlete for nomination to the CAST and Development Team. The minutes shall be provided to the TSAC within two (2) days of the second assessment. The TSAC shall not approve a CAST Alpine Staff recommendation of an Athlete to the CAST "A", "B" or "C" teams or Development Team unless they are satisfied that these Nomination Guidelines have been reasonably applied.



23. Nominations shall be forwarded by the CEO to the Board of Directors of ACA (the “BOD”) for final ratification.
24. The Alpine Director- CAST within seven (7) days of the BOD ratification shall notify, by telephone or e-mail those Athletes selected to CAST and Development Team. Those athletes considered but not selected, will be contacted by the Alpine Director- CAST or his designee, in person or via teleconference, such as Skype, so that the Athlete receives communication most effectively and personally.
25. ACA reserves the right in its sole and absolute discretion to limit athletic roster size for the CAST and Development Team due to availability of financial resources regardless of nomination criteria achieved.

IV. NOMINATION CRITERIA FOR CAST ATHLETES

26. Athletes shall be considered for nomination on the following basis:

- I) For the “A” Team, an Athlete will be considered for nomination by meeting, at a minimum, the following performance criteria:

Men	Women
(i) Top 15 WCSL (DH, GS, SL and SG); or (ii) Top 7 WCSL (AC); or (iii) Top 30 WCSL in 2 events.(excluding AC); or (iv) A medallist in any WC Race (excluding TE); or, (v) Top 6 at the Olympic Winter Games 2018 (DH, SG, GS, SL) Top 3 Olympic Winter Games 2017 AC.	(i)Top 15 WCSL (DH, GS, SL and SG); or (ii)Top 7 WCSL (AC); or (iii)Top 30 WCSL in 2 events (excluding AC); or (iv) A medallist in any WC Race (excluding TE); or, (v) Top 6 at the Olympic Winter Games 2018 (DH, SG, GS, SL) Top 3 Olympic Winter Games 2017 AC.

- II) For the “B” Team, an Athlete will be considered for nomination by meeting, at a minimum, the following performance criteria:

Men	Women
(i) Top 30 WCSL (DH, GS, SL and SG); or, (ii.) top 45 WCSL in 2 events (excluding AC);or (iii)Top 15 WCSL (Alpine Combined);or (v) Top 10 at the Olympic Winter Games 2018 (DG, SG, GS, SL). Top 6 Olympic Winter Games 2018 AC; or (vi)Top 50 WCSL, WR or top 60 FIS ranking (DH, GS, SL and SG) for age 93’ and younger; or (vii) Nor Am series overall Winner for age 96 and younger; or (viii) World Junior Championships medallist (DH, SG, GS, SL).	(i) Top 30 WCSL (DH, GS, SL and SG); or, (ii.) top 40 WCSL in 2 events (excluding AC); or (iii)Top 15 WCSL (Alpine Combined); or (v) Top 10 at the Olympic Winter Games 2018 (DG, SG, GS, SL). Top 6 Olympic Winter Games 2018 AC; or (vi) Top 40 WCSL, WR or top 50 FIS ranking (DH, GS, SL and SG) for age 95’ and younger; or (vii) Nor Am series overall Winner for age 97 and younger; or (viii) World Junior Championships medallist (DH, SG, GS, SL).



***There is an expectation that B team athletes will demonstrate forward progress year to year towards A Team performance criteria. Athletes will be evaluated individually on a case-by-case basis yearly post season, to clearly evaluate forward progress, future performance goals and determination of team status. The CAST Alpine Staff shall complete the individual evaluations and reserves the right to not-nominate an Athlete pursuant to Coaches Discretion.

III) For the “C” Team, an Athlete will be considered for nomination by meeting, at a minimum, the following performance criteria:

Men born 1995 or younger	Women born 1996 or younger
(i.) Top 80 FIS ranking in SL, GS, SG or DH; or (ii.) Top 120 FIS ranking in an average of two events (excluding AC); or (iii.) Top 2 Nor/Am series discipline ranking and better than Top 100 FIS discipline ranking; or (iv.) Winner Nor/Am series AC and better than top 75 FIS AC rank.	(i.) Top 75 FIS ranking in SL,GS, SG or DH; or (ii) Top 95 FIS ranking in an average of two event (excluding AC) ; or (iii.) Top 2 Nor/Am series ranking and better than Top 85 FIS event ranking; or (iv.) Winner Nor/Am series AC and better than top 75 FIS AC rank.

Men born 1997 or younger	Women born 1997 or younger
(i.) Top 120 FIS ranking in SL, GS, SG or DH; or (ii.) Top 140 FIS ranking in an average of two events (excluding Alpine Combined); or (iii.) Top 2 Nor/Am series discipline ranking and better than Top 130 FIS discipline ranking; or (iv.) Winner Nor/Am series AC and better than top 75 FIS SC rank.	(i.) Top 90 FIS ranking in SL. GS, SG or DH; or (ii) Top 120 FIS ranking in an average of two event (excluding Alpine Combined); or (iii.) Top 2 Nor/Am series ranking and better than Top 90 FIS event ranking; or (iv.) Winner Nor/Am series AC and better than top 75 FIS SC rank.

27. In the event an Athlete does not meet the criteria thresholds set out in paragraph 26 (I), (II) and (III) the Athlete may still be considered for nomination to the CAST “A”, “B” or “C” teams based on Coaches Discretion. The CAST Alpine Staff shall have the sole discretion to recommend for nomination any Athlete to the CAST “A”, “B” or “C” teams under Coaches Discretion. Any nomination based on Coaches Discretion may require the Athlete to meet individualized criteria throughout the Competitive Season in order to remain on the CAST “A”, “B” or “C” teams.

V. NOMINATION CRITERIA FOR CONSIDERATION TO THE DEVELOPMENT TEAM SELECTION

28. Athletes eligible for consideration for the Development Team shall be selected in accordance with this policy and be born in 1998 or younger.

29. Athlete Consideration to the 2018 Development Team Selection will be based on the following:

I) Only athletes ranked as follows will be considered for selection:



- Average Ranking in the top 45 of two events. (One has to be technical) of the World Junior ranking (WJR) list produced from the 13th FIS
 - Ranking in top 15 in speed disciplines (DH, SG, AC) or top 25 tech disciplines (SL, GS) of the World Junior ranking (WJR) list produced from the 13th FIS
 - Ranking in the top 15 of the athlete's age group and younger on the WJR list in tech disciplines (SL, GS)
 - Ranking in the top 5 of the athlete's age group and younger on the WJR list speed disciplines (DH, SG, AC)
- II) The number of Athletes considered to the Development Team based on the World Junior Ranking shall be limited to a maximum of twenty (20), no more than 10 male and 10 female Athletes;
- III) Scouting Report – The Scouting Report shall be completed by the Athletic Director, Domestic Sport Director, CAST Head Coaches and PSO Athletic Directors in advance of athlete nomination.
- IV) Coaches Discretion considerations:
- Athletes born 98' tracking towards C Team criteria, Nor-Am competitiveness
 - Athlete maturity and preparedness to enter a National Team Program
 - Health and Physiological considerations
 - Head to Head competition consideration
30. ACA's Alpine Director, Domestic Sport Director and the CAST Head Coaches will finalize the list of Athletes who will be considered to the 2018 Development Team Selection by no later than April 16, 2018. The approximate number of Athletes considered to the Development Team Selection will be up to 20 Athletes from World Junior Ranking.
31. The CAST Alpine Staff and PSO's Athletic Directors will evaluate the Athletes at the Development Team Evaluation Meeting based on supplied documentation (Volume tracking sheet, Fitness testing results and Athlete Character tracking sheet and Medical History) and the "Scouting Report". The Scouting Report shall be used prepared by the CAST Alpine Staff in making their recommendations to the TSAC.
32. ACA will use best efforts to announce the final selection of the Development Team for 2018/19 on or before May 30, 2018, and will follow the same process as set out in paragraphs 19 - 25 above.



VI. ATHLETE DE-SELECTION

33. If during the season, an Athlete fails to achieve results in training or competition commensurate with immediate peers, is unlikely to be rehabilitated from injury within a reasonable period of time, or fails to meet any other expectations, standards or guidelines that is material to the Athlete's performance or participation on the CAST or Development Team, then the ACA Alpine Director may in their sole discretion, de-select a CAST Athlete from the CAST or Development Team. The ACA Alpine Director shall be responsible for notifying the Athlete by telephone and e-mail, that they have been deselected from the applicable team. Upon notification the de-selected Athlete is no longer a CAST or Development Team Athlete.

VII. APPEAL PROCEDURE

34. All disputes arising from or related to team selection or deselection on the CAST or Development Team shall be submitted exclusively to the Appeal Officer, the Honourable Neil C. Wittmann, Chief Justice of the Court of Queen's Branch of Alberta, and resolved definitively in accordance with this policy and applicable Alberta and federal law.
35. An Athlete, who wants to appeal the team selections shall, within three (3) days commencing on the day following the release of the public team announcement serve the ACA Alpine Director with a written notice of appeal setting out the grounds and written submissions for the appeal and the order sought from the Appeals Officer (the "Notice of Appeal"). Within five (5) days of receiving the Notice of Appeal the ACA Alpine Director shall forward the Notice of Appeal to the Appeals Officer.
36. Within five (5) days of receiving the Notice of Appeal, ACA shall serve the Athlete and the Appeal Officer with a written reply to the Notice of Appeal setting out ACA's written response to the appeal and a copy of the record of the selection decision (the "Reply to Appeal").
37. Upon receipt of the documents set out in paragraphs 35 and 36 above, the Appeal Officer shall, in a timely manner, fix an appeal date. Where feasible, the Appeal Officer shall consult with the parties prior to fixing the appeal date.
38. An appeal may be held in person, electronically or in writing, or a combination of them. The form of the appeal will be determined exclusively by the Appeal Officer. Where feasible, the Appeal Officer shall consult with the parties when determining the form of the appeal.
39. Once the date and form of the appeal have been set, the Appeal Officer shall deliver to the Athlete and ACA a written notice of the hearing of the appeal setting out the time, place, form and purpose of the appeal and a statement that if any party does not participate the appeal process may proceed without them.
40. The Appeal Officer shall only grant an appeal if ACA made an error of law or procedure that made the team selection or de-selection substantially unfair or if ACA made an unreasonable decision.
41. If the Appeal Officer decides that a ground of appeal should succeed, the Appeal Officer can:



- I) void, vary or confirm the selection decision; or
 - II) make any decision that should have been made, based on the standard of review; or
 - III) refer the matter back to ACA for a new decision that corrects any errors or omissions.
42. The Appeal Officer shall deliver a written decision and reasons to the Athlete and ACA.
43. The Appeal Officer may order a party to pay a reasonable amount to reimburse the other party for costs incurred by the successful party in the appeal
44. Except where the Appeal Procedure of the Athlete Agreement applies, all decisions of the Appeal Officer are final and not open to further appeal or intervention by any court or process.
45. The ACA Athlete Council Chair-person will be an available resource to any athlete pursuing an appeal.

VIII. FINANCIAL LIMITATIONS

46. Notwithstanding anything contained in these Nomination Guidelines, ACA has the sole discretion and the exclusive right to limit the number of Athletes selected to both the CAST “A”, “B” and “C” teams and Development Team due to limited financial resources. ACA may at their sole discretion invite athletes to CAST under special invitee status.