



## 2019 - 2020 Nomination Guidelines for Selection to the Canadian Ski Cross Team

Effective November 23<sup>rd</sup>, 2018

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### **I. GENERAL PRINCIPLES**

- i. The Nomination Guidelines outline the process applicable to all Athletes considered for nomination to the Canadian Ski Cross Team (“CSCT”).
- ii. 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 CSCT Athletes and other Athletes (Parts III, IV, V and VI).
- iii. The Nomination Guidelines shall be interpreted and applied in accordance with the principles of procedural fairness and natural justice.

### **II. DEFINITIONS**

1. “ACA” means Alpine Canada Alpin.
2. “FIS” means 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).
3. “CSCT” means the Canadian Ski Cross Team, including Athletes active on the “A,” “B,” “C” and “D” teams.
4. “CSCT Staff” refers to the head/assistant coaches for the CSCT teams, the IST Lead, Strength and Conditioning Lead, Medical Lead, Physiotherapist Lead, Mental Performance Lead, Athletic Coordinator and the ACA Athletic Director – Ski Cross.
5. “CSCT Coach” means any one of the following: the head coaches for the World Cup and NextGen teams, the Lead Strength and Conditioning coach for the CSCT, the ACA Athletic Director – Ski Cross and any other coach that may be designated as a CSCT Coach, from time to time, by ACA.
6. “Coaches Discretion” means the exercise of discretion by the CSCT Staff to nominate or not-nominate, an Athlete to the CSCT 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. Athletes will be evaluated using the CSX-ARS. Any Athlete in the Canadian ski racing system may be nominated or not nominated to the CSCT under ‘Coaches Discretion’, based upon all or some of the above-mentioned considerations.
7. “Coaches Selection Meeting” means a meeting of the CSCT Staff called for the purpose of making recommendations for nomination to the CSCT “A”, “B”, “C” and “D” teams pursuant to these Nomination Guidelines.
8. “Competitive Season” means all FIS events between August 1, 2018 and April 15, 2019.

9. "FIS Rankings" means the rankings set out in the FIS Ranking List, which is produced by the FIS exclusively for the National Sport Organization's ("NSO") for their use in making team selections for their national and developmental teams. The FIS Ranking List contains rankings for each discipline and is provided to the NSO by the end of April 2019.
10. "Team Selection Advisory Committee" ("TSAC") 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 Athletic Director – Ski Cross; and
  - V) Other individuals selected by ACA in its discretion
11. "Season End Evaluation Form" pursuant to Part III means the written form prepared and submitted by the CSCT 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 CSCT Staff and the TSAC in making their recommendation and nomination selections.
12. "TSAC Nomination Meeting" pursuant to Part III means the annual meeting of the TSAC that occurs after the Coaches Selection Meeting usually in April 2019, wherein the TSAC review the recommendations of the CSCT Staff, ensure that the Nomination Guidelines have been applied correctly, and nominate Athletes to the CSCT Team.
13. "World Cup Ranking" ("WCR") refers to the final FIS Freestyle Overall World Cup ranking in Ski Cross prior to the World Cup Finals. Results from the Ski Cross World Cup Finals will not be used for FIS Freestyle Overall World Cup ranking. Only podium results from the Ski Cross World Cup Finals may be used for team selection.
14. "Canada Ski Cross Athlete Ranking System" (CSX-ARS) refers to the ranking system used to rank athletes for selection. The description of the CSX-ARS is available upon request to the ACA Athletic Director – Ski Cross: [dellis@alpinecanada.org](mailto:dellis@alpinecanada.org) .
15. "Canada Ski Cross Point Ranking Chart" (CSX-PRC) refers to the point system used for assessing all competitive results for eligible athletes. The points associated with results are based on the individual results of athletes at all FIS level competitions. The description of the CSX-PRC is available upon request to the ACA Athletic Director – Ski Cross: [dellis@alpinecanada.org](mailto:dellis@alpinecanada.org) .

### **III. CSCT NOMINATION PROCESS**

#### Guiding principals

- (i) For Alpine Canada Alpin, athletes competing in the Olympic Winter Games represents the most important competition held every four (4) years. Results from this competition have an impact on funding received from various governmental and non-governmental sources for direct athlete funding and financial support for High Performance Programs of ACA – Ski Cross.
- (ii) The primary objective of the A and B team program is to win medals at the 2022 Olympic Winter Games. Athletes selected to the A and B team must demonstrate the ability to win World Cup, World Championship and Olympic medals. Selection criteria for A and B team is designed around an athletes' ability to perform at World Championship and Olympic Winter Games within the current Olympic quad (4 years before next Olympic event).

- (iii) The primary objective of the C and D team program is to prepare athletes for the 2022 & 2026 Olympic Winter Games. Athletes selected to the C and D team must demonstrate the ability to win Europa Cup events or events with a FIS point level of 220-500 point level. Selection criteria for the C and D team is designed around athletes who are considered outside of the current Olympic quad (5-8 years from targeted Olympic Winter Games)

16. The Technical Director for the Provincial or Territory Sport Organization (“PTSO”) in each province or an athlete who is a 2018-19 Alpine Canada Alpin registered Competitive member or any CSCT Coach may identify an Athlete for nomination by providing the following materials to the Athletic Director prior to April 1, 2019:
- (i) Complete FIS race results from the Competitive Season (Alpine and Freestyle);
  - (ii) FIS Rankings in all disciplines (Freestyle and/or Alpine) for the past 3 years;
  - (iii) Medical history for the previous three seasons including all surgical or concussion injury information; and
  - (iv) Fitness testing results from the previous two seasons, which may include Pentajump, Counter Movement Jump, 1 RM Power Clean, 1 RM Back Squat, 1 RM Prone Row, Max Pull ups, Max, Push Ups, Edgerin Lateral Shuffle, 5-10-5 Pro Agility, 90 sec Box Jump, 20m Beep Test, Max Aerobic Power bike protocol, Height, Weight and Anthropometric profile.

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

17. All CSCT Athletes shall be considered for nomination to the CSCT.
- (i) CSCT Staff will complete season end evaluation form and meet with CSCT athletes
  - (ii) CSCT 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
  - (iii) CSCT athletes considered for the C & D teams will be evaluated at the CSCT spring camp (on-hill & dryland) based on the CSX ARS
18. The CSCT Staff shall meet as a Coaches Selection Meeting and shall make recommendations for nomination to the CSCT “A”, “B” (World Cup Team) and the CSCT “C”, “D” (NextGen Team).
19. The CSCT Athletic 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 CSCT Staff arising from the Coaches Selection Meeting (the “Athlete Selection Package”). The Athlete Selection Package and the CSCT Staff’s recommendations for nomination shall be provided to the TSAC at least two (2) days in advance of the TSAC Nomination meeting.
20. At the TSAC Nomination Meeting the TSAC shall review the CSCT 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 CSCT Staff recommendations and shall:
- (i) nominate Athletes to the “A,” “B,” “C” & “D” Teams of the CSCT and impose criteria for Athletes chosen under Coaches Discretion if applicable; and,

In the event that TSAC determines that the Nomination Guidelines have not been applied reasonably to any Athlete, the TSAC shall advise the CSCT Staff in writing of their findings and shall require the CSCT Staff to conduct a second assessment of the Athlete. The CSCT 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 CSCT. The minutes shall be provided to the TSAC within two (2) days of the second assessment. The TSAC shall not nominate an Athlete to the CSCT “A”, “B”, “C” or “D” teams unless they are satisfied that these Nomination Guidelines have been reasonably applied.

21. All TSAC nominations shall be forwarded to the Board of Directors of ACA (the “BOD”) for final ratification.
22. The CSCT Athletic Director within seven (7) days of the BOD ratification shall notify, by telephone or e-mail those Athletes selected to CSCT “A”, “B”, “C” and “D” Teams. Those athletes considered but not selected, will be contacted by the ACA Athletic Director- CSCT or his designee, by telephone and e-mail.
23. ACA reserves the right in its sole and absolute discretion to limit athletic roster size for the CSCT due to availability of financial resources regardless of nomination criteria achieved.

**IV. NOMINATION CRITERIA FOR CSCT ATHLETES**

24. 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, one of the following performance criteria:

<b>Men</b>	<b>Women</b>
<p><b>Tier 1</b> 4 World Cup placings/results from the 2018/19 season consisting of 2 top 3 results and 20 points or less (ex. WC/WCH results of 3<sup>rd</sup>, 3<sup>rd</sup>, 6<sup>th</sup> &amp; 8<sup>th</sup> or better)</p> <p><b>Tier 2</b> 4 World Cup placings/results from the 2018/19 season consisting of 1 top 3 results and 29 points or less (ex. WC/WCH results of 3<sup>rd</sup>, 6<sup>th</sup>, 8<sup>th</sup> &amp; 12<sup>th</sup> or better)</p> <p><b>Tier 3</b> Top 12 WCR prior to the World Cup Finals</p>	<p><b>Tier 1</b> 4 World Cup placings/results from the 2018/19 season consisting of 2 top 3 results and 20 points or less (ex. WC/WCH results of 3<sup>rd</sup>, 3<sup>rd</sup>, 6<sup>th</sup> &amp; 8<sup>th</sup> or better)</p> <p><b>Tier 2</b> 4 World Cup placings/results from the 2018/19 season consisting of 1 top 3 results and 29 points or less (ex. WC/WCH results of 3<sup>rd</sup>, 6<sup>th</sup>, 8<sup>th</sup> &amp; 12<sup>th</sup> or better)</p> <p><b>Tier 3</b> Top 8 WCR prior to the World Cup Finals</p>

Ranking of athletes considered for nomination for the “A” Team:

- \* Athletes will be ranked based on the Tiered system within the “A” Team performance criteria. Athletes with point totals are equal to the final ranking at a World Cup/ Olympic event. Ex. 1<sup>st</sup> place = 1 point, 4<sup>th</sup> place = 4 points.
- \*\* Ranking within a tier are based on the lowest points per tier. Ex. Tier 1 – 1<sup>st</sup>, 3<sup>rd</sup>, 7<sup>th</sup> = 11 points is better than Tier 1 – 2<sup>nd</sup>, 2<sup>nd</sup>, 8<sup>th</sup> = 12 points.
- \*\*\* In the event of a tie within a tier, athletes will be ranked based on their single best result until the tie is broken.

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

<b>Men</b>	<b>Women</b>
<p><b>Tier 1</b> 3 World Cup placings/results from the 2018/19 season consisting of 3 top 8 results.</p> <p><b>Tier 2</b> 3 World Cup placings/results from the 2018/19 season consisting of 2 top 8 placings/results and 1 top 12 placing/result.</p> <p><b>Tier 3</b> 4 World Cup placings/results from the 2018/19 season consisting of 2 top 8 placings/results and 2 top 16 placings/results.</p> <p><b>Tier 4</b> Top 24 ranking on WCR before WC finals.</p> <p><b>Tier 5</b> 3 World Cup placings/results from the 2018/19 season consisting of 3 top 16 placings/results and top 32 overall WCR before WC finals.</p> <p><b>Tier 6</b> 2 World Cup placings/results from the 2018/19 season consisting of 2 top 16 placings/results and 2 Europa Cup podiums.</p>	<p><b>Tier 1</b> 3 World Cup placings/results from the 2018/19 season consisting of 3 top 8 results.</p> <p><b>Tier 2</b> 3 World Cup placings/results from the 2018/19 season consisting of 2 top 8 placings/results and 1 top 12 placing/result.</p> <p><b>Tier 3</b> 4 World Cup results from the 2018/19 season consisting of 2 top 8 placings/results and 2 top 10 placings/results.</p> <p><b>Tier 4</b> Top 12 ranking on WCR before WC finals.</p> <p><b>Tier 5</b> 3 World Cup placings/results from the 2018/19 season consisting of 3 top 10 placings/results and top 16 overall WCR before WC finals.</p> <p><b>Tier 6</b> 2 World Cup placings/results from the 2018/19 season consisting of 2 top 10 placings/results and 2 Europa Cup podiums.</p>

Ranking of athletes considered for nomination for the “B” Team:

\*\*\*\* Athletes will be ranked based on the Tiered system within the “B” Team performance criteria. 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 CSCT 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, one of the following performance criteria:

<b>Men born 1994 &amp; younger</b>	<b>Women born 1994 &amp; younger</b>
(1.) 2 World Cup placings/results from the 2018/19 season consisting of 2 top 32 WC placings/results.	(1.) 2 World Cup placings/results from the 2018/19 season consisting of 2 top 16 WC placings/results.
(2.) 1 World Cup placing/result from the 2018/19 season consisting of 1 top 32 placing/result. Athletes result must be within the top 80% of the finishing field.	(2.) 1 World Cup placing/result from the 2018/19 season consisting of 1 top 16 placing/result. Athletes result must be within the top 80% of the finishing field.
(3.) 2018/19 NorAm series overall Top 3 ranking.	(3.) 2018/19 NorAm series overall Top 3 ranking.
(4.) 2 Top 8 placing/results 2018/19 Europa Cup events.	(4.) 2 Top 8 placing/results 2018/19 Europa Cup events.
(5.) 4 Top 4 placing/results 2018/19 NorAm events.	(5.) 4 Top 4 placing/results 2018/19 NorAm events.

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Ranking of athletes considered for nomination for the “C” Team:

\*\*\*\*\* Athletes will be ranked based on FIS Ski Cross points and then evaluated by the CSCT Staff based on the CSX-ARS and the CSX-PRS. A maximum of 4 male and 4 female athletes may be recommended for nomination to the “C” Team.

\*\*\*\*\* There is an expectation that C team athletes will demonstrate forward progress year to year towards A or B 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 CSCT Staff shall complete the individual evaluations and reserves the right to not-nominate an Athlete pursuant to Coaches Discretion.

25. In the event an Athlete does not meet the criteria thresholds set out in paragraph 24 (I), (II) and (III) the Athlete may still be considered for nomination to the CSCT “A”, “B”, “C” or “D” teams based on Coaches Discretion. The CSCT Staff shall have the sole discretion to recommend for nomination any Athlete to the CSCT “A”, “B”, “C” or “D” 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 CSCT “A”, “B”, “C” or “D” teams.

26. Injury Consideration

If an athlete is injured during the season, and is unable to meet team criteria due to missed competitions, the following considerations will be made regarding team selection for the following season.

1. Athlete competes in less than 50% of events
  - a. Consideration for team selection will include:
    - i. Prior season results will be used (starting with last result and moving back) to match the current scheduled seasons results and will be used for team selection  
Example:
      - YTP includes 12 WC races
      - Athlete is injured after 4 WC starts
      - Most recent 8 results from past season will be used for team selection
    - ii. Where the athlete is ranked at the time of injury
    - iii. Coaches discretion
2. Athlete competes in 50% or more events
  - a. Consideration for team selection will include:
    - i. Where the athlete is ranked at the time of injury
    - ii. Coaches Discretion

**V. NOMINATION CRITERIA FOR AN INVITATION TO THE CSCT SPRING EVALUATION CAMP**

27. Athletes eligible for consideration for the CSCT Spring Evaluation Camp shall be selected in accordance with this policy and be born in 1995 or younger.

28. A Coaches Selection Meeting shall consider Athletes for the CSCT Spring Evaluation Camp based on:

- (i) Athletes having FIS Freestyle – Ski Cross points of 40 or more;
- (ii) Athletes having FIS Alpine points in SL, GS and SG of 100 or less;
- (iii) Application packages for consideration for the CSCT Spring Evaluation Camp by an Athlete should be submitted on the CSX application template, available online or by request from [kdelaney@alpinecanada.org](mailto:kdelaney@alpinecanada.org):

- (A) Completed application package should be sent to ACA Athletic Coordinator– Ski Cross, [kdelaney@alpinecanada.org](mailto:kdelaney@alpinecanada.org) by April 15<sup>th</sup>

29. Athlete invitation to the 2019 CSCT Spring Evaluation Camp will be based on the following:
- I) The number of Athletes invited to the CSCT Spring Evaluation Camp may be limited to a maximum of twenty (20) with no more than 10 male and 10 female Athletes;
  - II) Special Athlete Invitation – an invitation will be extended to the men’s and women’s top 3 at the National Ski Cross U-21 Championships (if applicable).
  - III) “Coaches Selection” the CSCT- Head Coaches or ACA Athletic Director – Ski Cross reserve the right to select, at their sole discretion, up to four (4) Athletes, male or female, for invitation to the CSCT Spring Evaluation Camp (the “Coaches Selection”).
30. ACA’s Athletic Director – Ski Cross and the CSCT- Head Coaches will finalize the list of Athletes who will be invited to the 2019 CSCT Spring Evaluation Camp by no later than April 20<sup>th</sup>.
31. The CSCT Staff will evaluate the Athletes at the CSCT Spring Evaluation Camp based on numerous criteria, including without limitation, technical free skiing ability in all terrain, adaptability to terrain and features based on objective basis (timing) and subjective evaluation, evaluation of various “racing skills”, physical evaluation including a “coordination component”, and medical assessment (the “Scouting Report”). The Scouting Report shall be used by the CSCT Staff in making their recommendations to the TSAC.
32. Each athlete attending the CSCT Spring Evaluation Camp will receive an evaluation report within one week of the completion of the camp, but no confirmation on their proposed athlete status at that time.
33. The final selection of the CSCT “D” Team for 2019/20 will be announced on or before June 1st, 2019, and will follow the same process as set out in Section III – CSCT NOMINATION PROCESS paragraphs 16 – 24 above.

**VI. SELECTION GUIDELINES FOR THE CSCT “D” TEAM**

34. The CSCT Staff shall recommend Athletes for nomination to the CSCT “D” Team who are demonstrating the ability to progress towards the “C” team criteria and race successfully at the Europa Cup level. Athletes will be ranked based on the following criteria, CSX-ARS, the Scouting Report and coaches discretion.
- I) CSX-ARS is the Canada Ski Cross Athlete Ranking System which utilizes objective and subjective evaluations to rank athletes.
  - II) Scouting Report – The Scouting Report shall be completed at the CSCT Spring Evaluation Camp by CSCT staff on site.
  - III) Coaches Discretion considerations;
    - o Athletes tracking towards C Team criteria, Europa Cup competitiveness
    - o Athlete maturity and preparedness to enter a National Team Program
    - o Health and Physiological considerations
    - o Head to Head competition consideration assessed in the Canada Ski Cross – Point Ranking System (CSX-PRS)

**VII. ATHLETE DE-SELECTION**

35. 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, or fails to meet any other expectations, standards or guidelines that is material to the Athlete’s performance or participation on the CSCT, then the ACA Athletic Director – Ski Cross may in their sole discretion, de-select a CSCT Athlete from the CSCT “A”, “B”, “C” or “D” Team. The ACA Athletic Director – Ski Cross 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 CSCT Athlete.

#### **VIII. APPEAL PROCEDURE**

36. All disputes arising from or related to team selection or deselection on the CSCT shall be submitted exclusively to the Appeal Officer, 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.
37. An Athlete, who wants to appeal the team selections shall, within three (3) days of the public announcement of the team selection (not including day of announcement), serve the ACA Athletic Director – Ski Cross 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 Athletic Director – Ski Cross shall forward the Notice of Appeal to the Appeals Officer.
38. 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").
39. Upon receipt of the documents set out in paragraphs 35 - 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.
40. 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.
41. 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.
42. 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.
43. 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.
44. The Appeal Officer shall deliver a written decision and reasons to the Athlete and ACA.
45. 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
46. 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.
47. The ACA Athlete Council Chair-person will be an available resource to any athlete pursuing an appeal.

#### **IX. FINANCIAL LIMITATIONS**

48. 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 CSCT "A", "B", "C" and "D" Teams due to limited financial resources.