



## **2019-2020 Nomination Guidelines Canadian Alpine Ski Team**

Effective October 26th, 2018

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### **1. INTRODUCTION**

- 1.1. The Nomination Guidelines outline the process applicable to all Athletes considered for nomination to the Canadian Alpine Ski Team.
- 1.2. The Nomination Guidelines shall be interpreted and applied in accordance with the principles of procedural fairness and natural justice.
- 1.3. The Alpine, Athletic Director is responsible for developing and the ACA Performance Committee is responsible for approving the nomination process and procedures for the Team that will be nominated to the 2019-2020 Canadian Alpine Ski Team.

### **2. OBJECTIVES**

- 2.1. The objective of the guideline is to nominate athletes most capable of achieving success based on the defined criteria.

### **3. DEFINITIONS**

- 3.1. ACA - Alpine Canada Alpin.
- 3.2. Athlete - a FIS carded Athlete that is a Canadian resident or citizen as defined in the Citizenship and Immigration Act (Canada).
- 3.3. CAST - Canadian Alpine Ski Team.
- 3.4. CAST Alpine Staff - any one of the following: Athletic Director, Alpine , the discipline Head Coaches or any other coach that is designated as a CAST coach, from time to time, by ACA.
- 3.5. PTSO Athletic Director – Provincial/Territorial Sport Organization Athletic Directors identified by the Director, Domestic Sport.
- 3.6. Performance Committee – ACA Board Appointed and provides strategic direction and review of ACA's mandates, the scope and quality of ACA programs, athlete experience, and selection criteria.
- 3.7. BOD - Board of Directors of Alpine Canada Alpin.



- 3.8. FIS – International Ski Federation.
- 3.9. WADA – World Anti-Doping Agency.
- 3.10. CCES – Canadian Center for Ethics in Sport.
- 3.11. SDRCC – Sport Dispute Resolution Centre of Canada.
- 3.12. 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;
- 3.13. Coaches Selection Meeting - a meeting of the CAST Alpine Staff called for the purpose of making recommendations for nomination to the CAST “A”, “B” and “C” teams pursuant to these Nomination Guidelines.
- 3.14. Competitive Season - all FIS events between July 1, 2018 and April 15, 2019.
- 3.15. FIS Rankings - the FIS Ranking List which is produced internally by ACA using the FIS Internal Base List 2020, released April 2019, adjusted to include WCSL Top 30 Athletes. Final team status will be determined after the 1<sup>st</sup> FIS points list 2019-20 is public, scheduled for publication on July 1, 2019.
- 3.16. WCSL - the first World Cup Start List published by FIS which includes the results of each World Cup Finals events.
- 3.17. Season End IPP Form - the written Individual Performance Plan prepared and submitted by the CAST discipline head coaches at the conclusion of the competitive season. The Season End IPP 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.
- 3.18. Team Selection Advisory Committee - a committee constituted by ACA that may include the following representatives:
  - I. Integrated Support Team (“IST”) representative;
  - II. ACA Athletic Director, Alpine and ACA Domestic Sport Director;
  - III. ACA Board Athlete representative;
  - IV. ACA Alumni representative;
  - V. ACA representative;
  - VI. COC representative; and,
  - VII. Other individuals appointed by the TSAC in its discretion
- 3.19. TSAC Nomination Meeting - the annual meeting of the TSAC that occurs at the conclusion of the Coaches Selection Meeting usually in April 2019, wherein the TSAC shall review the recommendations and evaluate the decisions made by the CAST Alpine Staff to ensure that the Nomination Guidelines have been applied correctly.



3.20. Member In Good Standing – A provincial or CAST/CADT team member who has completed all mandatory items presented by their PTSO or ACA and is adhering to all items outlined within their athlete agreement.

3.21. Pay To Play – Terms where an athlete is responsible for all costs ( races, training, camps etc.) associated with their nomination.

#### **4. QUOTA**

4.1. Notwithstanding anything contained in these Nomination Guidelines, ACA has the sole discretion and the exclusive right to limit the number of Athletes nominated to both the CAST “A”, “B” and “C” teams due to limited financial resources.

4.2. ACA reserves the right to assign a team fee to athletes to offset program costs. This may be based on team and qualification status

#### **5. ELIGIBILITY**

5.1. In order to be eligible for nomination to CAST, an Athlete must:

- I. Meet all FIS citizen requirements to represent Canada;
- II. Meet the nomination qualification criteria under Section 6.0 during the qualifying period of July 1, 2018 – April 15, 2019;
- III. Be a member in good standing of CAST or member PTSO;
- IV. Meet FIS medical requirements in accordance with Article 221: Medical Services, Examinations and Doping of the International Ski Committee Rules (ICR);
- V. Not be under suspension or other sanction for any doping or doping-related offense; and
- VI. Athletes who have previously declined being a member of CAST in 2018-19 shall not automatically be named to CAST for 2019-20 regardless of results achieved during the competition season. An exception will be made if an athlete specifically requests reinstatement and the Athletic Director, Alpine approves the request.

#### **6. CRITERIA**

Athletes shall be considered for nomination on the following basis:

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

Top 15 WCSL (DH, GS, SL and SG); or Top 7 WCSL (AC); or Top 30 WCSL in 2 events.(excluding AC); or A medallist in any WC Race (excluding TE); or, Top 6 at the 2019 World Alpine Ski Championships (DH, SG, GS, SL); or Top 3 2019 World Alpine Ski Championships AC.
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6.2. 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 (iv) Top 10 at the 2019 World Alpine Ski Championships (DH, SG, GS, SL). Top 6 2019 World Alpine Ski Championships AC; or (v) Top 50 WCSL, WR or top 60 FIS ranking (DH, GS, SL and SG) for age 94’ and younger; or (vi) Nor Am series overall Winner for age 97 and younger; or (vii) 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 (iv) Top 10 at the 2019 World Alpine Ski Championships (DH, SG, GS, SL). Top 6 2019 World Alpine Ski Championships AC; or (v) Top 40 WCSL, WR or top 50 FIS ranking (DH, GS, SL and SG) for age 96’ and younger; or (vi) Nor Am series overall Winner for age 98 and younger; or (vii) World Junior Championships medallist (DH, SG, GS, SL).

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

Men born 1996 or younger	Women born 1997 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 1998 or younger	Women born 1998 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 AC); or (iii) Top 2 Nor/Am series discipline ranking and better than Top 130 FIS discipline ranking; or	(i) Top 90 FIS ranking in SL, GS, SG or DH; or (ii) Top 120 FIS ranking in an average of two event (excluding AC); or (ii) 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 AC rank.	(iv) Winner Nor/Am series AC and better than top 75 FIS SC rank.
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6.4. The CAST Alpine Staff shall have the sole discretion to recommend or not recommend for nomination any Athlete to the CAST “A”, “B” or “C” teams under Coaches Discretion.

**Nomination with Coaches Discretion**

6.5. In the event an Athlete does not meet the criteria thresholds set out in 6.1, 6.2 and 6.3, the Athlete may still be considered for nomination to the CAST “A”, “B” or “C” teams based on various considerations including without limitation:

- I. An evaluation of technical skiing abilities and achieved results at an appropriate level of competition: Olympics, World Championships, World Cup, World Junior Championships, Europa Cup and NorAm Cup;
- II. World Cup spot earned at the Nor-Am or World Cup level;
- III. Previous motivation, performance, attitude and commitment;
- IV. General level of physical fitness and athletic potential;
- V. Consideration for schedule changes in competition season (ie cancelled races)
- VI. Ideal functional size of training groups;
- VII. Current Injury status and/or history; and,
- VIII. Injury or illness has prevented an athlete from achieving the criteria mentioned in these nomination guidelines;
  - a. The athlete has achieved results deemed by the CAST Alpine Staff to be comparable to nomination criteria prior to their injury status;
  - b. The athlete has committed to a return to snow program and is expected to return to full capabilities and either meet or exceed other nominated athletes;and
  - c. The athlete has a doctor’s certificate attesting full recovery (outlining return to snow program) is expected and the indication of the estimated recovery period

6.6. Any nomination based on Coaches Discretion may require the Athlete to meet individualized performance and/or fitness criteria throughout the Competitive Season in order to remain on the CAST “A”, “B” or “C” teams.

6.7. Any nomination based on Coaches Discretion may be subject to pay to play terms.

6.8. Existing ACA athletes who have not been re-selected to A, B or C status through Coaches Discretion and who have achieved hard criteria in the past, may be eligible for Team Status on a pay-to-play basis. These athletes may be nominated, at ACA’s sole discretion, based on the same considerations as Coaches Discretion, and are to be nominated to the team, provided agreed financial arrangements have been met, and programming costs are covered. ACA reserves the right to consider team size, financial limitations, program quality and individual performance expectations when nominating athletes on a pay-to-play basis.



### **Non- Nomination with Coaches Discretion**

- 6.9. Performance Standards: 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.
- 6.10. Athlete Behaviour: The Athletic Director, Alpine may at any time, and at his/her discretion, disqualify an athlete from being considered for nomination to CAST based on current or past behavior of the athlete which is inconsistent with Alpine Canada's Code of Conduct or the code of conduct from the province of which the athlete is currently a member of. A copy of the ACA Code of Conduct is available on the ACA website..
- 6.11. Anti-Doping Violation: An athlete will be removed from consideration if he/she is in violation of any anti-doping policy or procedure as outlined by ACA, FIS, WADA and CCES.

## **7. NOMINATION PROCESS**

- 7.1. The Athletic Director for the PTSO of each province, or any CAST Alpine Staff, may identify an Athlete for nomination by providing the following materials to the Athletic Director, Alpine prior to April 15, 2019:
- I. Complete FIS race results from the qualifying period;
  - II. Proof of progression of FIS Rankings;
  - III. Medical history for the previous three seasons;
  - IV. Athlete tracking (if available);
  - V. Fitness testing results from the previous three seasons; and
  - VI. Season end I.P.P form
- 7.2. All CAST Athletes shall be considered for nomination to 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 IPP form prior to the Coaches Selection Meeting.
- 7.3. 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.
- 7.4. The Athletic Director, Alpine shall provide the members of the TSAC with the Season End IPP forms for each Athlete considered with Coaches Discretion 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. The TSAC will



advise the CAST Alpine Staff of the TSAC Nomination Meeting date at minimum, 14 days prior to the selected date.

- 7.5. 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 nominations.
- 7.6. 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.
- 7.7. 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 CAST. 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 unless they are satisfied that these Nomination Guidelines have been reasonably applied.
- 7.8. Nominations shall be forwarded by the CEO to the BOD for final ratification.
- 7.9. The Athletic Director, Alpine within 48 hours of the BOD ratification shall notify, by telephone, teleconference or in person, those Athletes nominated to CAST.
- 7.10. Those athletes considered but not nominated, will be contacted by the Athletic Director, Alpine or his designee, in person or via teleconference, so that the Athlete receives communication most effectively and personally. Athletes previously named to CAST who are retiring or not re-nominated are entitled to an exit interview and will receive an off boarding package.
- 7.11. Athletes nominated to the team who wish to decline their nomination must advise ACA within fourteen (14) days after notification.
- 7.12. All nominated athletes are subject to a medical consultation with an ACA appointed medical doctor. ACA reserves the right to remove any nominated athlete not deemed fit to race/train in the 2019-2020 season.
- 7.13. Final team status will be determined after the 1<sup>st</sup> FIS points list 2019-20 is public, scheduled for publication on July 1, 2019.

## **8. UNFORSEEN CIRCUMSTANCES & REVISIONS**

- 8.1. In situations where unforeseen circumstances do not allow the selection process to be applied in the manner set out in this policy, the Athletic Director, Alpine with Performance Committee approval, reserves the right to determine an appropriate course of action.
- 8.2. The Athletic Director, Alpine, with Performance Committee approval, may exercise discretion to revise this policy prior to the end of the qualifying period with any revisions as may be



reasonably necessary to avoid disputes over the interpretation of the Selection Process. This clause shall not be used to justify changes after a competition or trials which formed part of these Team Nomination Guidelines unless it is related to an unforeseen circumstance. This is to allow for changes to this document that may become necessary due to a typographical error or a lack of clarity in a definition or wording.

## **9. APPEALS**

- 9.1. Any dispute in relation to the CAST nomination process must be brought directly to the SDRCC to be heard pursuant to the Canadian Sport Dispute Resolution Code.
- 9.2. An Athlete who wishes to appeal the team nominations shall, within 3 business days commencing from the day following the release of the public team announcement, file an appeal with the SDRCC.
- 9.3. Appeals will not be accepted past this time frame.
- 9.4. The ACA Board Athlete Representative will be an available resource to any athlete pursuing an appeal.

N.B. In the event of a discrepancy between the English and French version of the 2019-2020 Nomination Guidelines, ACA will refer to the English version.