

**CYCLING
CYCLISME
CANADA**



GENERAL SELECTION POLICY

Updated Nov. 6, 2023

SECTION A: BACKGROUND

The General Selection Policy supports Cycling Canada's specific selection policy documents, which are revised and published for each year. The General Selection Policy contains the shared policy elements that all policy documents refer to, and is published as a separate document to help keep the specific policies as concise as possible.

The General Selection Policy is reviewed and revised periodically. Any significant changes must be submitted to Cycling Canada's Athletes' Council and High Performance Committee for review and approval.

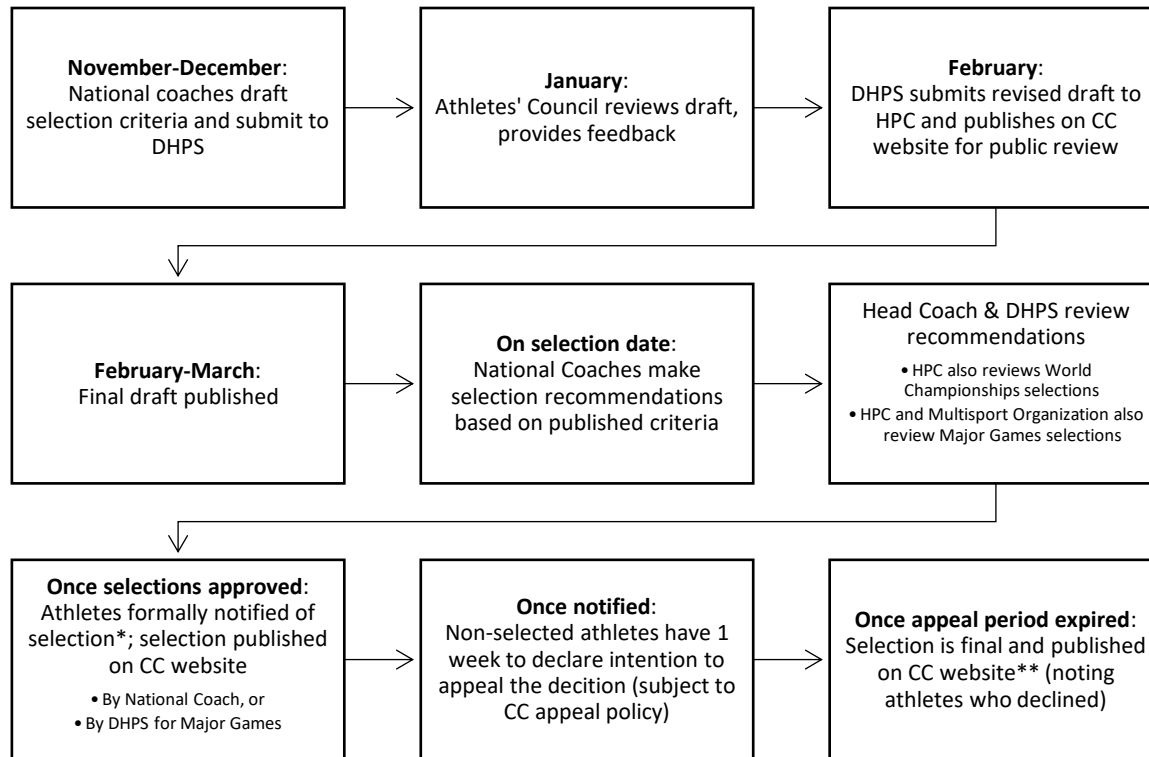
SECTION B: GENERAL SELECTION POLICY

1. DECISION MAKING AUTHORITY

Prior to publication, selection policies must be circulated to the Cycling Canada Athletes' Council for feedback, published in draft form on the Cycling Canada website, and submitted to the High Performance Committee for review and approval. Major Games selection criteria must be reviewed and approved by the relevant multisport games organization (Canadian Olympic Committee, Canadian Paralympic Committee, or Commonwealth Sport Canada).

All selection recommendations must be reviewed and approved by the Head Coach and Director of High Performance Services. World Championship and Major Games selections must also be reviewed and approved by the High-Performance Committee. Major Games selections must be reviewed and approved by the relevant multisport organization.

Cycling Canada Selection process:



** Note that for Major Games Cycling Canada must coordinate any public announcements with the relevant Multi-sport Organization so it may not be possible to immediately publish selection decisions. In these cases all eligible athletes will be contacted directly regarding their selection status before any public announcement.

During the competition period, all final decision-making authority will reside with the designated team leader. The starting composition for team events shall be determined on site by the coach of that event.

2. INTERNATIONAL FEDERATION (IF) CRITERIA

The maximum size of Canada's delegation and eligibility requirements will be determined by the quotas and/or qualification system imposed by the International Cycling Union (UCI).

3. OTHER FACTORS THAT MAY BE CONSIDERED IN SELECTION

In addition to the Specific Selection Criteria, selection may take into consideration any one or more of the following additional factors, in no particular order, providing the factors are relevant to the event athletes are being nominated for. Only factors that can be applied to all athletes being assessed may be considered:

- The rider's past performances and/or results in international competition.
- The rider's potential to contribute to future World Championship, Olympic or Paralympic performances.
- The rider's potential to contribute to qualification for major international events.
- The rider's technical ability.
- The rider's tactical ability.
- The rider's physical ability / fitness.
- The rider's suitability for the course / venue / environmental conditions of the event.
- The rider's attitude, composure, and behavior in high-pressure competitive environments.

- The results of any of the rider's sport science tests conducted by CC, including biomechanical and physiological. This includes lab tests and field tests.
- The rider's consistency and reliability in competition.
- The ability of the rider to contribute to a team result.
- The rider's attendance, performance, attitude and conduct while a member of national team program (DTE, training camp or competition).
- The rider's level of communication with CC, including sharing training programs and reports with the relevant National Coach.

4. EXTENUATING CIRCUMSTANCES

In considering the performances and results of riders at events, trials, training camps or other attendances required under this Policy, the selection committee may, at its discretion, give weight to extenuating circumstances in accordance with this Policy.

For the purposes of this Policy, extenuating circumstances means an inability to compete, attend training camps or perform at an optimum level arising from any one or more of the following:

- Injury or illness (documented at the time the incident occurred and accompanied by a certified medical explanation).
- Pregnancy.
- Travel restrictions or delays outside the athlete's control.

Riders unable to attend events, trials or training camps required in this Policy must advise the DHPS of the extenuating circumstances in writing with as much advance notice as possible, ideally more than seven (7) days prior to the events, trials, or camps.

In the case of injury or illness, riders are required to provide a doctor's certificate and may be asked to undergo a medical examination by a medical practitioner/s nominated by CC and to provide the opinion and/or report of such practitioner to the DHPS.

The determination of an extenuating circumstance will be made on a case-by-case basis. Such determination will be made by the DHPS and documented appropriately. The acceptance of an extenuating circumstance is not a guarantee of selection.

5. OTHER SELECTION MATTERS

CC reserves the right to enter a larger or smaller team or no team at all in any category for any Event, regardless of the number of riders who have met the specific selection Criteria, for reasons including, but not limited to, CC's assessment of the athletes' ability to meet the performance objectives; budgetary restrictions; or other factors not under CC's control. CC will endeavor to notify individuals affected by such a decision as soon as practicable, with the rationale for the decision.

- Additional riders (up to the maximum number of riders specified in this document) may be added to a selection after the Selection Date, at the discretion of the Selection Committee.
- A rider may be removed from a team in accordance with Clause 7 of this Policy.

6. PERFORMANCE READINESS AND INJURIES

All selections made using these criteria are subject to an assessment of the athlete's performance readiness.

"Performance readiness" is defined as the ability of the athlete to achieve equal or superior performance(s) at the scheduled event, as compared to the performance(s) the athlete achieved in qualifying. The final recommendation on competitive readiness will be made by the relevant coach to the DHPS, using all available information at his/her disposal including performance results and progress over the selection period, the suitability of the training and competition plan, fitness and other indicators, submitted medical documentation, consultation with the athlete's personal coach, and any other relevant performance related information.

Once selected, athletes who do not maintain performance readiness due to lack of fitness, injury, or illness may be removed from the team at any time per Clause 7 below.

Athletes are required to immediately report any injury, illness, or change in training that could affect their ability to compete at their highest level. Notification must be sent to the relevant coach and to the Director of High Performance Services.

7. REMOVAL OF AN ATHLETE ONCE SELECTED

An athlete may be removed from selection if she or he:

- Fails to maintain performance readiness as outlined in Clause 6.
- Breaches or fails to comply with this Policy or any term of the CC Athlete Agreement.
- Breaches or fails to comply with:
 - CC National team policy
 - CC Code of Conduct
 - The rules established by the CCES
 - The rules of any event, competition, or activity in which the rider has been selected to participate
 - Any reasonable instruction or request by the DHPS or National Team Coach
- Brings him/herself, another rider in the Team, the Team as a whole, an official, CC, or cycling generally, into disrepute.

Removal from the team is subject to the same approvals process as for selection.

Cycling Canada will advise the affected athlete, in writing, of the decision.

8. CONFLICT OF INTEREST

Anyone with decision-making authority must declare any potential real or perceived conflicts of interest prior to participating in a selection decision. This declaration will be reflected in the meeting notes related to the selection decision.

Anyone with personal coaching or financial relationships (eg. grants, sponsorships or business collaborations) with an athlete in consideration for selection must recuse themselves from that selection decision.

Individuals who have recused themselves may be consulted prior to a decision, but may not take part in the decision.

For more information please see Cycling Canada's Conflict of Interest Policy and Coach Panel document.

9. AMENDMENTS & UNFORESEEN CIRCUMSTANCES

In situations where unforeseen circumstances do not allow the selection process to be fairly and objectively applied, the DHPS, in consultation with the HPC, reserves the right to rule on an appropriate course of action.

10. APPEALS

Any selection decisions by Cycling Canada may be appealed in accordance with the procedures set out in the Cycling Canada Appeals Policy, published on the Cycling Canada website. Appeals may also be brought directly to the SDRCC with the consent of all parties.

11. STAFF SELECTION (Coaches, Team Leaders)

The Head Coach and DHPS have sole discretion in selecting the support staff, including coaches, for National Team projects. Support staff will be selected on the principle of supporting athletes to achieve the stated performance targets.

12. FUNDING

Athletes attending Cycling Canada National Team projects may be required to make a reasonable contribution to the cost of each project. These amounts are noted in the Specific Selection Criteria. Please note that Podium Pool athletes are exempt from project fees.

Self-funding accounts for less than 5% of high performance revenue but helps Cycling Canada deliver more effective programming to a broader group of athletes.

13. CONTACT

For clarifications or questions on the contents of this policy, please contact Director of High Performance Services Kris Westwood at kris.westwood@cyclingcanada.ca.