

**CYCLING  
CYCLISME  
CANADA**



## **GENERAL SELECTION POLICY**

*Version on Jan. 17, 2025*

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# CYCLING CANADA GENERAL SELECTION POLICY

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## SECTION A: BACKGROUND

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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 CC’s Athletes’ Council and High Performance Committee (HPC) for review and approval.

In the case of differences between the English and French versions of these criteria, the English version will take precedence.

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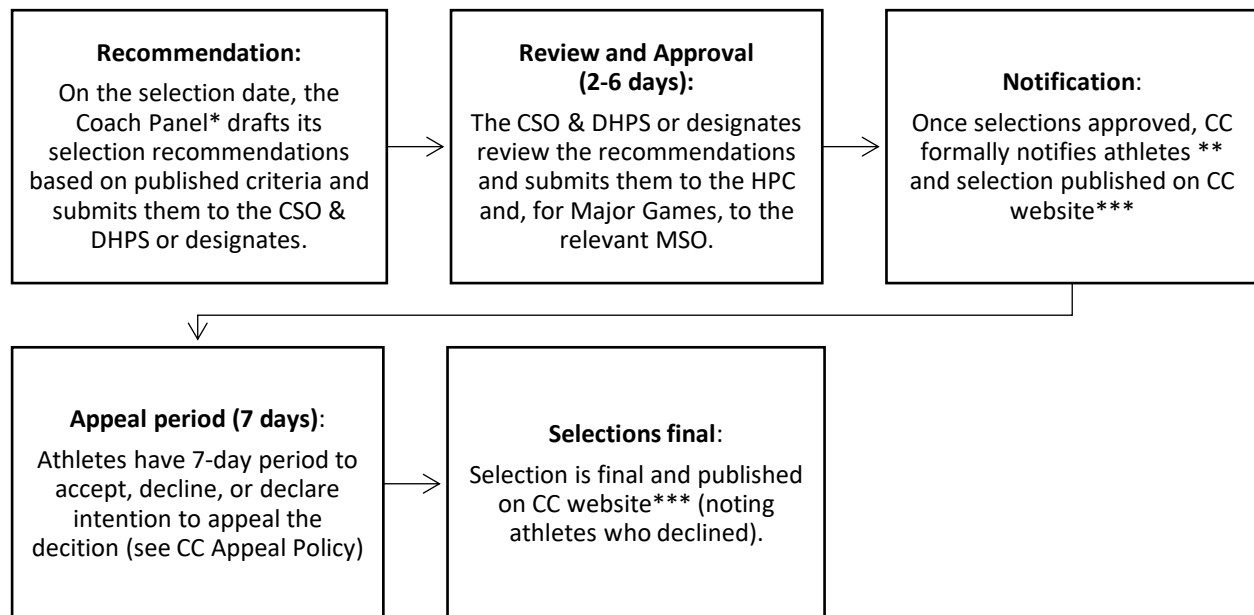
## SECTION B: GENERAL SELECTION POLICY

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### 1. DECISION MAKING AUTHORITY

Selection decisions are made in accordance with the published Specific Selection Criteria by the individuals and groups identified in the criteria. The process is outlined below.

#### Cycling Canada Selection process:



\* The composition of each Coach Panel is posted on the CC website

\*\* Selected athletes and alternates are informed by CC staff by email; all other athletes are informed by publication of the selection decision

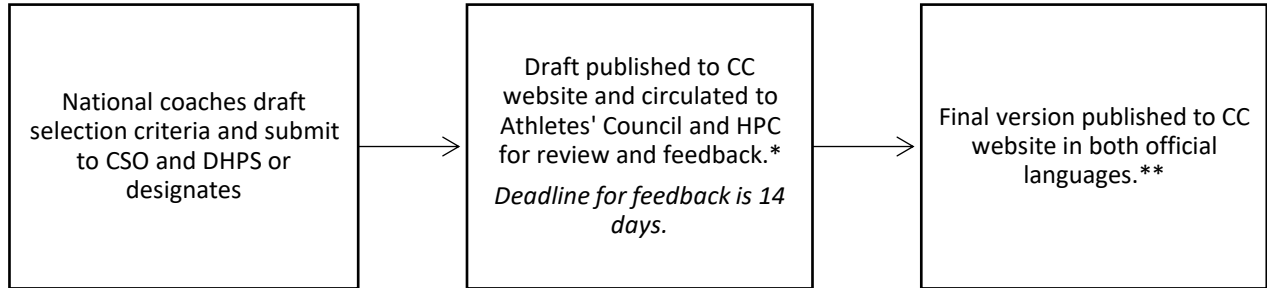
\*\*\* For Major Games CC must coordinate any public announcements with the relevant Multi-sport Organization so it may not be possible to immediately publish selection decisions. In these cases all eligible athletes will be contacted directly regarding their selection status before any public announcement.

These criteria are duly constituted by CC coaches and staff and are reviewed and approved according to the process below.



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### Cycling Canada selection criteria development process:



\* Major Games selection criteria must also be reviewed and approved by the relevant MSO (Canadian Olympic Committee, Canadian Paralympic Committee, or Commonwealth Sport Canada).

\*\* Any feedback will be incorporated into the final version at the discretion of CC and with the approval of the HPC. Subsequent changes to the final version will only be made to correct errors or to reflect changes in the competition calendar or to National Team programming.

Once the published selection date has passed, if athletes withdraw or decline selection, they may be replaced at the discretion of the Coach Panel per Section B, Clause 5 of this policy.

Once the competition has started, 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 require subjective assessment that takes into consideration one or more additional factors at the discretion of the Coach Panel. Factors that can be objectively measured are preferred, and the Coach Panel may only consider factors that are relevant to the event athletes are being nominated for and that that can be applied to all athletes being considered for a given position on the team.

Any assessment using Other Factors must be fully documented by the Coach Panel, with supporting evidence. In the event of an appeal, this information will be shared with all parties to that appeal.

### 4. EXTENUATING CIRCUMSTANCES

In considering the performances and results of athletes 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.



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Athletes 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, athletes 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 athletes 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 athletes (up to the maximum number of athletes allowed in the event) may be added to a selection after the Selection Date, at the discretion of the Selection Committee.
- An athlete 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 their disposal including the athlete's results, performances and progress over the selection period; the suitability of the athlete's training and competition plans; the athlete's 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 DHPS.

### 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 athlete has been selected to participate
  - Any reasonable instruction or request by the DHPS or National Team Coach



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- Brings him/herself, another athlete 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.

CC 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 as defined in the Conflict of Interest guidelines on the SDRCC website prior to participating in a selection decision.

This declaration will be reflected in the meeting notes related to the selection decision, and, depending on the conflict of interest, that person may recuse themselves partly or fully from the decision.

In any cases where it is unclear if there is a conflict of interest, the HPC will determine whether recusal is required.

For more information, please see CC's Conflict of Interest Policy, the SDRCC website, and the 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 CC may be appealed in accordance with the procedures set out in the CC Appeals Policy, published on the CC website. Appeals may also be brought directly to the SDRCC with the consent of all parties.

### **11. STAFF SELECTION (Coaches, Team Leaders)**

The CSO and DHPS or delegates 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 CC National Team projects may be required to make a reasonable contribution to the cost of each project. These amounts are calculated based on the Athlete Fees Policy published on the CC website. Please note that Podium Pool athletes are exempt from project fees.

Self-funding accounts for less than 5% of high performance revenue but helps CC 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](mailto:kris.westwood@cyclingcanada.ca).



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### SECTION C: DEFINITIONS

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The terms used in Cycling Canada selection policies shall have the following meanings:

- **Athletes' Council:** A body made up of National Team athletes elected by their peers to represent athletes to CC.
- **BMX FS:** BMX Freestyle, consisting of the Park and Flatland disciplines.
- **Category:** the category of athletes as defined in the UCI regulations and specified in the Specific Selection Criteria document. Categories include junior, U23 and elite. Sometimes also referred to as "classes."
- **CC:** Cycling Canada, the National Sport Organization (NSO) for cycling.
- **CCES:** the Canadian Centre for Ethics in Sport, responsible for administering the Canadian Anti-Doping Program (CADP), of which CC is a signatory.
- **Coach Panel:** The group of coaches responsible for making selection recommendations to the Selection Panel.
- **COC:** the Canadian Olympic Committee, the NOC for Canada.
- **Continental Championships:** The UCI-recognized continental championship in each cycling discipline. Canada is part of the Pan American Confederation and participates in the Pan American Championships.
- **CSO:** CC's Chief Sport Officer
- **CX:** Cyclo-Cross
- **Cycling Disciplines:** The sub-categories of competition within the sport of Cycling. These include Road, Track, Para-Cycling Road, Para-Cycling Track, Mountain Bike Cross Country (MTB XCO), Mountain Bike Downhill (MTB DHI), BMX Race, BMX Freestyle (BMX FS), and Cyclo-Cross (CX).
- **DHPS:** CC's Director of High Performance Services
- **Eligible athlete:** an athlete who has satisfied the requirements to be nominated as defined in a selection document.
- **Event:** the different events held at competitions in a particular cycling discipline. For example, the Individual Time Trial and Road Race are events in Road Cycling.
- **Head Coach:** A coach who oversees CC's National Coaches.
- **High Performance Operations Coordinator:** the person who makes logistical arrangements for National Team projects.
- **HPC:** CC's High Performance Committee
- **IF:** International Federation that is a member of the IOC and is responsible for governing a sport. The IF for cycling is the UCI.
- **In Writing:** communication in written form either as a posted letter or via email.
- **Internal Nomination Policy (INP):** The policy used to nominate athletes to National Team projects. Also referred to as Selection Criteria.
- **IOC:** The International Olympic Committee
- **IOC:** The International Olympic Committee, which is the authority responsible for organizing the Olympic Games
- **IPC:** The International Paralympic Committee
- **ITT:** The Individual Time Trial discipline of road cycling.
- **Major Games:** Olympic Games, Paralympic Games, Pan American Games, Parapan American Games and Commonwealth Games.
- **MSO:** A national Multisport Organization. These include the Canadian Olympic Committee, the Canadian Paralympic Committee, and Commonwealth Sport Canada.
- **MTB DHI:** Mountain Bike Downhill
- **MTB XCO:** Mountain Bike Cross-Country Olympic.
- **National Coach, Discipline Lead:** the National Coach appointed as the lead for a given cycling discipline.
- **National Team Coach:** A coach employed by CC.



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- **National Team:** A team of athletes nominated by CC to compete in an international competition wearing the Canadian National Team Uniform.
- **Nations Cup:** A UCI series of international events contested mainly by national teams. There are Nations Cups in Track and Road cycling.
- **NOC:** National Olympic Committee that is a member of the IOC. The COC is the NOC for Canada.
- **NSO:** National Sport Organization that is a member of an NOC and an IF. CC is the NSO for cycling in Canada.
- **Objective:** CC's specific selection policies may include an Objective for each Project, which will typically be either Development (focused on providing experience to athletes that is appropriate to their age and development stage) or Performance (focused on results). For a given Project, the Categories and specific selection criteria are developed according to the Objective of that Project.
- **Personal coach:** A licensed coach not employed by CC who is working with a National Team athlete.
- **Project:** a trip organized by CC for the National Team to do one or more competitions.
- **RR:** The Road Race discipline of road cycling.
- **SDRCC:** Sport Dispute Resolution Centre of Canada, which provides services to mediate and arbitrate disputes between athletes and the NSO over decisions such as National Team selection.
- **Selection Date:** the date specified in the Specific Selection Criteria that the Coach Panel submits selection recommendations.
- **Selection Panel:** The individuals recommending and approving selection decisions. This includes the Coach Panel and any other individuals or groups specified in the Specific Selection Criteria.
- **Specific Selection Criteria:** the published criteria used to nominate athletes to a team for a given event.
- **Sport Class:** In Para-Cycling, the class an athlete competes in, as defined in Part 16 of the UCI regulations.
- **Team Leader:** The Team Leader is the coach, manager or other person designated by CC to be responsible for the National Team on a Project. The Team Leader has final decision-making authority for the duration of the project. Note the term "team leader" can also refer to the athlete targeted to perform in the road race event; the other members of the team will be assigned roles to support the leader.
- **Team:** the group of athletes selected to represent Canada in Events in each Category as defined in this Policy, also referred to as "**Canadian Team**" or "**National Team.**"
- **Track Endurance:** The endurance disciplines of track cycling: Team Pursuit (TP), Omnium (OM), Madison (MA), Points Race (PR), Scratch Race (SR), Elimination Race (ER), Individual Pursuit (IP).
- **Track Sprint:** The sprint disciplines of track cycling: Team Sprint (TS), Sprint (SP), Keirin (KE), Time Trial (TT)
- **UCI Cycling Regulations:** the rules issued by UCI that regulate the sport of cycling.
- **UCI:** the International Cycling Union, which is the international association of national cycling federations of which CC is the national federation of Canada.
- **World championships:** the UCI-sanctioned World Championship held each year in each of the cycling sports.
- **World Cup:** A UCI series of international events contested by a mix of National Teams and Trade Teams. There are World Cups in Para-Cycling, Mountain Bike, BMX and Cyclo-Cross.