



Canadian Para-Archery National Team Selection Policy

Published: Dec. 15th 2020

1) Statement of Selection Philosophy

It is the objective of this selection policy to outline a clear, fair, and transparent process for selecting athletes to represent Canada in the Paralympic categories, at international competitions.

Event specific criteria will be utilized to select teams in alignment with the strategic value of an event and the long-term goals of Archery Canada's (AC) High Performance Committee (HPC).

2) Statement of Responsibility

AC recognizes the importance of having a clear team selection policy and communicating the selection criteria to all athletes in a timely manner. AC is committed to a fair and appropriate implementation of this policy, which is guided by AC's High Performance Committee (HPC).

It is the intent to provide athletes with timely information if any amendments are made to the selection policy. The general timeline is a three (3) month notification period before any amendment is adopted; this timeline may be amended by AC's HPC. Archery Canada will publish an Addendum to this policy for the purposes of communication of the specific selection criteria for the event. Any Addendum will be published a minimum of three (3) months prior to a selection date. This timeline may be amended by AC's HPC.

3) Selection Eligibility

All athletes who wish to be eligible for selection to any Archery Canada (AC) Para-Archery Canadian Team must meet the following standard eligibility criteria:

- a. Be a Canadian citizen and have a Canadian passport or, for some events, be a permanent resident of Canada.
- b. Have a World Archery international classification as ARW1, ARW2 or ARST.
- c. Be eligible to compete for Canada under Archery Canada and World Archery rules (most recent addition).
- d. Hold the status of good standing with Archery Canada.
- e. Be eligible to participate as per the rules of the applicable event.
- f. Submit all required paperwork as published by AC.
- g. Comply with the Archery Canada Athlete Agreement and submit a signed Archery Canada athlete agreement to Archery Canada by the specified deadlines noted in the selection policy Addendum specific to each Para-Archery Canadian Team event.

- h. Demonstrate a positive and professional attitude towards teammates, coaches, support staff and AC.
- i. Comply with the CCES' Canadian Anti-Doping Program and where applicable comply with the World Archery Athlete Whereabouts Program.
- j. Complete the Canadian Centre for Ethics in Sport (CCES) online anti-doping education module ('True Sport Clean 101') requirements at least two (2) weeks prior to departure for a national team event or to any international event where registration for the event must be through Archery Canada. Failure to do so will result in the athlete being suspended from participation in the national team event or international event until the requirements are completed.
- k. Pay any and all required fees to AC by the timelines communicated by AC.
- l. Have met any prerequisite selection criteria set by AC within this selection policy or a selection policy Addendum specific to a particular Para-Archery Canadian Team event.
- m. Have shot any applicable qualifying scores for eligible competitions under governance by the following organizations:
 - Archery Canada
 - World Archery
 - Member organization of World Archery

4) Selection Authority and Process

AC's selection will be guided by a combination of objective and subjective criteria. It is AC's intent to provide as much information as possible related to the application of the selection criteria in order for the athlete to be provided with the best opportunity to understand and to achieve selection.

An addendum will be published for each event to which the Selection Policy applies, and will outline the event specific criteria used to select the athletes.

Under the guidance of the HPC, the National Coach is accountable to select athletes for participation at events in accordance with the Selection Policy and event specific criteria. For World Championships and Major Games the National Coach is responsible for nominating team members to a 3-member Selection Approval Panel, appointed by the AC's HPC. In these specific instances, the Selection Approval Panel will be responsible for ratifying the team selection in accordance with the Event Specific Criteria.

4.1 Event Specific Criteria Archers being considered for teams in accordance with this policy, will be selected based on the addendum published for the specific event(s). Addendums may contain any combination of the below criteria. Multiple criteria may be included, and, unless otherwise outlined in the addendum, no order of priority or weighting is to be inferred. Athletes may be considered for teams based on:

4.1.1) Defined Competition(s) – A specific competition or series of competitions intended to contribute to the evaluation and selection of team members. Athletes may be required to meet a minimum score to be eligible for participation at Defined Competition(s); any minimum qualifying scores will be outlined in the selection addendum.

4.1.2) Past Performance – Athlete performance history; may include scores, rankings and final results. Past performances may be weighted based on date, level of competition, quality of competitors and environmental factors.

4.1.3) Team Dynamics - Individual behaviours that may contribute to or detract from overall team performance. In competitions where the team round will be contested, this may also include an athlete's ability to perform in the team event.

4.1.4) Future Potential – The role an event may play in the development of a specific athlete who has demonstrated key qualities that are indicative of strong future potential. These qualities may include but are not limited to: talent, commitment and performance and progression history

4.1.5) Physiology – A minimum criteria outlined in the specific addendum and in accordance with any applicable Archery Canada Fitness & Physiology Testing Protocol.

4.1.6) Individual Performance Plan - The relevance, timing, and benefit of a specific event within an athlete's performance plan. The athlete's adherence to and fulfilment of their individual performance plan.

5) Exceptions and / or Exemptions

5. 1) Conditional Selection

- Conditional selection of an athlete may be made based on circumstances where the athlete is provided an extension to meet the required selection or eligibility criteria, other than qualifying scores.
- Any such circumstance shall be reviewed and approved by the Selection Approval Panel, under their discretion.

6.2) Extenuating Circumstances

- These may include any number of circumstances and prohibitive causes by which an athlete is unable to meet the requirements in this selection policy within the defined timelines.
- Based on the circumstances and the discretion of the Selection Approval Panel, the athlete may still be eligible for selection to an AC Para-Archery Canadian Team based on an evaluation utilizing the selection criteria as stated in section 4.

Selected circumstances taken into consideration, but not limited to, are as follows:

- a. Significant injury or illness where AC may request appropriate documentation of the medical issue from the athlete's physician. Archery Canada may request a physician of AC's choosing to review and qualify the documentation with the athlete's physician.
- b. Travel delays
- c. Lost or stolen equipment
- d. Family bereavement (spouse, parents, siblings)
- e. Personal misfortune, or other factors, which may be considered by the Selection Approval Panel to be extenuating circumstances.

6) Requirements after selection

Following selection to an AC Para-Archery Canadian Team, all team members are required to comply with the following requirements.

- All requirements laid out in this selection policy or any applicable AC Para-Archery Canadian Team Addendum.
- All requirements in the AC Athlete Agreement and the minimum standards of behavior for team members while assembled, travelling or training as part of the team.

- Immediately inform the volunteer Para-Archery Program Coordinator of any illness or injury that reasonably impacts on the athlete's ability to perform at the level expected for the applicable Canadian team.
- Comply with and meet AC's code of conduct requirements.
- Provide AC all required documents by the timelines noted in the selection policy Addendum specific to each Para-Archery Canadian Team event.
- Participate in all team events, activities and meetings.
- Ensure proper equipment, clothing and funds.

For any disciplinary action resulting from a breach of the athlete agreement (or other related policies, e.g. Code of Conduct), AC's disciplinary policy may be implemented.

7) Athlete removal from a selected Canadian team

Any Athlete may be removed from an AC Para-Archery Canadian Team, who:

- Breaches AC's Articles, Bylaws and/or Policies;
- Breaches the requirements in the AC Athlete Agreement.
- By reason of illness or injury, is unable to perform to the required standard in the opinion of the volunteer Para-Archery Program Coordinator or Selection Approval Panel (after having received advice from a medical practitioner).
- Has failed to sustain his or her performance and/or attitude to a satisfactory level, provided that the required performance levels had first been discussed and documented between the volunteer Para-Archery Program Coordinator and athlete and the athlete's personal coach, and the athlete had been given the opportunity to attain those performance levels.
- Has failed to satisfy the minimum training standards set out by the National Coach.
- Voluntarily withdraws.
- Provides fraudulent or misleading information.

8) Unusual or Unforeseen Circumstances

In the event of unusual or unforeseen circumstances, as related to the implementation of this policy, and as determined by Archery Canada's HPC, the HPC has full discretion to resolve the matter as it sees fit, taking into account factors and circumstances that it deems relevant.

Note: Any such exercise of discretion shall be subject to the Canadian administrative law of principles of fairness.

9) Appeals

a) Any eligible athlete wishing to appeal their omission from an Archery Canada (AC) Canadian Team must follow the standard Archery Canada Appeals Policy.

NOTE: Under clause 30.0 of the Archery Canada appeal policy, modification of the standard timelines for the appeal process is permitted. In cases where this might apply, it will be noted in the selection policy Addendum specific to the Canadian Team event.

b) Any challenges related to language interpretation between English and French versions for any Canadian team selection, shall see the English version take precedence over the French version.