



**2019 PAN AMERICAN GAMES &
WBSC AMERICAS OLYMPIC QUALIFIER
(Revised October 24, 2018)**

**2019 WOMEN'S NATIONAL TEAM
SELECTION PROCESS**

SECTION 1 – PURPOSE

The 2019 Women's National Team Program will compete in the 2019 Pan American Games **and WBSC Americas Olympic Qualifier**. The purpose of this document is to set out the process that will be used by Softball Canada to select athletes to **both teams in 2019**. This process will also be used to identify athletes eligible to be nominated for 2019-2020 carding (Athlete Assistance Program).

This selection process has three objectives:

1. Select eligible athletes to an Athlete Pool. Athletes in the Pool are those identified by Softball Canada as having demonstrated potential to earn a position on a current or future national team. At any given time, the Athlete Pool represents a 'snapshot' of Canadian talent in women's softball.
2. From the Pool, select the best possible Teams for specific events. While some objective criteria will be used to select Teams, it is also recognized that there is a significant subjective element. Subjective elements include such factors as previous and current performance, experience, positional requirements, leadership qualities and team cohesion.
3. This selection process also forms the basis for nomination of athletes for Sport Canada's Athlete Assistance Program (carding).

Contact: For clarifications or questions on the contents of the Internal Nomination Process (INP), please contact Mark Smith, Head Coach, msmith@softball.ca.

SECTION 2 – ELIGIBILITY

An athlete is eligible for selection to the Athlete Pool so long as they are: (1) in good standing with Softball Canada, and (2) a Canadian Citizen holding a Canadian passport, a person eligible for Canadian Citizenship who is actively pursuing Citizenship, or a person with a Canadian Citizenship card.

To be eligible to be selected to a National Team, the athlete must be a Canadian citizen as defined by the Pan American Games Regulations **and the WBSC in case of the Olympic Qualifier** and have a valid Canadian passport which does not expire on or before February 11, 2020

Once selected to the Athlete Pool or to a National Team, all athletes will be expected to be training towards, or to meet the physical standards outlined in Appendix B. These standards on their own will not be used to include or exclude an athlete from consideration for the Pool or a Team, but they will be used by Softball Canada to measure and monitor an athlete's training, progress and preparation.

SECTION 3 – AUTHORITY FOR SELECTION

The Board of Directors has delegated authority for all decision making under this policy to the Head Coach.

The Head Coach has final authority for all selection decisions, including selecting athletes to the Athlete Pool, adding additional athletes to the Athlete Pool, selecting National Team from the Athlete Pool, removing athletes from the Athlete Pool or from a National Team, and selecting replacement athletes to a National Team where applicable. In making selection decisions, the Head Coach will consult with the Manager - Women's National Teams (WNT), and with coaching staff, defined for the purposes of this document to include assistant coaches, scouts and evaluators as designated by Softball Canada.

SECTION 4 – ATHLETE SELECTION PROCESS

Athlete Pool Selection

The Women's National Team will hold one invite only preliminary selection camp in January 2019 in preparation for the 2019 Pan American Games **and the Olympic Qualifier**. Up to 30 athletes named to the 2019 Women's National Team athlete pool will receive personal invitations to attend the selection camp. All remaining athletes in the Women's National Team pool will continue to be a part of the Women's National Team pool and will be eligible for consideration as well. In addition to the selection camp, the coaching staff will monitor those athletes competing in college/university. The selection of the pool will be based on:

- Previous and current performance
- Experience
- Positional requirements
- Present and projected development and/or improvement
- Leadership/Contribution to team chemistry
- Availability for competition and training

AAP Nominations

The Athlete Assistance Program (AAP) carding cycle for Softball Canada begins June 1st and ends May 31st of the following year. The initial group of athletes nominated for carding will be identified on or before June 1, 2019. Additional athletes may be nominated for carding based on the discretion of the Head Coach by September 30, 2019. The number of athletes nominated will depend on the allotment of cards by Sport Canada. Any athlete nominated for carding must meet the eligibility requirements of the Sport Canada Athlete Assistance Program.

National Team Selection

Athletes from the Athlete Pool will be selected to the National Team, with the goal being to put together the best possible team for any particular event. Factors that will be considered in this selection include physical and technical aspects of the game, as well as team dynamics.

These factors, which will be assigned weight by the Head Coach, as he or she deems appropriate for the decision making process, include:

- Previous and current performance
- Experience
- Positional requirements (primary and backup)
- Present and projected development and/or improvement
- Leadership/Contribution to team chemistry
- Availability for competition and training
- The depth chart, as developed from the evaluation criteria in Appendix A

It is understood that in making selections to create the best possible Team, it is possible that the best individual athletes may not be selected. It is at the discretion of the Head Coach to name an athlete to a National Team even though that athlete may not have participated in evaluation camps, selection camps or other National Team events.

The timelines that will be followed in selecting the Athlete Pool and selecting athletes for the 2019 Pan American Games **and Olympic Qualifier teams** are as follows. Note that specific events, dates and times may be subject to change.

- Early January, 2019 - Preliminary selection camp will be held in Southern U.S.A.
- On or before February 28, 2019 – The Head Coach will name a group of up to **24** players who will participate in training, exhibition games and events beginning in May 2019
- On or before June 1, 2019 – The Head Coach will identify the initial list of athletes to be nominated for AAP
- On or before June 21, 2019 – The Head Coach **WILL NAME THE FINAL ROSTER OF 15 ATHLETES TO THE PAN AMERICAN GAMES TEAM.** The Head Coach has the discretion to name players to the team in stages, prior to this date. Additional players may be asked to participate in exhibition play, training and events leading up to the Pan American Games (tentatively scheduled for late July early August in Lima Peru).
- Players not selected to the Pan American Games team **WILL REMAIN UNDER CONSIDERATION FOR THE OLYMPIC QUALIFIER ROSTER OF 15 ATHLETES TO BE NAMED NO LATER THAN JULY 30th, 2019.**
- Any athletes in the pool are eligible to be named to the roster for any events in 2019.

Athletes are required to attend all National Team events. Exemption from events may be granted for illness/injury (supporting documentation required) or special circumstances. The Head Coach, in consultation with the coaching staff and Manager - Women's National Teams (WNT), has the discretion to consider any special circumstances.

Alternates may be added to the Team to replace an athlete removed from the team pursuant to section 5. The addition of alternates to the team is at the sole discretion of the Head Coach and will be in keeping with the philosophy of fielding the best possible team.

In addition to the above schedule, athletes are expected to follow the prescribed training regime, take the required regularly scheduled fitness tests and be available to meet with national team staff at agreed to times and locations throughout the year.

UNFORESEEN CIRCUMSTANCES/CHANGES TO THE DOCUMENT

If unforeseen circumstances arise which do not allow for this selection process or the above timelines to be implemented as outlined in this document, Softball Canada reserves the right to identify an alternate process or alternate timelines. Should this occur, all athletes in the Athlete Pool will be notified of these changes in a timely manner.

SECTION 5 – REMOVAL FROM THE ATHLETE POOL OR FROM A NATIONAL TEAM

5.1 Upon selection to the Athlete Pool or Team, an athlete must:

- a) Sign, submit and comply with a Softball Canada Team member agreement, Canadian Olympic Committee (COC) Athlete Agreement and PASO/Lima 2019 Conditions of Participation Form **for the Pan American Games team.**
- b) Provide Softball Canada and the COC with all required documents (passport information etc.)
- c) Participate in Team events, activities and meetings, as directed by the Head Coach or his/her designate
- d) Ensure they wear proper equipment and clothing
- e) Obey all rules established by the Head Coach and/or Softball Canada
- f) Assist Softball Canada in public relations and fundraising projects where required
- g) Comply with off-season daily training environment training requirements as identified by the High Performance Director/Head Coach
- h) Not be under suspension or any other sanction by any recognized body for any doping or doping-related offence.
- i) Be available for sample collection and have provided up-to-date whereabouts information on a regular basis as directed by Softball Canada, World Baseball Softball Confederation and/or Canadian Centre for Ethics in Sport (CCES) pursuant to the Canadian Policy.

5.2 An athlete may be removed from the Athlete Pool or from a National Team where the athlete:

- a) Is unable to maintain, or being working towards, to the Head Coaches satisfaction, the training standards set out in Appendix B;
- b) Is unable to meet performance expectations – performing below the level and expected standards, on-field, that earned them the nomination to the Pan American Games team **or the Olympic Qualifier team**
- c) Is unable to perform due to injury, illness or for other medical reason as determined by Softball Canada's medical staff;

- d) Is unable to commit to National Team Program activities and events (note that an athlete may obtain an exemption from the Head Coach and Softball Canada)
- e) Violates team rules and/or Softball Canada's policies and procedures
- f) Exhibits conduct that is detrimental to the image of the National Team program of Softball Canada
- g) Breaches the Athlete Agreement
- h) Voluntarily withdraws
- i) Is removed by a Softball Canada Discipline and/or Appeal panel; or
- j) Fraudulently misrepresents themselves

SECTION 6 – SUBSTITUTION OF ALTERNATES

Where necessary and appropriate, an athlete removed from a National Team may be replaced by an alternate from the Athlete Pool. **In the specific case of the Pan American Games, prior to the Pan American Games** Team Nomination to the COC, the Head Coach will have the final authority over dismissal of an athlete from the team. Following nomination to the COC, any such removals are subject to the approval of the COC Team Selection Committee. Substitutions after June 26, 2019 are also subject to the PASO Late Athlete Replacement Policy.

SECTION 7 – APPEALS

Softball Canada's 2019 Pan American Games and Olympic Qualifier team selections may be appealed in accordance with the procedures set out in the Softball Canada Appeals policy.

Decisions of the Head Coach on AAP nominations may be appealed pursuant to the Appeals Policy of Softball Canada and the applicable provisions of Sport Canada's Athlete Assistance Program (AAP) Policies and Procedures (Section 13). <http://www.pch.gc.ca/pgm/sc/pol/athl/index-eng.cfm>. This process may be bypassed with the consent of all parties and referred directly to the Sport Dispute Resolution Centre of Canada (SDRCC).

SECTION 8 – COACHING SELECTION

To be recognized as a coach in the National Team Coaching Pool, a coach must be a member in good standing with Softball Canada and Coaches of Canada (**Pan American Games only**), be selected by the Head Coach, and be approved by the Softball Canada Board of Directors. Coaches from the Coaching Pool are eligible to participate at National Team events as requested by Softball Canada and the Head Coach.

SECTION 9 – TEAM LEADER/SUPPORT STAFF SELECTION

The Board of Directors, after consulting with the High Performance Director/Head Coach, will select the Team Leader. The Team Leader must satisfy the expectations and requirements of the Canadian Olympic Committee's Team Leader Position Description.

The High Performance Director/Head Coach will recommend all other support staff positions to the Board of Directors for their approval. The support staff will be selected based on the principle of sending a team of specialists that is best capable of assisting athletes in achieving podium performances at the Games. All selections are subject to COC approval.