



**2023 PAN AMERICAN GAMES &
Stage 1 World Cup Qualifier
(Revised Oct 6, 2022)**

**2023 WOMEN'S NATIONAL TEAM
SELECTION PROCESS**

The Internal Nomination Procedures for the 2023 Pan American Games and Stage 1 World Cup Qualifier will be communicated through Softball Canada official publications, posted on the Softball Canada website and distributed by email to 2022 Softball Canada national team members.

Softball Canada is carefully following the evolution of the coronavirus on the global and domestic level and how it may impact obtaining quota spots for the 2023 Pan American Games and/or domestic nomination of athletes for the 2023 Pan American Games. Unless otherwise required by exceptional and unforeseen circumstances related to the impact of the coronavirus, Softball Canada will respect these published Internal Nomination Procedures as written.

However, situations related to the coronavirus pandemic may arise that require this Internal Nomination Procedure to be modified. Any modifications will be made promptly and as often as required following developments that directly impact the Internal Nomination Procedure. In such circumstances, any modifications will be communicated to all affected individuals as soon as possible.

Further, situations may arise that do not allow this Internal Nomination Procedure to be modified or applied as written due to time constraints or other exceptional and unforeseen circumstances. In such situations, any decision, including nomination decisions, will be made by the individual(s) with decision-making authority, as stated in this Internal Nomination Procedure, in consultation with the relevant individual(s) or committee(s) (as applicable), and in accordance with the stated performance objectives and selection philosophy and approach as stated herein. Should it be necessary to make any decision in this manner, Softball Canada will communicate with all affected individuals as soon as possible.

SECTION 1 – PURPOSE

The 2023 Women's National Team Program will compete in the 2023 Pan American Games **and Stage 1 World Cup 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 2023**. This process will also be used to identify athletes eligible to be nominated for 2023-2024 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 Kaleigh Rafter, Head Coach, krafter@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 Stage 1 World Qualifier** and have a valid Canadian passport that does not expire on or before May 5, 2024.

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.

Athletes selected to the 2023 Pan American Games must submit the COC athlete agreement and conditions of participation form by September 15, 2023. Where the athlete is under the age of 19 years, the parent or guardian must also sign these agreements.

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 three Regional Identification Camps and one Final Selection Camp in May/June 2023 in preparation for the 2023 Pan American Games **and the Stage 1 World Cup Qualifier**. Up to 30 athletes named to the 2023 Women's National Team athlete pool will receive 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 30, 2023. Additional athletes may be nominated for carding based on the discretion of the Head Coach by September 30, 2023. 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 2023 Pan American Games **and Stage 1 World Cup Qualifier teams** are as follows. Note that specific events, dates and times may be subject to change.

- On or before February 28, 2023 - The Head Coach will name up to 24 athletes to the Athlete Pool.
- May/June, 2023 - Three Regional Identification camps to be held across Canada (dates and locations TBD).
- June, 2023 - Final Selection camp to be held with athletes named from the Regional Identification camps and any athletes directly invited by the Head Coach.
- On or before June 21, 2023 – 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, scheduled for October 30-November 4 in Santiago, Chile. Player selection will be communicated directly to athletes and publicly through Softball Canada official publications, and posted on the Softball Canada website.
- On or before June 30, 2023 – The Head Coach will identify the initial list of athletes to be nominated for AAP.
- Players not selected to the Pan American Games team **WILL REMAIN UNDER CONSIDERATION FOR THE STAGE 1 WORLD CUP QUALIFIER ROSTER OF 16 ATHLETES TO BE NAMED NO LATER THAN JULY 30th, 2023.**
- Any athletes in the pool are eligible to be named to the roster for any events in 2023.

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.

Should any event specified in this INP be canceled, postponed, rescheduled or replaced, Softball Canada shall update nomination procedures indicated in this INP, as applicable, as soon as reasonably possible and shall

communicate any modifications to all impacted individuals, as well as publish the modified INP on its website prior to the postponed, rescheduled, or replacement event.

Softball Canada recognizes that athletes and staff may, for safety reasons related to the COVID-19 pandemic, also decide not to travel to and participate in events indicated in this INP that will be used for nomination to the Santiago Pan American Games Team and Stage 1 World Cup Team, even in circumstances when the events may proceed as planned, and even when Softball Canada has decided that it will travel to and participate in the event because it has decided, following consultation with medical and public health safety experts, that it is safe to do so.

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/Santiago 2023 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 Stage 1 World Cup 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 September 29, 2023 are also subject to the Santiago 2023 Late Athlete Replacement Policy.

SECTION 7 – APPEALS

Softball Canada's 2023 Pan American Games and World Championship 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](#)). 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.

Appendix A

Tentative Schedule for 2023

DATE	EVENT	LOCATION
May 13, 2023	Regional Identification Camp	Surrey, BC
May 20, 2023	Regional Identification Camp	Saskatoon, SK
June 3, 2023	Regional Identification Camp	Toronto, ON
June 10-14, 2023	Final Selection Camp	Toronto, ON
June 15-30, 2023	Team Training and Exhibition Series #1	Toronto, ON
July 1-8, 2023	Exhibition Series #2	Surrey, BC
July 10-16, 2023	Canada Cup	Surrey, BC
TBD	Stage 1 World Cup Qualifier	TBD
October 20-26, 2023	Pre-Pan Am Training Camp	Florida
October 27-Nov 4, 2023	Pan American Games	Santiago, Chile
December 28-January 6	Winter Training Camp	Tallahassee, FL