



2025 WOMEN'S NATIONAL TEAM SELECTION PROCESS

The Internal Nomination Procedures for the 2025 Women's National Team events will be communicated through Softball Canada official publications, posted on the Softball Canada website, and distributed by email to 2025 Softball Canada national team pool.

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 2025 Women's National Team Program will compete with the 2025 WBSC Pan American Championship, World Cup and additional events. The purpose of this document is to set out the process that will be used by Softball Canada to select athletes to the 2025 Women's National Team. This process will also be used to identify athletes eligible to be nominated for 2025-2026 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 Head Coach Kaleigh Rafter (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.

To be eligible to be selected to a National Team, the athlete must be a Canadian citizen as defined by the WBSC and have a valid Canadian passport that does not expire on or before February 30, 2026.

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 as laid out by the Head Coach. 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 2025 World Games must submit the athlete agreement and conditions of participation form by June 20, 2025. 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 one Identification Camps and one Final Selection Camp in May/June 2025 in preparation for the 2025 Women's National Team events. Up to 30 athletes will receive invitations to attend the final selection camp. 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, 2025. Additional athletes may be nominated for carding based on the discretion of the Head Coach by September 30, 2025. 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 evaluation criteria available from the Head Coach

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 2025 Women's National Team events are as follows. Note that specific events, dates and times may be subject to change.

- On or before April 30th, 2025 - The Head Coach will name up to 30 athletes to the Athlete Pool.
- June, 2025 – Open Identification camp to be held in Oshawa
- June, 2025 - 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 16, 2025 – The Head Coach **WILL NAME THE FINAL ROSTER OF 15 ATHLETES TO THE WORLD CUP 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 2025 World Games, scheduled for August in Chengdu, China. 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 16, 2025 – The Head Coach **WILL NAME THE FINAL ROSTER OF 16 ATHLETES TO THE PAN AMERICAN CHAMPIONSHIP 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 2025 Pan American Championship, scheduled for June in Monteria, Colombia. 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 16, 2025 – The Head Coach **WILL NAME THE FINAL ROSTER OF ATHLETES TO THE CANADA CUP 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 2025 Canada Cup in Surrey, BC. 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 16, 2025 – The Head Coach will identify the initial list of athletes to be nominated for AAP.
- Any athletes in the pool are eligible to be named to the roster for any events in 2025.

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, consulting 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.

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;
- b. Provide Softball Canada 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 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;
- b. Is unable to meet performance expectations – performing below the level and expected standards, on-field, that earned them the nomination to the 2025 World Games 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.

SECTION 7 – APPEALS

Softball Canada's 2025 Women's National 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 – POOL 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 the Coaching Association of Canada, 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 Head Coach, will select the Team Leader if the Women's National Team Manager is unavailable.

The 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.

Appendix C

- June 8, 2025 - Open Identification Camp, Oshawa, ON
- June 9-15, 2025 - Final Selection Camp, Oshawa, ON
- June 16-23, 2025 - Team Training Oshawa, ON
- June 24- July 6 - Pan American Championship, Monteria, Colombia
- July 7-14 - Canada Cup, Surrey, BC
- August 8-21 - World Games, Chengdu, China