



SENIOR SQUAD SELECTION POLICY

Regional Triathlon Performance Centre CALGARY

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PREFACE

Kronos Triathlon Club is Alberta's premiere triathlon club. Our mission is to advance the development of short-course draft-legal triathlon in our community, region, and country. As a Regional Triathlon Performance Centre for Triathlon Canada, selection is required to enter Senior Performance Squad.

The selection process is to ensure that our athletes are undergoing the most appropriate training, and that their goals match those of our program.

This selection policy only applies to Kronos Triathlon Club's Senior Squad. All other squad participation is up to the discretion of Head and Performance coaches. It has been developed to ensure a consistent and transparent selection process for athletes in the Senior Squad (also known as the Regional Triathlon Performance Centre [RTPC-YYC] athlete pool).

SELECTION POLICY

1. Introduction

Kronos Triathlon Club is committed to establishing and endorsing a fair and unbiased selection policy. The aim of the policy is to ensure all athletes (16 yrs. and older) receive an equal opportunity to be selected to the Senior (Regional Triathlon Performance Centre) Squad provided they have satisfied the necessary selection criteria as outlined.

2. Objectives

To provide a fair and unbiased selection process, which facilitates the selection of Senior Squad athletes who will potentially achieve the best results when representing the Kronos Triathlon Club, their respective PSO, and Canada.

This policy may be amended or supplemented by Kronos Triathlon Club at its discretion to achieve the above objectives. Any variation or amendment must be in writing given by the Kronos Triathlon Club President on behalf of the Kronos Triathlon Club Board of Directors who will endeavor to give as much notice as possible to all persons affected by any amendment or supplement to this policy.

3. Selection/Notification Dates

Selection to the Senior Squad (RTPC) will be completed no later than October 15th of each year. Athletes who are selected at the onset of the season will be notified by this date.

In the case that an athlete wishes to be selected for the Senior (RTPC) Squad part way through the season, the Selection Committee will notify applicants no later than 10 days after the submission of the Senior Squad application.

4. Selection Committee

The Selection Committee will comprise of a minimum of three individuals from the following list of club positions:

- Head Coach
- Athletic Director
- Performance Coach
- Member of the Board of Directors
- Club President

5. Process of Selection

The Selection Committee will work to ensure the best possible team is selected to represent Kronos Triathlon Club and the Regional Triathlon Performance Centre- Calgary (RTPC-YYC).

- 5.1. Athletes will be required to apply to the Regional Triathlon Performance Centre by submitting an application to the Athletic Director. This may be done on the athlete's own accord, or after being identified by a member of the Selection Committee.
- 5.2. The club's Athletic Director will bring all names of applicants to the Selection Committee no later than October 1st of each year. In the case that there is a late application, the Athletic Director will notify the selection committee within 72 hours of receiving the application.
- 5.3. The Selection Committee meets to discuss applications and select athletes to the Regional Triathlon Performance Centre. Each season, the selection process will be completed, and team announced by October 15th.
- 5.4. Selected athletes will be required to sign an athlete agreement, which outlines the General Selection criteria, athlete code of conduct, and terms of membership to the Senior Squad.

6. General Selection Criteria

To be eligible for selection to the Senior Squad (RTPC-YYC) Squad, athletes must:

- 6.1. Be a registered member in good standing of Triathlon Alberta.
- 6.2. Have satisfactorily completed the RTPC-YYC application.
- 6.3. Abide by Triathlon Alberta's Code of Conduct (<https://www.triathlonalberta.ca/code-of-conduct-ethics>)
- 6.4. Abide by Triathlon Canada's Code of Conduct (<https://www.triathloncanada.com/publications-2/code-of-conduct-policy-2/>)
- 6.5. Meet the selection criteria as outlined below:
 - 6.5.1. A) Males must complete a 200m swim time trial/event in under 2:40 AND a 1500m run time trial/event in under 5:20 OR B) complete ONE of the

following, either a 200m swim time trial/event under 2:16 OR 1500m run time trial/event under 4:15

- 6.5.2. A) Females must complete a 200m swim time trial/event in under 2:52 AND 1500m run time trial/event in under 5:36 OR B) complete ONE of the following, either a 200m swim time trial/event in under 2:23 OR B) complete a 1500m run time trial/event in under 5:06.
- 6.5.3. The selection committee may exercise discretion and select athletes for the Senior (RTPC-YYC) Squad if they feel there are attributes or conditions that the athlete meets, while not meeting the objective time standards listed in 6.5.1. and 6.5.2. These may include, but not limited to social aptitude, potential for improvement, motivation and mental strength, or technical proficiencies in swimming, cycling and/or running.
- 6.5.4. The selection committee may exercise discretion and remove or not select athletes based upon subjective criteria, such as lack of social aptitude, improvement, motivation and mental strength or technical proficiencies, despite the athlete meeting the performance standards listed in 6.5.1. and 6.5.2.
- 6.6. Have competed in triathlon or single sport events at the provincial level or higher.
- 6.7. Agree to participate in all Kronos Triathlon Club, Triathlon Alberta and Triathlon Canada training camps in which they are invited.
- 6.8. Must be committed to focusing on National Championship Series, Collegiate Series, Major Games and any other events that the Kronos Triathlon Club Performance Coach deems important.
- 6.9. Be able to pay the associated costs for the involvement with the team, including registration as a Kronos Triathlon Club member in full standing.
- 6.10. Display appropriate behaviour, sportsmanship and demeanor expected of Kronos, Triathlon Alberta and Triathlon Canada representatives.
- 6.11. Be medically able to compete and train in triathlon.
- 6.12. Not use prohibited substances or commit any other doping offence under any relevant anti-doping policies.
- 6.13. Maintain or improve the selection performance standard on which they were selected (6.5.1. or 6.5.2.)

- 6.14. Allow Kronos Coaches (Head and Performance) access to Training Peaks; continual logging of training, including athlete feedback to the approval of the club coaches.
- 6.15. Train consistently and follow the individualized training program set out by the Kronos Head and Performance Coaches. Any external coaching and training must be approved by the Regional Triathlon Performance Centre coaches in writing.

7. Extraneous Factors

7.1. Illness/Misadventure/Extenuating Circumstances

In considering the current state of an athlete's health, injury status, or situation, the Selection Committee may in their discretion give weight to extenuating factors.

Athletes unable to participate in time trials/events required under this policy are required to advise the Kronos Triathlon Club Athletic Director in writing of this fact and of the reasons before the application deadline.

In the situation of illness or injury, athletes will be required to undergo a medical examination by a physician to receive written approval to commence training at a high level.

7.2. Athletes Unable to Train Locally for Entirety of Season

If an athlete is unable to train in Calgary for the duration of the season, acceptance into the program may be at the discretion of the Selection Committee.

8. Addition to Senior (RTPC-YYC) Squad

It is the right of the Selection Committee, at its absolute discretion, to add athletes to the Senior (RTPC-YYC) at any stage of the season, subject to those athletes satisfying the relevant criteria as outlined in this policy.

9. Removal from Senior (RTPC-YYC) Squad

Athletes are ineligible for selection or continued membership of the Senior (RTPC-YYC) Squad if they;

- 9.1. Breach or fail to observe this policy;
- 9.2. By reason of illness or injury are unable to perform to the required standard in the opinion of the Selection Committee;

9.3. Breach of failure to fulfil a requirement of the Anti-Doping Policy as outlined in this document.

9.4. Breach of failure to observe the Athlete Agreement.

10. Appeals

10.1. All appeals regarding non-selection to the Senior (RTPC-YYC) Squad will be heard by the Kronos Triathlon Club Board of Directors, which will meet to discuss the appeal, if necessary. The decision of the Appeal Panel (Board of Directors) will be final;

10.2. The sole grounds for appeal against this selection policy is that the policy is not properly followed or implemented;

10.3 All appeals against the non-selection or removal from the Senior (RTPC-YYC) Squad are to be made directly to the Kronos Triathlon Club Board of Directors in writing.

Appeals to the Kronos Triathlon Club Board of Directors are required to comply with the following procedures:

a) The appellant must provide written notice of his or her appeal to the Club President within 48 hours of the announcement of the decision against which the appeal has been made;

b) The Kronos Board of Directors Appeal Panel will assemble a hearing as soon as possible following the submission of the grounds appeal. The hearing may occur in such manner as the Panel deems appropriate, including telephone or video conferencing. The Appeal Panel is not bound by the rules of the evidence but is required to adhere to the principles of procedural fairness.