

TOKYO 2020 OLYMPIC GAMES INTERNAL NOMINATION POLICY: PARALYMPIC

This document replaces all previous versions of Triathlon Canada's Tokyo 2020 Internal Nomination Policy: Paralympic

Triathlon 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 2020 Tokyo Paralympic Games and/or domestic nomination of athletes for the 2020 Tokyo Paralympic Games. Due to communicated changes to the IPC and World Triathlon qualification period, continued uncertainty and lack of qualification events, and continued restrictions due to the pandemic, Triathlon Canada Board of Directors has approved the execution of Section K: Unforeseen Circumstances of this document.

Situations related to the coronavirus pandemic may arise that require this Internal Nomination Policy to be modified. Any modifications will be made promptly and as often as required following developments that directly impact the Internal Nomination Policy. 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 Policy 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 Policy, 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, Triathlon Canada will communicate with all affected individuals as soon as possible.

A. INTRODUCTION

This document outlines the qualification, nomination procedures (the "Nomination Policy") and performance requirements of Triathlon Canada for determining those athletes who will be nominated to the Canadian Paralympic Committee (CPC) for selection to represent Canada at the 2021 Paralympic Games ("Games") as members of the Canadian Paralympic Team for Triathlon ("Team").

Canada may send up to a maximum of two (2) male athletes and two (2) female athletes per medal event to the Games, subject to meeting the eligibility and selection criteria as determined by the World Triathlon ("WT") and International Paralympic Committee ("IPC"), as well as the requirements described in this Nomination Policy.

Nomination by Triathlon Canada does NOT guarantee selection. Selection is subject to Canadian Paralympic Committee approval.

Contact: For questions or clarifications on the contents of this Nomination Policy, please contact Eugene Liang, High Performance Director (Eugene.Liang@triathloncanada.com)

GUIDING PRINCIPLES AND PERFORMANCE OBJECTIVE

Triathlon Canada's objective is to achieve podium performances at the 2021 Paralympic Games. Consequently, this Nomination Policy is to identify and nominate athletes who have demonstrated, on the basis of their past results, the realistic potential to achieve a podium finish in their specific medal event at the 2020 Tokyo Paralympic Games.

The guiding principles and objectives of this Policy are:

- i. To provide a fair and transparent nomination process for athletes seeking nomination to compete at the 2020 Tokyo Paralympic Games;
- ii. To prioritize nomination for podium potential athletes;
- iii. To provide clear and accessible up-to-date information on the 2020 Tokyo Paralympic Games qualification process; and
- iv. To document the requirements and realities for Paralympic qualification.

DEFINITIONS

- "Board of Directors" means the Board of Directors of Triathlon Canada;
- "Qualifying Event" means an WT triathlon event that will be used to determine selection of Qualifying Team Members;
- "Team Member" means an athlete or athletes selected to the Team as a Qualifying Team Member or as a Discretionary Team Member;
- "Scheduled Event" means the individual medal events at the 2020 Tokyo Paralympic Games.

EXTERNAL DOCUMENTS

[2021 WT PARALYMPIC GAMES QUALIFICATION SYSTEM](#)

[2021 WT PARALYMPIC GAMES INDIVIDUAL RANKING QUALIFICATION](#)

B. WT QUALIFICATION SYSTEM FOR COUNTRY QUOTA SPOTS

The quota spots qualified through the WT Paralympic Games Qualification System are for the country and NOT for specific athletes. In other words, an athlete who qualifies a quota spot for their country is not guaranteed to be selected to the Team – they must satisfy the selection criteria described in this Nomination Policy. If there is a discrepancy between the Qualification System and this document, the WT Qualification System shall prevail. In the event of changes by WT/CPC/IPC to the selection and eligibility criteria, Triathlon Canada is bound by these changes and will inform its membership as soon as possible.

The WT Paralympic Games Qualification System indicates as follows:

- **There are 36 spots at the 2021 Paralympic Games per gender and eight (8) non-gender specific spots for a total of eight (8) spots**
- **Up to two (2) spots per gender per country per each of the four (4) medal events per gender for a maximum of sixteen (16) quota spots**

- **Medal events are as follows:**
 - PTWC in both genders: comprising both classes PTWC1 and PTWC2;
 - PTVI in both genders: comprising the classes PTVI1, PTVI2 and PTVI3;
 - Men's PTS4: also including athletes from classes PTS2 and PTS3;
 - Men's PTS5: including only athletes from class PTS5;
 - Women's PTS2: including only athletes from class PTS2;
 - Women's PTS5: also including athletes from classes PTS3 and PTS4

***Note:** WT Paralympic qualification period starts on June 28, 2019 and ends June 29, 2021.

***Note:** As of April 6, 2020 the Paralympic qualification period has been suspended due to the fallout of the coronavirus pandemic. There is no communication of amendments to the Paralympic qualification period from the WT or IOC,

***Note:** As of March 18, 2021, the Paralympic qualification period has been extended till July 15, 2021

C. ELIGIBILITY CRITERIA

In order to be eligible for nomination to the Team, athletes must meet all of the following criteria:

Specific IPC Eligibility

- All athletes must comply with the provisions of the Paralympic Charter currently in force, including but not limited to, Rule 41 (Nationality of Competitors) and Rule 43 (World Anti-Doping Code and the Paralympic Movement Code on the Prevention of Manipulation of Competitions). Only those athletes who comply with the Paralympic Charter may participate in the 2020 Tokyo Paralympic Games Tokyo.

Specific WT Eligibility

- Be ranked on the WT Paralympic Qualification Ranking as of June 29, 2021;
- Be internationally classified with either a 'Confirmed' sport class status, or a 'Review' or a 'Fixed Review' date sport class status both with a review date after December 31, 2022.

Specific Triathlon Canada Eligibility

- a. Be a Canadian citizen;
- b. hold a passport that can be used for travel to Japan and for Visa processing within Canada (if applicable), and which expires no earlier than January 31, 2022;
- c. Be a member in in good standing with a Triathlon Provincial Sport Organization;
- d. Be a member in good standing with Triathlon Canada;
- e. Have a current Triathlon Canada International Competition Card (ICC);
- f. Have completed 80% of daily metrics in Smartabase/Training Peaks; and
- g. Be deemed healthy to race as per Triathlon Canada's Competition Readiness policy (Appendix A).
- h. Athlete guides must have a signed Athlete Guide Agreement
- i. All nominated athletes must agree to the Triathlon Canada Nomination Agreement in Appendix B.

D. DECISION MAKING AUTHORITY

- The High Performance Director is responsible for the implementation of this Nomination Policy. For the avoidance of doubt, the High Performance Director is responsible for all performance based decisions that must be made in the lead up to and during the 2020 Tokyo Paralympic Games.
- The High Performance Director will review Team Member nominations in consultation with the Triathlon Canada High Performance Advisory Committee (“HPAC”), which consists of: the Athlete Director, one or more Triathlon Canada High Performance staff members (excluding any and all coaches that directly coach any potential nominees) and the High Performance Director. The purpose of the HPAC review is to ensure the proper application of the Nomination Policy.

E. NOMINATION CRITERIA

Nomination by Triathlon Canada does NOT guarantee selection. Selection is subject to CPC approval AND meeting all WT/IPC eligibility requirements.

As mentioned at the outset of this Nomination Policy, a maximum of two (2) athletes per gender per medal event may be nominated to the Team. Subject to available quota spots, Team nominations will take place in accordance with the criteria below for both male and female athletes and in the priority order described.

The following criteria is considered by Triathlon Canada’s Board of Directors as a reasonable and fair process to prioritize Triathlon Canada’s performance goals and mission, which has evolved as a result of the unforeseen circumstances created by the COVID pandemic, and the impact that it has had on the cancellation of competition at the international and national level. They reflect a thorough and objective review of the available and relevant athlete data, as well as assessment of the current global pandemic.

IMPORTANT: if nominations for the male and/or female quota spots are exhausted in any given priority step, nominations will be considered complete and the subsequent priority step(s) will not be applied.

Priority Criteria 1 – Individual Nomination Podium Potential – Top 9 WT Paratriathlon Qualification Ranking

Reasoning: Due to the COVID pandemic, several qualification events have been cancelled, and, as of the date of publication of this INP, it is uncertain whether those that are still scheduled will proceed. In the circumstances, it is recognized that athletes that achieved Priority 1 in previously published versions (Appendix C) of this document have demonstrated a performance potential. All athletes were provided equal opportunity to achieve the aforementioned criteria and resulting WT Individual Paralympic Ranking before World Triathlon and IPC froze the Paralympic qualification period on March 16, 2020.

- **An athlete nominated under Priority Criteria 1 will be required to race one (1) WT event before July 31, 2021 or Triathlon Canada targeted event and complete all Triathlon Canada required testing,**

Triathlon Canada will nominate up to two (2) athletes per gender that have achieved the following performance criteria on April 15, 2021 subject to Section G: Competition Readiness.

Up to two (2) athletes per medal event who have met the following criteria:

- Being ranked Top 9 (1 through 9 inclusive) at the time of nomination AND,
- One or more of:
 - Top 5 performance at 2019/2020/2021 WT World Grand Final Paratriathlon
OR
 - One (1) Top 5 performance at 2019/2020/2021 World Paratriathlon Series or 2019 Tokyo Test Event
OR
 - Two (2) 2019/2020/2021 Paratriathlon World Cup or Continental Championship podiums

Note: Any qualification slot not used will be reallocated to the next highest ranked athlete in the respective medal event (not otherwise qualified) on the Paralympic Qualification Ranking closing June 29, 2021 (or when confirmed by WT/IPC).

Priority Criteria 2 – Individual Nomination Podium Potential – Top 9 WT Paratriathlon Qualification Discretionary Selection

Reasoning: Due to the COVID pandemic, several qualification events have been cancelled, and, as of the date of publication of this INP, it is uncertain whether those that are still scheduled will proceed. In the circumstances, it is recognized that athletes that achieved Priority 2 in previously published versions (Appendix C) of this document have demonstrated a performance potential. All athletes were provided equal opportunity to achieve the aforementioned criteria and resulting WT Individual Paralympic Ranking before World Triathlon and IPC froze the Paralympic qualification period on March 16, 2020.

- **An athlete nominated under Priority Criteria 1 will be required to race one (1) WT event before July 31, 2021 or Triathlon Canada targeted event and complete all Triathlon Canada required testing,**

Triathlon Canada will nominate up to two (2) athletes per gender that have achieved the following performance criteria on April 1, 2021 subject to Section G: Competition Readiness.

Up to one (1) athlete per medal event that have met the following criteria may be nominated by the High Performance Director through discretionary selection. The High Performance Director is not obligated to execute Priority 2.

- Being ranked Top 9 (1 through 9 inclusive) at the time of nomination

F. INJURY AND ILLNESS

In the event an athlete suffers a injury or illness that, in the opinion of the High Performance Director and Triathlon Canada Team Physician, reasonably prevented the athlete from achieving any of the performance standards described in the priority steps listed in Section E of this Nomination Policy, the athlete may make written application to the High Performance Director no later than June 29, 2021 to be considered for Discretionary Selection under Priority 2 in Section E.

In addition to being assessed and considered for nomination to the Team in accordance with the discretionary criteria described in Priority 2 in Section E (as applicable), the athlete will be considered for selection to the Team at the High Performance Director's sole discretion, subject to the Triathlon Canada Competition Readiness Policy, and following consultation with the HPAC and Triathlon Canada's Team Physician.

G. COMPETITION READINESS AND PROOF OF FITNESS

In addition to Triathlon Canada's Competition Readiness Policy, all selected Team Members, following approval of nominations by the CPC, will need to demonstrate competitive readiness up to the event date of the 2020 Tokyo Paralympic Games Triathlon.

- a. "Competitive readiness" is defined as the ability of the athlete to achieve equal or superior performance(s) at the Scheduled Event, as compared to the performance(s) the athlete achieved in qualifying through Section E.
- b. Athletes who do not maintain competitive readiness by reason of lack of fitness, injury, or illness may be removed from the Team. Athletes and their personal coaches are required to immediately report any injury, illness or change in training that could affect their ability to compete at their highest level at the 2020 Tokyo Paralympic Games to the Triathlon Canada High Performance Director.
- c. The High Performance Director will make the final decision on competitive readiness following consultation with the HPAC.
- d. In the case of injuries or illnesses, the High Performance Director will consider recommendations made by the National Team Physician in making the final decision.
- e. Maintain their Top 8 World Triathlon Paralympic Ranking
- f. Due to the uncertainty of events, all nominated athletes must complete all required and communicated Triathlon Canada testing or ratified times.
- g. Athletes who display adverse health or performance effects due to heat or water exposure after the individual event may be replaced by an alternate as per the Late Athlete Replacement Policy. This will be assessed by a physician and executed at the sole discretion of the HPD.

This test will consist of a controlled performance such as a competition or observed test or trial. Any athletes subject to such a test will not travel with the Team to the Scheduled Event until this requirement has been satisfied. If the High Performance Director determines that the athlete has not demonstrated competitive readiness once onsite at the Scheduled Event, he or she may be asked to return home immediately.

H. REMOVAL OF ATHLETE FROM TEAM

- a. Triathlon Canada may, at any time, disqualify an athlete from being considered for selection to the Team, or remove an athlete after selection, based on the current or past behaviour of the athlete that is inconsistent with [Triathlon Canada's Code of Conduct](#).
- b. An athlete will be removed from being considered for selection to the Team or be removed after selection if they are found to be in violation of any anti-doping policy or procedure as outlined by Triathlon Canada, the WT, the World Anti-Doping Agency (WADA), or the Canadian Centre for Ethics in Sport (CCES).
- c. Triathlon Canada may, at any time, disqualify an athlete from being considered for selection to the Team, or remove an athlete after selection, on the basis of their competitive readiness in accordance with the procedure described in Section G of this Nomination Policy.
- d. An athlete will be removed from being considered for nomination to the Team or be removed after nomination if they test positive for COVID-19 and, in the opinion of Triathlon Canada's team physician, they will not recover to the previous level of performance that permitted them to be nominated to the Team prior to the start of the 2020 Tokyo Paralympic Games.
- e. Triathlon Canada will not nominate the athlete for selection by the COC if the athlete fails or refuses to sign the Triathlon Canada Nomination Agreement found in Appendix C.

I. COACH APPOINTMENT

The Triathlon Canada High Performance Director has the authority and sole discretion to appoint Team Coaches to the 2020 Tokyo Paralympic Games.

1. To be eligible for appointment, a Coach must:
 - a. be a fully registered coach and member in good standing with the Triathlon Canada as of June 30, 2021;
 - b. be a Chartered/Registered Professional Coach with the Professional Coaching Department of the Coaching Association of Canada;
 - c. provide a valid Police Record Check (PRC) to Triathlon Canada prior to June 1, 2021;
 - d. hold a passport that can be used for travel to Japan and for Visa processing within Canada (if applicable), and which expires no earlier than January 31, 2022;
 - e. Agree to respect all Triathlon Canada policies, including its Code of Conduct;
 - f. Abide by the Canadian Anti-Doping Program (CADP) Agreement, the WT Anti-Doping Rules and World Anti-Doping Code and have never had a violation of either the CADP or WADA Code; and
 - g. Commit to attending all required meetings, camps and events as determined by the Triathlon Canada HPD.
2. All selected coaches must agree to and sign the Triathlon Canada Team Staff Agreement by July 15, 2021.

J. ADDITIONAL PERTINENT INFORMATION

ATHLETE AGREEMENTS

All potential and selected Team members are required to sign, submit and comply with the CPC Athlete Agreement and 2020 Tokyo Eligibility Conditions Form.

All verbal discussion of Team selection is unofficial, and does not bind Triathlon Canada in any way.

By accepting nomination and selection, all athletes must comply with [Triathlon Canada's Team Compliance and Logistics Policy](#) and attend any mandatory events (competitions, events, camps, meetings, etc.) as determined by Triathlon Canada from the date of the Team announcement until the end of the 2020 Tokyo Paralympic Games.

APPEAL PROCEDURE

Under the terms of agreement between CPC and Triathlon Canada, Triathlon Canada is responsible for all Team nomination decisions. As such, Team nomination appeals must be determined in accordance with the [Triathlon Canada Appeals Procedure](#).

If both parties are in agreement, the Triathlon Canada Appeals Procedure may be bypassed and the matter brought directly before the Sport Dispute Resolution Centre of Canada (SDRCC) who will then adjudicate the appeal.

ANNOUNCEMENT OF 2021 PARALYMPIC GAMES TRIATHLON TEAM

Upon approval by Canadian Paralympic Committee, athletes will be notified by Triathlon Canada of selection no later than **July 15, 2021, unless the IPC and WT communicate further extensions of the Paralympic qualification period. In which Triathlon Canada will inform all affected athletes and coaches immediately upon receipt of such information.**

Final Team announcement will be in conjunction with CPC.

FUNDING SUPPORT FOR 2020 Tokyo PARALYMPIC GAMES SELECTED ATHLETES

Funding support for selected athletes will be in alignment with the CPC Paralympic Team Size Policy and dependent on available Triathlon Canada resources.

K. CONDITIONS

Modification of Criteria

Triathlon Canada reserves the right to alter the list of designated Qualifying Events in Section E if changes to the WT event schedule occur so that one of the Qualifying Events is no longer an appropriate selection event. A Qualifying Event may no longer be appropriate where its format changes, the date the event is to be held changes, the event loses its WT status, or any other such changes occur.

Triathlon Canada will promptly post an announcement on its website if an alteration to list of designated Qualifying Events is necessary.

In case of any discrepancies between the English and French versions of the Nomination Policy, the English version shall prevail.

Unforeseen Circumstances

In situations where unforeseen circumstances do not allow the Nomination Policy to be fairly and objectively applied, the Board of Directors reserves the right to determine an appropriate course of action.

In the event that the WT/CPC or International Paralympic Committee's rules or policy changes in regard to nomination criteria or Team nomination decisions, Triathlon Canada's Board of Directors reserves the right to review and modify the Nomination Policy.

Any decisions made by the Triathlon Canada Board of Directors or any modifications made to the Nomination Policy shall be promptly communicated to the Canadian triathlon community.

APPENDIX A COMPETITION READINESS POLICY

INTRODUCTION

The purpose of this policy is to outline the eligibility procedures (the “competition readiness” determinant) that will be used by Triathlon Canada to select athletes who wish to be entered in any international competition.

The objective of the Triathlon Canada Competition Readiness Policy (“TCCRP”) is to identify and support Canadian athletes who have demonstrated the ability to consistently manage and monitor their health status, adopt a safe and effective training program, communicate their current health status to Triathlon Canada clearly and honestly, and target the appropriate levels of competition; all with the intent of continued progression towards achieving a podium result at the Paralympic/Paralympic Games and World Championships. Triathlon Canada will evaluate each athlete entry request on a case-by-case basis.

POLICY DETAILS

In accordance with World Triathlon (WT) rules and regulations, Triathlon Canada is solely responsible for validating and submitting entry of Canadian athletes into international competition.

Demonstrated competition readiness is only one of many eligibility requirements outlined in Triathlon Canada’s individual event selection criteria documents. Valid and up to date athlete/coaching training logs, Triathlon Canada athlete monitoring programs, validated medical diagnosis/prognosis (through Triathlon Canada’s team physician), and athlete performance analysis will be used to evaluate and determine the competition readiness of an athlete. The Triathlon Canada High Performance Director will have sole discretion to allow or deny entry into an event based on competition readiness.

TRIATHLON CANADA’S AUTHORITY FOR DECISIONS

All matters relating to the nomination of athletes for international competition are the sole authority of Triathlon Canada. Competition readiness will be determined based on an athlete meeting all of the following criteria.

Criteria 1: Current Athlete Health Status

To be considered competition ready by Triathlon Canada, an athlete must provide or demonstrate the following to Triathlon Canada:

- 1.1 A medical report clearing the athlete for competition from Triathlon Canada’s team physician or from a sport science and sport medicine (SSSM) practitioner as approved by Triathlon Canada’s team physician;
- 1.2 Access to or an up-to-date Triathlon Canada approved training/monitoring log; and
- 1.3 A signed and dated Athlete Injury Accountability Form.

Criteria 2: Athlete Monitoring and History

To be considered competition ready, an athlete must provide or demonstrate the following:

- 2.1 Consistent use of Triathlon Canada approved monitoring tools;
- 2.2 Full compliance with TCCRP in previous event entry requests;
- 2.3 Adoption and adjustment of training/competition principles in line with best practices for reducing injury as advised by the Triathlon Canada approved SSSM practitioners;
- 2.4 Adherence to return to play protocols during previous injuries as defined and outlined by Triathlon Canada approved SSSM practitioners and as directed by Team Canada's team physician; and
- 2.5 Consistent, clear, and timely communication of athlete training logs and health status as requested by Triathlon Canada.

Criteria 3: Competition Level

To be considered competition ready, an athlete must provide or demonstrate the following:

- 3.1 A commitment to compete at Triathlon Canada National Championships;
- 3.2 Progression of results at each successive level of competition as defined by Triathlon Canada's Podium Pathway;
- 3.3 A potential to achieve a Top 10 result in the requested event based on performance metrics (previous performances, GMP run and swim times, quality of field); and
- 3.4 A commitment to compete at events in which Triathlon Canada selected an athlete to compete.

**APPENDIX B
TRIATHLON CANADA ATHLETE NOMINATION AGREEMENT**

Your nomination as a member of any of the following teams:

- Canada's Olympic Team – Triathlon
- Canada's Paralympic Team – Paratriathlon

requires that you enter into this Agreement and abide by its terms. This Team will hereafter collectively be referred to as "*Team Canada*" unless a specific sub-group is identified.

Due to the COVID-19 pandemic numerous protocols, guidelines, policy adaptations and requirements (hereafter referred to as "compliances") will be implemented to ensure athlete/staff safety as well as well as prioritizing performance on the field of play. These compliances will be implemented by Triathlon Canada in conjunction with consultation or direction from the International Olympic Committee (IOC), International Paralympic Committee (CPC), Canadian Olympic Committee (COC), Canadian Paralympic Committee (CPC), local and international governments and any other key stakeholders. Triathlon Canada may also implement specific requirements that it deems reasonable to ensure the safety and performance of Team Canada.

The compliances may include but are not exclusive to the following,

- **Mandatory and regular health testing, assessment and reporting**
- **Quarantine and/or self-isolation periods**
- **Centralization in a specific location for an extended period of time**
- **Restrictions on media or communication**
- **Required proof of fitness testing and monitoring as requested**
- **Restricted travel options**
- **Mandatory training plans or templates**
- **Mandatory competition plans or templates**
- **Consent to disclose relevant health information that may impact health and performance**

This is a legally binding agreement between you and Triathlon Canada. If you do not understand the contents of this Agreement, you may wish to consult with a lawyer. Please read this document carefully, as by electronically signing this Agreement you are confirming that you have read and understood it.

**This Agreement is made this day (*current date*): _____
and is valid until the date the athlete arrives home from the Olympic/Paralympic Games unless terminated earlier in accordance with the provisions herein.**

BETWEEN

Triathlon Canada

a not-for-profit corporation duly formed under
the laws of Canada, and having its national office at
1925 Blanshard Street, Suite 121
Victoria BC V8T 4J2, Canada

AND

(ATHLETE NAME) residing at Primary:
(ADDRESS)
(CITY, POSTAL CODE)
Canada (Hereinafter referred to as the "Athlete")

Collectively referred to as the "Parties" and individually referred to as a Party
(if not referred to as Triathlon Canada or the Athlete)

WHEREAS

- Triathlon Canada is recognized by WT, the Canadian Olympic Committee (COC), Canadian Paralympic Committee (CPC) and Sport Canada as the sole National Federation governing the sport of Triathlon in Canada;
- The Athlete wishes to be an active member of Team Canada in International Major Multi-Sport Games (IMMG) administered by the International Olympic Committee (IOC), International Paralympic Committee (IPC), Pan American Games, Para Pan American Games and/or the Commonwealth Games Association;
- Triathlon Canada and the Athlete recognize the need to clarify their relationship and to establish their respective rights, duties and obligations;
- The term "triathlon" shall encompass all event formats and distances recognized by Triathlon Canada under the authority of WT.
- This Agreement is applied in conjunction with Triathlon Canada's Athlete Agreement, COC/CPC COC Team Agreement and the Condition of Participation

NOW THEREFORE in consideration of the mutual covenants and agreements hereinafter contained and for other good and valuable consideration, the Parties hereby agree as follows:

All Triathlon Canada athletes being nominated to the COC or CPC, are required to enter this Agreement.

1. TRIATHLON CANADA'S OBLIGATIONS (in accordance with and subject to Triathlon Canada's budget and policies)

- i. Execute a preparatory Games plan with key compliances that are considered reasonable within and guided by current COVID protocols, restrictions or guidelines, as defined by the COC/CPC, federal/provincial governments, international governments and any relevant stakeholders with the priority on Team health, safety and performance.

- ii. Communicate the preparatory Games plan to all relevant stakeholders in a timely fashion and as accurately as possible considering the everchanging requirements of COVID. Changes and updates will be communicated in a timely fashion. Communication will be through email, video conferences and other mediums if applicable.
- iii. Ensure that preparatory Games plan for Paralympics and Olympics are executed in an equitable manner that considers the unique situations of both Games.

2. ATHLETE'S OBLIGATIONS AND RESPONSIBILITIES

Athletes are personally responsible for fulfilling their obligations as indicated in this Agreement.

The Athlete shall:

- i. Adhere to and comply with all local and domestic COVID requirements as directed by relevant public health authorities.
- ii. Adhere to and comply with all requirements communicated by Triathlon Canada and its key stakeholders relating to the preparatory Games plan.

3. DEFAULT OF AGREEMENT

- A. Where one of the parties to this Agreement is of the opinion that the other party has failed to comply with their obligations hereunder, it shall forthwith:
 - i. Notify the other party in writing of the alleged default;
 - ii. Where appropriate, indicate in such notice the steps to be taken to remedy the alleged default; and
 - iii. Indicate in such notice a reasonable period of time within which such remedial steps should be undertaken and completed.
- B. If the party that has given the notice referenced above is of the opinion that the other party has not remedied the alleged default, or where the other party is of the opinion that no such default exists, such party shall file a complaint in accordance with the procedure provided for in Triathlon Canada's Discipline and Complaints Policy.
- C. The consequences of any default shall be based on the severity of the default, and will range from documentation of warnings through withdrawal of membership to Team Canada and the Olympic/Paralympic Games Triathlon/Paratriathlon program start lists.
- D. Notwithstanding the foregoing, Triathlon Canada's Policies will not be used to resolve defaults of this Agreement that may be associated with doping infractions pursuant to the Canadian Anti-Doping Program or the applicable anti-doping rules of any other anti-doping organization with authority over the Athlete.

4. NOTICE

- A. Notice to either Party may take the form of hand delivery, courier, mail, or email. Notice to either party will take effect when:
 - i. Receipt is acknowledged verbally by the recipient, in the case of hand delivered notice;
 - ii. Receipt is confirmed through courier records, in the case of couriered notice;
 - iii. Five business days after the postmarked date of mailing, in the case of mailed notice; or
 - iv. One business day after the date the notice was sent, in the case of an emailed notice.

5. GOVERNING LAW

- A. This Agreement shall be governed by and construed in accordance with the laws of the Province of British Columbia.

6. TERMINATION

- A. The Athlete:
 - a. may terminate this Agreement at any time by providing written notice of termination to Triathlon Canada;
 - b. understands and agrees that in terminating this Agreement, the Athlete loses all rights, benefits and privileges of participation on Team Canada, including the right to compete internationally at WT, IOC or IPC sanctioned events.
- B. Subject to Section 3, Triathlon Canada may terminate this Agreement by providing written notice, prior to its scheduled expiry, if the Athlete:
 - a. has been found by the CCES, WADA or any other Anti-Doping Organization to have committed an anti-doping rule violation and is subject to a period of ineligibility that extends beyond the scheduled expiry of this Agreement;
 - b. Has been found to have violated any policy of Triathlon Canada, WT or any other relevant sport organization and has been suspended for a period that extends beyond the scheduled expiry of this Agreement;
 - c. has been convicted of a violent criminal offense; or
 - d. has become ineligible to represent Triathlon Canada or Team Canada.

If the Athlete is subject to a period of Ineligibility for an anti-doping rule violation or a suspension for violating the policy of Triathlon Canada, WT or any other relevant sport organization, that will expire prior to the expiry of the term of this Agreement, the effect of this Agreement will be suspended for the duration of the period of Ineligibility or period of suspension, as applicable.

Further, if an Athlete appeals any decision to impose a period of Ineligibility or suspension, the effect of this Agreement will be suspended pending the outcome of the appeal. If the Athlete becomes or will become eligible before the term of this Agreement expires, Triathlon Canada may reinstate the effects of this Agreement.

Any decision by Triathlon Canada to terminate this Agreement prior to its scheduled expiry, or to not reinstate the effects of the Agreement once the Athlete becomes eligible following a period of ineligibility or a suspension, may be appealed by the Athlete pursuant to Triathlon Canada's Appeal Policy.

If this Agreement is terminated for any reason provided herein, the athlete's nomination to the COC/CPC will be withdrawn.

7. INDEPENDENT LEGAL ADVICE

- A. The Athlete confirms to Triathlon Canada that the Athlete has obtained independent legal advice, or in the alternative, that the Athlete has voluntarily declined to seek independent legal advice despite being given every opportunity to do so.

8. ACKNOWLEDGEMENT

- A. The Athlete confirms that he or she has signed this Athlete Agreement voluntarily and with full understanding of the nature and consequences of the Agreement.
- B. The Parties agree to the signing exchange of this Agreement by email.

I have read, and familiarized myself with all references and requirements within, and fully understand my obligations in signing this ATHLETE AGREEMENT (I agree):

This Agreement is made on this signing date (current date):

This Agreement takes effect on the date above (I agree):

APPENDIX C
PREVIOUS INTERNAL NOMINATION POLICY

TOKYO 2020 OLYMPIC GAMES
INTERNAL NOMINATION POLICY: PARALYMPIC

Triathlon 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 2021 Tokyo Paralympic Games and/or domestic nomination of athletes for the 2021 Tokyo Paralympic Games. Unless otherwise required by exceptional and unforeseen circumstances related to the impact of the coronavirus, Triathlon Canada will respect these published Internal Nomination Policies as written.

However, situations related to the coronavirus pandemic may arise that require this Internal Nomination Policy to be modified. Any modifications will be made promptly and as often as required following developments that directly impact the Internal Nomination Policy. 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 Policy 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 Policy, 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, Triathlon Canada will communicate with all affected individuals as soon as possible.

A. INTRODUCTION

This document outlines the qualification, nomination procedures (the “Nomination Policy”) and performance requirements of Triathlon Canada for determining those athletes who will be nominated to the Canadian Paralympic Committee (CPC) for selection to represent Canada at the 2021 Paralympic Games (“Games”) as members of the Canadian Paralympic Team for Triathlon (“Team”).

Canada may send up to a maximum of two (2) male athletes and two (2) female athletes per medal event to the Games, subject to meeting the eligibility and selection criteria as determined by the International Triathlon Union (“ITU”) and International Paralympic Committee (“IPC”), as well as the requirements described in this Nomination Policy.

Nomination by Triathlon Canada does NOT guarantee selection. Selection is subject to Canadian Paralympic Committee approval.

Contact: For questions or clarifications on the contents of this Nomination Policy, please contact Eugene Liang, High Performance Director (Eugene.Liang@triathloncanada.com)

GUIDING PRINCIPLES AND PERFORMANCE OBJECTIVE

Triathlon Canada's objective is to achieve podium performances at the 2021 Paralympic Games. Consequently, this Nomination Policy is to identify and nominate athletes who have demonstrated, on the basis of their past results, the realistic potential to achieve a podium finish in their specific medal event at the 2021 Tokyo Paralympic Games.

The guiding principles and objectives of this Policy are:

- i. To provide a fair and transparent nomination process for athletes seeking nomination to compete at the Tokyo 2021 Paralympic Games;
- ii. To prioritize nomination for podium potential athletes;
- iii. To provide clear and accessible up-to-date information on the Tokyo 2021 Paralympic Games qualification process; and
- iv. To document the requirements and realities for Paralympic qualification.

DEFINITIONS

- "Board of Directors" means the Board of Directors of Triathlon Canada;
- "Qualifying Event" means an ITU triathlon event that will be used to determine selection of Qualifying Team Members;
- "Team Member" means an athlete or athletes selected to the Team as a Qualifying Team Member or as a Discretionary Team Member;
- "Scheduled Event" means the individual medal events at the Tokyo 2021 Paralympic Games.

EXTERNAL DOCUMENTS

[2021 ITU PARALYMPIC GAMES QUALIFICATION SYSTEM](#)

[2021 ITU PARALYMPIC GAMES INDIVIDUAL RANKING QUALIFICATION](#)

B. ITU QUALIFICATION SYSTEM FOR COUNTRY QUOTA SPOTS

The quota spots qualified through the ITU Paralympic Games Qualification System are for the country and NOT for specific athletes. In other words, an athlete who qualifies a quota spot for their country is not guaranteed to be selected to the Team – they must satisfy the selection criteria described in this Nomination Policy. If there is a discrepancy between the Qualification System and this document, the ITU Qualification System shall prevail. In the event of changes by ITU/CPC/IPC to the selection and eligibility criteria, Triathlon Canada is bound by these changes and will inform its membership as soon as possible.

The ITU Paralympic Games Qualification System indicates as follows:

- **There are 36 spots at the 2021 Paralympic Games per gender and eight (8) non-gender specific spots for a total of eight (8) spots**
- **Up to two (2) spots per gender per country per each of the four (4) medal events per gender for a maximum of sixteen (16) quota spots**

- **Medal events are as follows:**
 - PTWC in both genders: comprising both classes PTWC1 and PTWC2;
 - PTVI in both genders: comprising the classes PTVI1, PTVI2 and PTVI3;
 - Men's PTS4: also including athletes from classes PTS2 and PTS3;
 - Men's PTS5: including only athletes from class PTS5;
 - Women's PTS2: including only athletes from class PTS2;
 - Women's PTS5: also including athletes from classes PTS3 and PTS4

***Note:** ITU Paralympic qualification period starts on June 28, 2019 and ends June 29, 2021.

***Note:** As of April 6, 2020 the Olympic qualification period has been suspended due to the fallout of the coronavirus pandemic. There is no communication of amendments to the Olympic qualification period from the ITU or IOC.

C. ELIGIBILITY CRITERIA

In order to be eligible for nomination to the Team, athletes must meet all of the following criteria:

Specific IPC Eligibility

- All athletes must comply with the provisions of the Paralympic Charter currently in force, including but not limited to, Rule 41 (Nationality of Competitors) and Rule 43 (World Anti-Doping Code and the Paralympic Movement Code on the Prevention of Manipulation of Competitions). Only those athletes who comply with the Paralympic Charter may participate in the 2021 Tokyo Paralympic Games Tokyo.

Specific ITU Eligibility

- Be ranked on the ITU Paralympic Qualification Ranking as of June 29, 2021;
- Be internationally classified with either a 'Confirmed' sport class status, or a 'Review' or a 'Fixed Review' date sport class status both with a review date after December 31, 2022.

Specific Triathlon Canada Eligibility

- a. Be a Canadian citizen;
- b. Be members in good standing with a Triathlon Provincial Sport Organization;
- c. Be in good standing with Triathlon Canada;
- d. Have a current Triathlon Canada International Competition Card (ICC);
- e. Have completed 80% of daily metrics in Smartabase/Training Peaks; and
- f. Be deemed healthy to race as per Triathlon Canada's Competition Readiness policy (Appendix A).
- g. Athlete guides must have a signed Athlete Guide Agreement

D. DECISION MAKING AUTHORITY

- The High Performance Director is responsible for the implementation of this Nomination Policy. For the avoidance of doubt, the High Performance Director is responsible for all performance based decisions that must be made in the lead up to and during the 2021 Tokyo Paralympic Games.
- The High Performance Director will review Team Member nominations in consultation with the Triathlon Canada High Performance Selection Committee (“HPSC”), which consists of: the Athlete Director, one or more Triathlon Canada High Performance staff members (excluding any and all coaches that directly coach any potential nominees) and the High Performance Director. The purpose of the HPSC review is to ensure the proper application of the Nomination Policy.

E. NOMINATION CRITERIA

Nomination by Triathlon Canada does NOT guarantee selection. Selection is subject to CPC approval AND meeting all ITU/IPC eligibility requirements.

As mentioned at the outset of this Nomination Policy, a maximum of two (2) athletes per gender per medal event may be nominated to the Team. Subject to available quota spots, Team nominations will take place in accordance with the criteria below for both male and female athletes and in the priority order described.

IMPORTANT: if nominations for the male and/or female quota spots are exhausted in any given priority step, nominations will be considered complete and the subsequent priority step(s) will not be applied.

Priority 1 – Individual Nomination Podium Potential – Top 9 ITU Paratriathlon Qualification Ranking

Up to two (2) athletes per medal event who have met the following criteria:

- Being ranked Top 9 (1 through 9 inclusive) at the time of nomination AND,
- One or more of:
 - Top 5 performance at 2019/2020/2021 WT World Grand Final Paratriathlon
OR
 - One (1) Top 5 performance at 2019/2020/2021 World Paratriathlon Series or 2019 Tokyo Test Event
OR
 - Two (2) 2019/2020/2021 Paratriathlon World Cup or Continental Championship podiums

Note: Any qualification slot not used by an NPC will be reallocated to the next highest ranked athlete in the respective medal event (not otherwise qualified) on the Paralympic Qualification Ranking closing June 29, 2021 (or when confirmed by ITU/IOC).

**Priority 2 – Individual Nomination Podium Potential – Top 9 ITU Paratriathlon Qualification
Discretionary Selection**

Up to one (1) athlete per medal event that have met the following criteria may be nominated by the High Performance Director through discretionary selection. The High Performance Director is not obligated to execute Priority 2.

- Being ranked Top 9 (1 through 9 inclusive) at the time of nomination

F. INJURY AND ILLNESS

In the event an athlete suffers a injury or illness that, in the opinion of the High Performance Director and Triathlon Canada Team Physician, reasonably prevented the athlete from achieving any of the performance standards described in the priority steps listed in Section E of this Nomination Policy, the athlete may make written application to the High Performance Director no later than June 29, 2021 to be considered for Discretionary Selection under Priority 2 in Section E.

In addition to being assessed and considered for nomination to the Team in accordance with the discretionary criteria described in Priority 2 in Section E (as applicable), the athlete will be considered for selection to the Team at the High Performance Director's sole discretion, subject to the Triathlon Canada Competition Readiness Policy, and following consultation with the HPSC and Triathlon Canada's Team Physician.

G. COMPETITION READINESS AND PROOF OF FITNESS

In addition to Triathlon Canada's Competition Readiness Policy, all selected Team Members, following approval of nominations by the CPC, will need to demonstrate competitive readiness up to the event date of the Tokyo 2021 Paralympic Games Triathlon.

- a. "Competitive readiness" is defined as the ability of the athlete to achieve equal or superior performance(s) at the Scheduled Event, as compared to the performance(s) the athlete achieved in qualifying through Section E.
- b. Athletes who do not maintain competitive readiness by reason of lack of fitness, injury, or illness may be removed from the Team. Athletes and their personal coaches are required to immediately report any injury, illness or change in training that could affect their ability to compete at their highest level at the Tokyo 2021 Paralympic Games to the Triathlon Canada High Performance Director.
- c. The High Performance Director will make the final decision on competitive readiness following consultation with the HPSC.
- d. In the case of injuries or illnesses, the High Performance Director will consider recommendations made by the National Team Physician in making the final decision.
- e. Injured or ill athletes may be subject to a proof of fitness test in order to demonstrate competitive readiness.

This test will consist of a controlled performance such as a competition or observed test or trial. Any athletes subject to such a test will not travel with the Team to the Scheduled Event until this requirement has been satisfied. If the High Performance Director determines that the athlete has not demonstrated competitive readiness once onsite at the Scheduled Event, he or she may be asked to return home immediately.

H. REMOVAL OF ATHLETE FROM TEAM

- a. Triathlon Canada may, at any time, disqualify an athlete from being considered for selection to the Team, or remove an athlete after selection, based on the current or past behaviour of the athlete that is inconsistent with [Triathlon Canada's Code of Conduct](#).
- b. An athlete will be removed from being considered for selection to the Team or be removed after selection if he/she is found to be in violation of any anti-doping policy or procedure as outlined by Triathlon Canada, the ITU, the World Anti-Doping Agency (WADA), or the Canadian Centre for Ethics in Sport (CCES).
- c. Triathlon Canada may, at any time, disqualify an athlete from being considered for selection to the Team, or remove an athlete after selection, on the basis of their competitive readiness in accordance with the procedure described in Section G of this Nomination Policy.

I. COACH APPOINTMENT

The Triathlon Canada High Performance Director has the authority and sole discretion to appoint Team Coaches to the Tokyo 2021 Paralympic Games.

1. To be eligible for appointment, a Coach must:
 - a. be a fully registered coach and member in good standing with the Triathlon Canada as of June 30, 2021;
 - b. be a Chartered/Registered Professional Coach with the Professional Coaching Department of the Coaching Association of Canada;
 - c. provide a valid Police Record Check (PRC) to Triathlon Canada prior to June 1, 2021;
 - d. hold a passport that can be used for travel to Japan and for Visa processing within Canada (if applicable), and which expires no earlier than January 31, 2021;
 - e. Agree to respect all Triathlon Canada policies, including its Code of Conduct;
 - f. Abide by the Canadian Anti-Doping Program (CADP) Agreement, the ITU Anti-Doping Rules and World Anti-Doping Code and have never had a violation of either the CADP or WADA Code; and
 - g. Commit to attending all required meetings, camps and events as determined by the Triathlon Canada HPD.
2. All selected coaches must agree to and sign the Triathlon Canada Team Staff Agreement by June 30, 2021.

J. ADDITIONAL PERTINENT INFORMATION

ATHLETE AGREEMENTS

All potential and selected Team members are required to sign, submit and comply with the CPC Athlete Agreement and Tokyo 2021 Eligibility Conditions Form.

All verbal discussion of Team selection is unofficial, and does not bind Triathlon Canada in any way.

By accepting nomination and selection, all athletes must comply with [Triathlon Canada's Team Compliance and Logistics Policy](#) and attend any mandatory events (competitions, events, camps, meetings, etc.) as determined by Triathlon Canada from the date of the Team announcement until the end of the 2021 Tokyo Paralympic Games.

APPEAL PROCEDURE

Under the terms of agreement between CPC and Triathlon Canada, Triathlon Canada is responsible for all Team nomination decisions. As such, Team nomination appeals must be determined in accordance with the [Triathlon Canada Appeals Procedure](#).

If both parties are in agreement, the Triathlon Canada Appeals Procedure may be bypassed and the matter brought directly before the Sport Dispute Resolution Centre of Canada (SDRCC) who will then adjudicate the appeal.

ANNOUNCEMENT OF 2021 PARALYMPIC GAMES TRIATHLON TEAM

Upon approval by Canadian Paralympic Committee, athletes will be notified by Triathlon Canada of selection no later than **July 1, 2021**.

Final Team announcement will be in conjunction with CPC.

FUNDING SUPPORT FOR 2021 TOKYO PARALYMPIC GAMES SELECTED ATHLETES

Funding support for selected athletes will be in alignment with the CPC Paralympic Team Size Policy and dependent on available Triathlon Canada resources.

K. CONDITIONS**Modification of Criteria**

Triathlon Canada reserves the right to alter the list of designated Qualifying Events in Section E if changes to the ITU event schedule occur so that one of the Qualifying Events is no longer an appropriate selection event. A Qualifying Event may no longer be appropriate where its format changes, the date the event is to be held changes, the event loses its ITU status, or any other such changes occur.

Triathlon Canada will promptly post an announcement on its website if an alteration to list of designated Qualifying Events is necessary.

In case of any discrepancies between the English and French versions of the Nomination Policy, the English version shall prevail.

Unforeseen Circumstances

In situations where unforeseen circumstances do not allow the Nomination Policy to be fairly and objectively applied, the Board of Directors reserves the right to determine an appropriate course of action.

In the event that the ITU/CPC or International Paralympic Committee's rules or policy changes in regard to nomination criteria or Team nomination decisions, Triathlon Canada's Board of Directors reserves the right to review and modify the Nomination Policy. Any decisions made by the Triathlon Canada Board of Directors or any modifications made to the Nomination Policy shall be promptly communicated to the Canadian triathlon community.

APPENDIX A COMPETITION READINESS POLICY

INTRODUCTION

The purpose of this policy is to outline the eligibility procedures (the “competition readiness” determinant) that will be used by Triathlon Canada to select athletes who wish to be entered in any international competition.

The objective of the Triathlon Canada Competition Readiness Policy (“TCCRP”) is to identify and support Canadian athletes who have demonstrated the ability to consistently manage and monitor their health status, adopt a safe and effective training program, communicate their current health status to Triathlon Canada clearly and honestly, and target the appropriate levels of competition; all with the intent of continued progression towards achieving a podium result at the Paralympic/Paralympic Games and World Championships. Triathlon Canada will evaluate each athlete entry request on a case-by-case basis.

POLICY DETAILS

In accordance with International Triathlon Union (ITU) rules and regulations, Triathlon Canada is solely responsible for validating and submitting entry of Canadian athletes into international competition.

Demonstrated competition readiness is only one of many eligibility requirements outlined in Triathlon Canada’s individual event selection criteria documents. Valid and up to date athlete/coaching training logs, Triathlon Canada athlete monitoring programs, validated medical diagnosis/prognosis (through Triathlon Canada’s team physician), and athlete performance analysis will be used to evaluate and determine the competition readiness of an athlete. The Triathlon Canada High Performance Director will have sole discretion to allow or deny entry into an event based on competition readiness.

TRIATHLON CANADA’S AUTHORITY FOR DECISIONS

All matters relating to the nomination of athletes for international competition are the sole authority of Triathlon Canada. Competition readiness will be determined based on an athlete meeting all of the following criteria

Criteria 1: Current Athlete Health Status

To be considered competition ready by Triathlon Canada, an athlete must provide or demonstrate the following to Triathlon Canada:

- 1.1 A medical report clearing the athlete for competition from Triathlon Canada’s team physician or from a sport science and sport medicine (SSSM) practitioner as approved by Triathlon Canada’s team physician;
- 1.2 Access to or an up-to-date Triathlon Canada approved training/monitoring log; and
- 1.3 A signed and dated Athlete Injury Accountability Form.

Criteria 2: Athlete Monitoring and History

To be considered competition ready, an athlete must provide or demonstrate the following:

- 2.1 Consistent use of Triathlon Canada approved monitoring tools;
- 2.2 Full compliance with TCCRP in previous event entry requests;
- 2.3 Adoption and adjustment of training/competition principles in line with best practices for reducing injury as advised by the Triathlon Canada approved SSSM practitioners;
- 2.4 Adherence to return to play protocols during previous injuries as defined and outlined by Triathlon Canada approved SSSM practitioners and as directed by Team Canada's team physician; and
- 2.5 Consistent, clear, and timely communication of athlete training logs and health status as requested by Triathlon Canada.

Criteria 3: Competition Level

To be considered competition ready, an athlete must provide or demonstrate the following:

- 3.1 A commitment to compete at Triathlon Canada National Championships;
- 3.2 Progression of results at each successive level of competition as defined by Triathlon Canada's Podium Pathway;
- 3.3 A potential to achieve a Top 10 result in the requested event based on performance metrics (previous performances, GMP run and swim times, quality of field); and
- 3.4 A commitment to compete at events in which Triathlon Canada selected an athlete to compete.