

TRIATHLON CANADA TOKYO 2020 INTERNAL NOMINATION POLICY: TRIATHLON

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

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 Olympic Games and/or domestic nomination of athletes for the 2020 Tokyo Olympic Games. Due to communicated changes to the IOC 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 L: Unforeseen Circumstances of this document on March 16, 2021.

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 Olympic Committee (COC) for selection to represent Canada at the 2020 Olympic Games ("Games") as members of the Canadian Olympic Team for Triathlon ("Team").

Canada may send up to a maximum of three (3) male athletes and three (3) female athletes to the Games, subject to meeting the eligibility and selection criteria as determined by the International Triathlon Union ("ITU") and International Olympic Committee ("IOC"), as well as the requirements described in this Nomination Policy.

Nomination by Triathlon Canada does NOT guarantee selection. Selection is subject to Canadian Olympic 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 2020 Olympic 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 Olympic 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 2020 Olympic Games;
- ii. To prioritize nomination for podium potential athletes;
- iii. To prioritize Triathlon Canada's podium potential initiatives;
- iv. To provide clear and accessible up-to-date information on the Tokyo 2020 Olympic Games qualification process; and
- v. To document the requirements and realities for Olympic qualification.

DEFINITIONS

- "Board of Directors" means the Board of Directors of Triathlon Canada;
- "Qualifying Event" means an WT triathlon event or Triathlon Canada targeted 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 2020 Olympic Games.

EXTERNAL DOCUMENTS

[2020 WT OLYMPIC GAMES QUALIFICATION SYSTEM](#)

[2020 WT OLYMPIC GAMES INDIVIDUAL RANKING QUALIFICATION](#)

B. WT QUALIFICATION SYSTEM FOR COUNTRY QUOTA SPOTS

The quota spots qualified through the WT Olympic 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/COC/IOC to the selection and eligibility criteria, Triathlon Canada is bound by these changes and will inform its membership as soon as possible.

The WT Olympic Games Qualification System indicates as follows:

- **There are 55 spots at the 2020 Olympic Games per gender**
- **Up to three (3) spots per gender per country depending on individual athlete ranking and mixed relay ranking**
- **Mixed relay qualification will provide two (2) quota spots per gender**
- **WT Individual Olympic Ranking may provide quota spots up to the maximum (3) quota spots**
- **Mixed relay qualification will count toward a country's quota allocation**

***Note:** WT Olympic qualification period started on May 11, 2018 and ends March 10, 2020. For the purpose of defining this period in this Nomination Policy, the Olympic qualification period shall commence as of the date of publication of the Nomination Policy. Due to the Tokyo 2020 Games being postponed till 2021, a new qualification period has not been confirmed from the WT. Triathlon Canada will communicate the new qualification period immediately upon confirmation from the WT and IOC.

***Note:** As of March 16, 2020, the Olympic qualification period has been suspended due to the coronavirus pandemic. There is no communication of amendments to the Olympic qualification period from the WT or IOC. If and when such communication is received, Triathlon Canada will provide it to any impacted individuals.

***Note:** As of March 25, 2021, the Olympic qualification period has been extended to June 14, 2021.

C. ELIGIBILITY CRITERIA

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

Specific IOC Eligibility

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

Specific WT Eligibility

- Being among the **top 140 in the WT Individual Olympic Qualification Ranking**

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 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 submitted all required ratified run/swim times as communicated by Triathlon Canada;
- g. Have completed 80% of daily metrics in Smartabase/Training Peaks;
- h. Be deemed healthy to race as per Triathlon Canada's Competition Readiness policy (Appendix B).
- i. All nominated athletes must agree to the COC Team Agreement and the Conditions of Participation form no later than June 30, 2021.

- j. Have a coach-of-record for the entirety of the WT Olympic qualification period, unless otherwise approved by the High Performance Director, that:
 - Is in good standing with the Coaching Association of Canada or is in good standing with their respective home country's recognized coaching association/National Federation;
 - Is directly coaching the athlete in the daily training environment if not impeded by government regulations or the current global pandemic (this requires the coach to be demonstrably physically present at training sessions and/or races in a consistent manner);
 - Agrees to share and provide, in a timely manner, the athlete's training logs or plans with Triathlon Canada's High Performance Director upon request.
- k. Be available to participate and compete in any communicated Triathlon Canada targeted event, testing or activity that is deemed relevant to nomination by the High Performance Director
- l. All nominated athletes must agree to the Triathlon Canada Nomination Agreement in Appendix C.

D. DECISION MAKING AUTHORITY

- The High Performance Director is responsible for the implementation of this Nomination Policy. However, all Team Member and Alternate nominations must be ratified by the Board of Directors of Triathlon Canada before nominations become official. 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 Olympic Games.
- The High Performance Director will review Team Member and Alternate 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 COC approval AND meeting all WT/IOC eligibility requirements.

As mentioned at the outset of this Nomination Policy, a maximum of three (3) athletes per gender 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 – Partial Achievement of Performance Criteria

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 part of Priority Criteria 1 or 2 in previously published versions (Appendix D) of this document have demonstrated a performance potential. All athletes were provided equal opportunity to achieve the aforementioned criteria before World Triathlon and IOC froze the Olympic qualification period on March 16, 2020. Triathlon Canada recognizes that partial achievement of the previously published criteria does not demonstrate clear individual podium potential alone but it is a valid and reasonable factor for nominating athletes to the Games team, and it constitutes the satisfaction of an objective criteria.

- **An athlete nominated under Priority Criteria 1 will affect Triathlon Canada’s overall quota spots and is considered for the Mixed Relay event if Triathlon Canada qualifies a Mixed Relay Team.**
- **An athlete nominated under Priority Criteria 1 will be required to race one (1) WT event before July 12, 2021 or Triathlon Canada targeted event and complete all Triathlon Canada required testing/ratified times.**

Triathlon Canada will CONDITIONALLY nominate up to three (3) athletes per gender that have achieved the following performance criteria on April 1, 2021 subject to Section G: Competition Readiness.

1. Any athlete that has achieved any part of **Priority 1 – Individual Nomination Podium Potential – 2019 WT Tokyo World Qualification Event or Priority 2 – Individual Nomination Podium Potential – Consistent Performance** as written and amended in *Triathlon Canada’s Tokyo 2020 Nomination Policy: Triathlon Dated August 2020 (Section E of Appendix D)*

Athletes nominated under Priority Criteria 1 are eligible for the Mixed Relay event only. Individual event participation will only be available to a nominated athlete under Priority Criteria 1 if one of the following factors are met:

- Triathlon Canada does not have a Mixed Relay Team to field at the Olympic Games, or
- The athlete achieves one (1) individual Top 7 result at a 2021 World Triathlon Championship Series event or 2021 World Triathlon Cup Event (before June 21, 2021) in which the DOF <7.5 as calculated by *Triathlon Canada Depth of Field and Quality of Field Evaluation Process*.
- The athlete achieved part of **Priority 1 – Individual Nomination Podium Potential –2019 WT Tokyo World Qualification Event** as written and amended in *Triathlon Canada’s Tokyo 2020 Nomination Policy: Triathlon Dated August 2020 (Appendix D)*

Final nomination for Priority Criteria 1 will no later than June 23, 2021

Priority Criteria 2 – Individual Nomination Domestique – Discretionary Selection in Support of Targeted Athlete

Reasoning: Triathlon Canada initially prioritized two ‘team’ strategies for the Tokyo Games; the Mixed Relay and a Domestique Strategy. Triathlon Canada was able to successfully execute and assess the Domestique Strategy in 2019. However, due to the COVID pandemic, Triathlon Canada and other nations were not able to continue qualifying their Mixed Relay team. With the continued uncertainty of events in

2021, Triathlon Canada will prioritize the Domestique Strategy ahead of the Mixed Relay due to demonstrated success in 2019.

- **Priority Criteria 2 will be executed at the full discretion of the HPD. Discretion will be based on but is not limited to the following factors,**
 - **An individual athlete (male or female) that is ranked in the Top 15 of the WT Individual Olympic Ranking**
 - **Proven success of a domestique strategy**
 - **An individual athlete (male or female) achieving podium success in course/environmental conditions similar to the predicted conditions and course that will be used for the 2020 Tokyo Olympic Games or achieving part of Priority 1 – Individual Nomination Podium Potential –2019 WT Tokyo World Qualification Event as written and amended in *Triathlon Canada’s Tokyo 2020 Nomination Policy: Triathlon Dated August 2020 (Appendix D)*;**
 - **An ability to assess eligible domestique athletes in a head-to-head format in Triathlon Canada/WT events or centralized evaluation camps.**
- **The HPD is not obligated to execute Priority Criteria 2**
- **An athlete nominated under Priority Criteria 2 will affect Triathlon Canada’s overall quota spots and will be considered for the Mixed Relay event if Triathlon Canada qualifies a Mixed Relay Team.**
- **An athlete nominated under Priority Criteria 2 must sign and agree to the Athlete Nomination Agreement (Appendix C); specifically regarding Priority Criteria 2 nomination.**

Subject to available quota spots, up to two (2) athletes may be nominated through discretionary selection. Discretionary selection will be based on but is not limited to the following objective and subjective criteria. Objective criteria will be prioritized ahead of subjective criteria.

Objective Criteria:

1. If possible, through a communicated centralized evaluation camp, eligible athletes will be evaluated on a series of relevant and reasonable tests, events or efforts as designed/approved by the HPD under advisement of the HPAC and as communicated to the eligible athletes prior to the evaluations within a timeframe that the HPD considers will provide the athletes with sufficient preparation time. These tests, events or efforts may include but are not exclusive to the following:
 - Domestique specific skills evaluation (communicated by May 15, 2021)
 - Swim performance evaluation
 - Cycling performance evaluation
 - Variations and any combination of triathlon leg evaluation
 - Day to day monitoring
 - Athlete health and wellness
 - Ability to execute on specific tactical direction from Coaches
2. If available, any identified and communicated Triathlon Canada targeted events where a specific domestique role, strategy is requested of eligible athletes. Objective evaluations may include but are not exclusive to the following,
 - Percent of fastest swimmer leg relative to targeted athlete (>100% of targeted athlete leg)
 - Percent of fastest T1 leg relative to targeted athlete (>100% of targeted athlete leg)
 - Percent of fastest bike leg relative to targeted athlete (>100% of targeted athlete leg)
 - Percent of fastest T2 relative to targeted athlete (>100% of targeted athlete leg)

- Ability to support targeted athlete through strategic tactical decision making and executing upon direction from Triathlon Canada coaching staff
- Percent of winner's and fastest swimmer's swim time
- Percent of winner's and fastest biker's bike time
- Overall placing and percent of winner after bike leg
- Overall placing
- Overall percent of winner's time

Subjective Criteria:

1. Demonstrated ability and willingness to prioritize Triathlon Canada initiatives, compliance and strategies at any Triathlon Canada supported/identified events (i.e., Major Games, World Grand Final, Mixed Relay events, camps, etc.) including assistance to another team member in a domestique role;
2. Demonstrated ability and willingness to integrate with any and all Triathlon Canada team plans (i.e., training, meetings, camps, etc.) at a Triathlon Canada supported/identified events or camps (i.e., Major Games, World Grand Final, Mixed Relay events, etc.);
3. Team dynamics, team compliance and race experience; and
4. Triathlon Canada's strategic initiative(s); specifically, Mixed Relay ranking/Olympic qualification.
5. Ability to follow and comply with all necessary rules, restrictions or directions at Triathlon Canada camps, events or activities.

The Subjective Criteria listed immediately above shall be used by Triathlon Canada to determine which athlete will be nominated to the Team only in situations where two athletes, tied in ranking on the basis of the Objective Criteria. Should it be necessary to utilize the Subjective Criteria, Triathlon Canada will develop a point score table to objectively rank the athletes under consideration on the basis of the Subjective Criteria factors. The final ranking shall be subject to review by the HPAC and the approval of the Triathlon Canada Board of Directors.

Priority Criteria 3 – Individual Nomination – Mixed Relay Nomination

Reasoning: Due to the demonstrated performances of individual athletes and the domestique strategy, as well as continued uncertainty with World Triathlon event status, Triathlon Canada has reprioritized its Olympic strategy. Athletes will not be obliged to attend the yet to be confirmed Mixed Relay Qualification event.

In the event Triathlon Canada qualifies a Mixed Relay in accordance with the 2020 WT Qualification System, ALL nominations to 2020 Tokyo Olympic Games Triathlon Mixed Relay quota spots will be through discretionary selection criteria indicated below. Up to two (2) athletes per gender may be nominated through discretionary selection. Athletes nominated under Priority 3 are eligible to race the Mixed Relay event only.

Note: In the event Triathlon Canada qualifies a Mixed Relay in accordance with the 2020 WT Qualification System, the athletes that were part of the qualifying Mixed Relay Team are not guaranteed to be selected to the Team for the Mixed Relay at the 2020 Tokyo Olympic Games. **All athletes must satisfy the selection criteria indicated in Priority Criteria 3 in order to be nominated to the Team.**

Note: Athletes who have satisfied the requirements described in Priority Criteria 1 or 2 will affect the available quota spots of the Mixed Relay Team nomination under Priority Criteria 3 of the Nomination Policy.

Note: Final Mixed Relay Team rosters will be determined by Triathlon Canada in accordance with [WT rules](#). Triathlon Canada can substitute athletes into the Mixed Relay after the individual event, provided that the conditions of the Late Athlete Replacement Policy, detailed below in Section I, are satisfied. Athletes eligible for substitution are those who have been named as Alternates as per Section I. Discretionary selection will be based on, but is not limited to, the following objective and subjective criteria. Objective criteria will be prioritized ahead of subjective criteria. 2021 event results will be prioritized ahead of previous years.

Objective Criteria:

1. Head to head racing in Triathlon Canada targeted or 2021/2020/2019 WT events.
2. 2019/2020/2021 individual results (placing and percent of winner time overall, percent of winner time per leg, and DOF/QOF) in WTS and World Cup sprint distance events;
3. 2019/2020/2021 team results (placing and percent of winner leg/DOF/QOF) in WT Mixed Relay events;
4. 2019/2020/2021 individual leg results (placing and percent of winner leg/DOF/QOF) in WT Mixed Relay events;
5. 2019/2020/2021 individual semi-finals results (placing and percent of winner/DOF/QOF) in WT World Cup and Continental Cup events hosting a semi-finals/finals format;
6. 2019/2020/2021 team and individual leg results (placing and GMP) in Super League and Major League Triathlon Events;
7. Submitted ratified times in accordance with the 2019/2020/2021 Triathlon Canada Ratified Times Policy;
8. Performance (placing, physical output, etc) in Triathlon Canada identified testing or competition environments (time trials, non-WT events, online racing formats, specified physical testing, other racing formats, etc)
9. Consistent (i.e., minimum 80% compliance) and accurate daily monitoring in Training Peaks or Smartabase;
10. Athletes with specific characteristics/abilities that have resulted in or have the demonstrated potential to contribute to exceptional Team performance. These abilities may be demonstrated through:
 - a. Evidence of consistent front-pack swimming;
 - b. Evidence of world class T1 and T2 results; or
 - c. A demonstrated ability to close or establish gaps in the swim, bike, and/or run.
 - d. Exceptional team compliance and contributing to a positive team environment as determined by the High Performance Director
11. Evidence of success in course/environmental conditions similar to the predicted conditions and course that will be used for the 2020 Tokyo Olympic Games;

Subjective Criteria:

1. Commitment to Triathlon Canada relay rosters as an alternate;
2. Team dynamics, team compliance, and race experience
3. Demonstrated ability and willingness to prioritize Triathlon Canada initiatives, compliance and

strategies at any Triathlon Canada supported/identified events (i.e., Major Games, World Grand Final, Mixed Relay events, camps etc.) including assistance to another team member in a domestique role;

4. Demonstrate an ability to prioritize relay podium performances through commitment to the Mixed Relay, behaving in a manner that does not place an athlete or Triathlon Canada at risk to achieve their performance mandate and competing in appropriate races to ensure eligibility and qualification of the Mixed Relay and individuals.
5. Demonstrated ability and willingness to integrate with any and all Triathlon Canada team plans (i.e., training, meetings, camps, etc.) at a Triathlon Canada supported/identified events (i.e., Major Games, World Grand Final, Mixed Relay events, etc.); and
6. Triathlon Canada's strategic initiative(s); specifically, Mixed Relay ranking/Olympic qualification.

The Subjective Criteria listed immediately above shall be used by Triathlon Canada to determine which athlete will be nominated to the Team only in situations where two athletes are tied in ranking on the basis of the Objective Criteria. Should it be necessary to utilize the Subjective Criteria, Triathlon Canada will develop a point score table to objectively rank the athletes under consideration on the basis of the Subjective Criteria factors. The final ranking shall be subject to review by the HPAC and the approval of the Triathlon Canada Board of Directors.

Priority Criteria 4 – Individual Nomination – WT Individual Olympic Ranking and 2021 Performance

Reasoning: If individual quota spots are still available through World Triathlon and IOC, eligible athletes must demonstrate continued performance at 2021 World Triathlon events. This is due to the absence of available race opportunities and data in 2020. With the reopening of events by the IOC and World Triathlon, athletes must be evaluated in a fair, valid and reasonable manner. It is of note that the quota spots awarded by World Triathlon and the IOC are for the nation and not the individual; as per [IOC Qualification Criteria](#).

Subject to available quota spots, up to three (3) athletes per gender may be nominated based on evaluations of, but not exclusive, to the following,

- Head to head racing at 2021 WT Olympic qualification events before June 21, 2021
- Overall performance at 2021 WT Olympic qualification events as evaluated by *Triathlon Canada's Depth of Field and Quality of Field Evaluation Process (Appendix A)*
- Percent of winners overall race time
- Percent of winners swim time
- Percent of winners run time

The WT has confirmed that any National Federation that qualifies two (2) or more athletes per gender through WT Individual Olympic Ranking and NOT the WT Mixed Relay Qualification Criteria will be able to field a Mixed Relay Team at the 2020 Olympic Games.

Note: Athletes nominated through Priority Criteria 4 are ONLY eligible for the Mixed Relay

Note: Final Mixed Relay Team rosters will be determined by Triathlon Canada in accordance with the [ITU rules](#).

Note: Triathlon Canada can substitute athletes into the Mixed Relay after the individual event, provided that the conditions of the Late Athlete Replacement Policy, detailed below in Section I, are satisfied. Athletes eligible for substitution are those who have been named as Alternates as per Section I.

F. INJURY AND ILLNESS

In the event an athlete suffers an 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 May 11, 2021 to be considered for Discretionary Selection under Priority Criteria 2 or 3 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 or 3 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 nominated Team Members will need to demonstrate competitive readiness up to the event date of the Tokyo 2020 Olympic Games Triathlon and/or Mixed Relay.

- 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 2020 Olympic 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. Due to the uncertainty of events, athletes nominated through Priority Criteria 1 must race one (1) WT event or Triathlon Canada identified event prior to the COC nomination deadline, unless no events are held prior to this deadline.
- 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 nomination to the Team, or remove an athlete after nomination, 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 nomination to the Team or be removed after nomination if they is found to be in violation of any anti-doping policy or procedure as outlined by Triathlon Canada, World Triathlon, 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 nomination to the Team, or remove an athlete after nomination, on the basis of their competitive readiness in accordance with the procedure described in 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 tests 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 Olympic 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. ALTERNATES, SUBSTITUTIONS AND LATE ATHLETE REPLACEMENT

The High Performance Director has the sole discretion to select Alternates for the Team. Alternates will be selected based on the principle of sending a Team that has the greatest potential of achieving podium performances. All Alternates must still meet any of the performance criteria as defined in Section E and the eligibility as defined in Section C.

Alternates may compete as members of the Team if one of the following situations occur:

- a. A Team Member becomes injured or subject to an illness that renders them unable to compete at the 2020 Tokyo Olympic Games;
- b. A Team Member is deemed to be no longer competition ready;
- c. A Team Member no longer meets the Eligibility Criteria described in Section C; or
- d. A Team Member is removed from the Team in accordance with Section H.

The High Performance Director has the sole discretion to recommend that a selected athlete is unable to compete at the 2020 Tokyo Olympic Games as outlined in the Triathlon Canada Competition Readiness Policy and Section G of this Nomination Policy. Any athlete replacements after nomination to and approval by the COC are subject to the approval of the COC Team Selection Committee. Any athlete substitution after July 5, 2021 are subject to the Tokyo 2020 Late Athlete Replacement Policy (LARP) and the COC Team Selection Committee.

Alternates may be required to:

- a. Attend all training camps and test events for the Games Team;
- b. Agree to perform a specific role as a Team Member; and

- c. Follow the instructions of the Team coaches and the High Performance Director from the time of selection as an Alternate until completion of the 2020 Tokyo Olympic Games.

J. COACH APPOINTMENT

The Triathlon Canada High Performance Director has the authority and sole discretion to appoint Team Coaches to the Tokyo 2020 Olympic 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 Professional Coach with the Professional Coaching Department of the Coaching Association of Canada;
 - c. provide a valid Enhanced Police Information Check (E-PIC) 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, Triathlon Canada Nomination Agreement and COC Team Agreement by June 30, 2021

K. ADDITIONAL PERTINENT INFORMATION

ATHLETE AGREEMENTS

All potential and selected Team members are required to sign, submit and comply with the COC Athlete Agreement, Triathlon Canada Nomination Agreement and Conditions of Participation 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](#), Triathlon Canada Nomination Agreement 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 Olympic Games. Failure to comply with the aforementioned requirements may result in the athlete being removed from the Team.

APPEAL PROCEDURE

Under the terms of agreement between COC 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 2020 TOKYO OLYMPIC GAMES TRIATHLON TEAM

Upon approval by Canadian Olympic Committee, athletes will be notified by Triathlon Canada of conditional nomination no later than **April 3, 2021** (for Priority 1 conditionally nominated athletes) and **June 23, 2021** (for all nominations) **unless the IOC and WT communicate further extensions of the Olympic 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 COC. Date to TBC.

FUNDING SUPPORT FOR 2020 TOKYO OLYMPIC GAMES SELECTED ATHLETES

Funding support for selected athletes will be in alignment with the COC Olympic Team Selection Policy and dependent on available Triathlon Canada resources.

L. 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 Circumstance

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/COC or International Olympic 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

TRIATHLON CANADA DEPTH OF FIELD AND QUALITY OF FIELD EVALUATION PROCESS

The purpose of this document is to outline the process that Triathlon Canada will use to determine the Depth of Field (DOF) and Quality of Field (QOF) of an event, as well as how they can be used to evaluate athlete performance. DOF will be used to evaluate an event as a whole, and an athlete’s performance will be evaluated relative to the QOF.

Triathlon Canada is aware that events (especially at the Continental Cup and World Cup levels) vary greatly in terms of competitiveness. The objective of using DOF and QOF is to ensure that athletes, and their coaches, can objectively assess their performances and progression through Triathlon Canada’s Podium Pathway. In doing so, they can make the appropriate shifts in their planning to maximize performance. Additionally, utilizing DOF and QOF, Triathlon Canada can continue to ensure the top athletes are prioritized for selection/nomination through objective comparison of performances.

TRIATHLON CANADA’S AUTHORITY FOR DECISIONS

All matters relating to the selection of athletes for WT competition are the sole authority of Triathlon Canada.

DEPTH OF FIELD

Depth of field is defined as the overall competitiveness of an event. Triathlon Canada will determine the DOF within the week prior to the event start date. The process is as follows.

- Average WT World Ranking of the Top 8 Women and Top 10 men on the start list of the event

Note: The WT World Ranking points range between women is significantly larger than men. Additionally, the total number of women in WT races is smaller than men. Therefore, Top 10 will be used for men and Top 8 for women.

Example 1

Event	Program	DOF (Rank Avg)	Points (Avg)	Rank (Count)	Rank (Range)	Top-3 (Rank Avg)
2019 AJ Bell World Triathlon Leeds	Elite Men	5.5	5171.026	10	9	2
2019 AJ Bell World Triathlon Leeds	Elite Women	5.875	4980.40125	8	11	2
2019 Huatulco WT Triathlon World Cup	Elite Men	38.9	2344.74	10	42	20.3333333
2019 Huatulco WT Triathlon World Cup	Elite Women	33	2755.4775	8	45	11.6666667

QUALITY OF FIELD

Quality of field is defined as the relative competitiveness of the participants in an event. Whereas DOF uses the absolute WT World Ranking, QOF takes into consideration the actual WT World Ranking Points and the difference between the absolute rankings.

Example 2

Event	Program	DOF (Rank Avg)	QOF (Points Avg)	Rank (Count)	Rank (Range)	Top-3 (Rank Avg)
2019 AJ Bell World Triathlon Leeds	Elite Men	5.5	5171.026	10	9	2
2019 AJ Bell World Triathlon Leeds	Elite Women	5.875	4980.40125	8	11	2
2019 Huatulco WT Triathlon World Cup	Elite Men	38.9	2344.74	10	42	20.3333333
2019 Huatulco WT Triathlon World Cup	Elite Women	33	2755.4775	8	45	11.6666667

For an event such as the Olympic Games or WTS Grand Final, the DOF and QOF are reflective of the most competitive event. This is due to the understanding that the Top 8/10 athletes will be in attendance. Finish position is at those events are an accurate representation of the highest level of competition. The competitiveness of an event becomes more complex for those that do not have the Top 8/10 athletes in attendance.

For example, two events can have the same DOF but not necessarily the same QOF. This is where QOF will be one tool to evaluate athlete performance relative to the athlete pool in the event.

EVALUATION OF ATHLETE PERFORMANCE

To further improve the accuracy of assessing athlete performance, DOF and QOF will be utilized in conjunction with Triathlon Canada’s Gold Medal Profile and race analysis.

DOF will be used to determine the competitive level of an event and if an athlete achieving selection criteria meets the performance standards. It can also be used to compare two performances with the same result but in different events.

Example 3

4th at Huatulco WC vs 4th at Banyoles WC

Event	Program	DOF (Rank Avg)	QOF (Points Avg)	Rank (Count)	Rank (Range)	Top-3 (Rank Avg)
2019 Huatulco WT Triathlon World Cup	Elite Men	38.9	2344.74	10	42	20.3333333
2019 Banyoles WT Triathlon World Cup	Elite Men	15.3	3917.7	10	28	3.333333

Banyoles WC would be considered the higher level event and thus the result in Banyoles is prioritized.

QOF will be used in comparing differing athlete results between two or more races.

Example 4

8th at Banyoles WC vs 6th at Huatulco WC

Event	Program	DOF (Rank Avg)	QOF (Points Avg)	Rank (Count)	Rank (Range)	Top-3 (Rank Avg)
2019 Huatulco WT Triathlon World Cup	Elite Men	38.9	2344.74	10	42	20.3333333
2019 Banyoles WT Triathlon World Cup	Elite Men	15.3	3917.7	10	28	3.333333

QOF is the average of the Top 10 athletes starting in the event (the final results of the athlete is highlighted)

Rank	Banyoles Top 10 WT World Ranking Points	Huatulco Top 10 WT World Ranking Points
1	6333.16	3513.06
2	6231.99	2765.62
3	4584.55	2663.22
4	4134.84	2431.39
5	3790.55	2181.9
6	3099.76	2160.73
7	2878.81	2093.05
8	2886.09	1966.62
9	2557.97	1842.62
10	2494.64	1829.19

Though the athlete achieved a higher placing in Huatulco, using the WT World Ranking points as an indicator of athlete performance level, an athlete achieving 8th in Banyoles is in fact performing at a higher level. Or one can say that the athlete achieved a performance level of 2886.09 points in Banyoles and 2160.73 points in Huatulco. This evaluation can be done for any place as Triathlon Canada will have the full start list and rankings prior to the race.

Triathlon Canada’s event selection policy outlines the priority criteria and achieving a higher priority criteria is still the primary measure of performance.

APPENDIX B 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 Olympic/Olympic 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 DECISION

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 C
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 for all athletes,

- **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**
- **Race events as directed by the HPD and/or in which the athlete has been nominated for or Triathlon Canada has qualified.**

Additionally, the compliances for athletes nominated under Priority Criteria 2 (Domestique) WILL include but are not exclusive to the following;

- **Complete alignment of training and competition plans with the identified Priority Criteria 1 athlete as communicated by the Priority Criteria 1 athlete's coach-of-record and the HPD**
- **Required regular and scheduled reporting of performance metrics, monitoring that is above and beyond what is required of Triathlon Canada's Athlete Agreement**

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 D
PREVIOUS INTERNAL NOMINATION POLICY

TOKYO 2020 OLYMPIC GAMES
INTERNAL NOMINATION POLICY: TRIATHLON

This document replaces all previous versions of Triathlon Canada's Tokyo 2020 Internal Nomination Policy: Triathlon. Dated August 3, 2020

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 Olympic Games and/or domestic nomination of athletes for the 2020 Tokyo Olympic 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 Olympic Committee (COC) for selection to represent Canada at the 2020 Olympic Games ("Games") as members of the Canadian Olympic Team for Triathlon ("Team").

Canada may send up to a maximum of three (3) male athletes and three (3) female athletes to the Games, subject to meeting the eligibility and selection criteria as determined by the International Triathlon Union ("ITU") and International Olympic Committee ("IOC"), as well as the requirements described in this Nomination Policy.

Nomination by Triathlon Canada does NOT guarantee selection. Selection is subject to Canadian Olympic 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 2020 Olympic 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 Olympic 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 2020 Olympic Games;
- ii. To prioritize nomination for podium potential athletes;
- iii. To provide clear and accessible up-to-date information on the Tokyo 2020 Olympic Games qualification process; and
- iv. To document the requirements and realities for Olympic 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 2020 Olympic Games.

EXTERNAL DOCUMENTS

[2020 ITU OLYMPIC GAMES QUALIFICATION SYSTEM](#)

[2020 ITU OLYMPIC GAMES INDIVIDUAL RANKING QUALIFICATION](#)

B. ITU QUALIFICATION SYSTEM FOR COUNTRY QUOTA SPOTS

The quota spots qualified through the ITU Olympic 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/COC/IOC to the selection and eligibility criteria, Triathlon Canada is bound by these changes and will inform its membership as soon as possible.

The ITU Olympic Games Qualification System indicates as follows:

- **There are 55 spots at the 2020 Olympic Games per gender**
- **Up to three (3) spots per gender per country depending on individual athlete ranking and mixed relay ranking**
- **Mixed relay qualification will provide two (2) quota spots per gender**
- **ITU Individual Olympic Ranking may provide quota spots up to the maximum (3) quota spots**
- **Mixed relay qualification will count toward a country's quota allocation**

***Note:** ITU Olympic qualification period started on May 11, 2018 and ends March 10, 2020. For the purpose of defining this period in this Nomination Policy, the Olympic qualification period shall commence as of the date of publication of the Nomination Policy. Due to the Tokyo 2020 Games being postponed till 2021, a new qualification period has not been confirmed from the ITU. Triathlon Canada will communicate the new qualification period immediately upon confirmation from the ITU and IOC.

***Note:** As of April 6, 2020 the Olympic qualification period has been suspended due to the coronavirus pandemic. There is no communication of amendments to the Olympic qualification period from the ITU or IOC. If and when such communication is received, Triathlon Canada will provide it to any impacted individuals.

C. ELIGIBILITY CRITERIA

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

Specific IOC Eligibility

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

Specific ITU Eligibility

- Being among the **top 140 in the ITU Individual Olympic Qualification Ranking**

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, 2021;
- c. Be a member 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 submitted all required ratified run/swim times as communicated by Triathlon Canada;
- g. Have completed 80% of daily metrics in Smartabase/Training Peaks;
- h. Be deemed healthy to race as per Triathlon Canada's Competition Readiness policy (Appendix B).
- i. All nominated athletes must agree to the COC Team Agreement and the Condition of Participation no later than June 30, 2021.
- j. Have a coach-of-record for the entirety of the ITU Olympic qualification period, unless otherwise approved by the High Performance Director, that:
 - Is in good standing with the Coaching Association of Canada or is in good standing with their respective home country's recognized coaching association/National Federation;
 - Is directly coaching the athlete in the daily training environment if not impeded by government regulations or the current global pandemic (this requires the coach to be demonstrably physically present at training sessions and/or races in a consistent manner);
 - Agrees to share and provide, in a timely manner, the athlete's training logs or plans with Triathlon Canada's High Performance Director upon request.

D. DECISION MAKING AUTHORITY

- The High Performance Director is responsible for the implementation of this Nomination Policy. However, all Team Member and Alternate nominations must be ratified by the Board of Directors of Triathlon Canada before nominations become official. 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 Olympic Games.
- The High Performance Director will review Team Member and Alternate nominations in consultation with the Triathlon Canada High Performance Selection Committee (“HPSC”), which consists of: the athlete representative, 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 COC approval AND meeting all ITU/IOC eligibility requirements.

As mentioned at the outset of this Nomination Policy, a maximum of three (3) athletes per gender 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 – 2019 ITU Tokyo World Qualification Event

Up to three (3) athletes who have met the following criteria:

Achieving a Top 5 individual finish at the 2019 ITU Tokyo World Qualification Event Tokyo, Japan (Test Event) **AND** one (1) Top 5 individual finish in any of the following Qualifying Events*:

- 2019 WTS Yokohama, Japan
- 2019 WTS Bermuda, Bermuda
- 2019 WTS Grand Final Lausanne, Switzerland
- 2020 WTS Yokohama, Japan (postponed/cancelled)**
- 2020 WTS Bermuda, Bermuda (postponed/cancelled)
- ANY 2020/2021 ITU Olympic Individual Qualifying Event that carries a DOF <20 (for both genders as determined by Triathlon Canada’s Depth of Field and Quality of Field Evaluation Process as defined in Appendix A)
- Any ITU event that Triathlon Canada determines and communicates to be a targeted event. Should Triathlon Canada make such a determination, it will make best efforts to provide athletes with advance notice that Triathlon Canada will be participating in the ITU event in question once Triathlon Canada receives confirmation from the ITU that the event will proceed.

***Note: In the event that any of the above events are cancelled or removed from the ITU race calendar, new WTS events are added to the 2020 ITU calendar or the IOC/ITU determine the Tokyo 2020 Olympic Triathlon Event to be a sprint distance, Triathlon Canada will communicate alternate qualifying events as soon as possible.**

****Note:** As of April 6, 2020, 2020 WTS Yokohama and 2020 WTS Bermuda have been postponed or cancelled. No alternate dates or events have been communicated by IOC or ITU. If and when such dates or events are communicated, Triathlon Canada will inform any impacted individuals.

Priority 2 – Individual Nomination Podium Potential – Consistent Performance

Up to three (3) athletes who have met the following criteria:

Athletes who have achieved a performance that is equal to or better than a Top 5 performance on the basis of two (2) individual performances in any of the following Qualifying Events.***

- 2019 ITU WTS Yokohama, Japan
- 2019 ITU WTS Bermuda, Bermuda
- 2019 ITU Tokyo World Qualification Event
- 2019 ITU WTS Grand Final Lausanne, Switzerland
- 2020 WTS Yokohama, Japan (postponed/cancelled)****
- 2020 WTS Bermuda, Bermuda (postponed/cancelled)
- ANY 2020/2021 ITU Olympic Qualifying Individual Event that carries a DOF <20 (for both genders as determined by Triathlon Canada's Depth of Field and Quality of Field Evaluation Process as defined in Appendix A)
- Any ITU event that Triathlon Canada determines and communicates to be a targeted event. Should Triathlon Canada make such a determination, it will make best efforts to provide athletes with advance notice that Triathlon Canada will be participating in the ITU event in question once Triathlon Canada receives confirmation from the ITU that the event will proceed.

*****NOTE:** In the event that any of the above events are cancelled or removed from the ITU race calendar, new WTS events are added to the 2020 ITU calendar or the IOC/ITU determine the Tokyo 2020 Olympic Triathlon Event to be a sprint distance, Triathlon Canada will communicate alternate qualifying events as soon as possible.

******NOTE:** As of April 6, 2020, 2020 WTS Yokohama and 2020 WTS Bermuda have been postponed or cancelled. No alternate dates or events have been communicated by IOC or ITU. If and when such dates or events are communicated, Triathlon Canada will inform any impacted individuals.

Table 1 - Minimum Results Criteria

Race 1 Placing	Race 2 Result	Average Result
1	9	5
2	8	5
3	7	5
4	6	5
5	5	5
6	4	5
7	3	5
8	2	5
9	1	5

Tiebreaking: In the event that the number of athletes achieving priority 2 exceeds the number of available quota places, the results achieved in qualifying events (the Priority Events listed in subsection (i)) by the athletes will be prioritized as follows:

i. Event Prioritization

Athletes that achieve Priority 2 will be prioritized based on qualifying event as follows,

1. 2019 ITU Tokyo World Qualification Event (Priority Event)
2. 2020 WTS Yokohama (postponed/cancelled)
3. 2020 WTS Bermuda (postponed/cancelled)

***NOTE:** As of April 6, 2020, 2020 WTS Yokohama and 2020 WTS Bermuda have been postponed or cancelled. No alternate dates or events have been communicated by IOC or ITU

4. ANY 2020/2021 ITU Olympic Qualifying event that carries a DOF <20 (for both genders as determined by Triathlon Canada’s Depth of Field and Quality of Field Evaluation Process as defined in Appendix A) with priority given to the events through evaluation of:
 - Better depth of field
 - Higher race day air temperature
 - Higher race day water temperature
 - Course similarities to Tokyo Olympic Games 2020
5. Any ITU event that Triathlon Canada determines and communicates to be a targeted event. Should Triathlon Canada make such a determination, it will make best efforts to provide athletes with advance notice that Triathlon Canada will be participating in the ITU event in question once Triathlon Canada receives confirmation from the ITU that the event will proceed.

6. Other Qualifying Events listed below

- 2019 WTS Yokohama, Japan
- 2019 WTS Bermuda, Bermuda
- 2019 WTS Grand Final Lausanne, Switzerland

ii. Result Prioritization

If any athletes obtain the same average result as described in Table 1, they shall be ranked in priority order as follows for the purpose of determining which athlete(s) may be nominated pursuant to Priority 2:

- a. The athlete with the highest placing at the Priority Event shall receive the highest rank (for example, where Athlete 1 achieves two third place finishes at two Priority Events and Athlete 2 achieves a first place finish at a Priority Event and a fifth place finish at a Priority Event, Athlete 2 will have the highest rank as a result of their first place finish at a Priority Event);
- b. An athlete with results from two Priority Events will be ranked higher than an athlete with a result from one Priority Event (for example, if Athlete 1 achieves a second place finish at a Priority Event and a fourth place finish at a non-Priority Event and Athlete 2 achieves two third place finishes at two Priority Events, Athlete 2 will have the highest rank);
- c. An athlete with a result from a Priority Event will be ranked higher than an athlete who has not achieved any results at a Priority Event (for example, if Athlete 1 achieves a first place finish at a non-Priority Event and a fifth place finish at another non-Priority Event and Athlete 2 achieves a fourth place finish at a Priority Event and a second place finish at a non-Priority Event, Athlete 2 will have the highest rank).

Priority 3 – Mixed Relay Nomination Podium Potential

In the event Triathlon Canada qualifies a Mixed Relay in accordance with the 2020 ITU Qualification System, ALL nominations to 2020 Tokyo Olympic Games Triathlon Mixed Relay quota spots will be through discretionary selection criteria indicated below. Up to two (2) athletes per gender may be nominated through discretionary selection.

Note: In the event Triathlon Canada qualifies a Mixed Relay in accordance with the 2020 ITU Qualification System, the athletes that were part of the qualifying Mixed Relay Team are not guaranteed to be selected to the Team for the Mixed Relay at the 2020 Tokyo Olympic Games. **All athletes must satisfy the selection criteria indicated in Priority 3 in order to be nominated to the Team.**

Note: Nomination through Priority 3 does not guarantee a start in the individual race at the 2020 Olympic Games unless the ITU/IOC mandates athletes must race the individual event in order to be eligible for the mixed relay event.

- Only athletes satisfying any part of Priority 1 or who have demonstrated an ability to commit to and execute as a domestique role as defined in Priority 4 may be considered to race the individual event.
- Athletes satisfying any part of Priority 1 must continue to demonstrate the ability to perform at the podium potential level to be considered to race the individual event at the Olympic Games. This can be demonstrated by but is not exclusive to the following,
 - ITU Individual Olympic Ranking better than 15 (if there are individual Olympic qualifying events that are available to race in 2020/2021)

- Continued demonstration of Top 8 performances at 2019/2020/2021 ITU Olympic Qualifying Events
- Demonstration of a commitment to train and compete with an intent to be podium potential by targeting 2020/2021 ITU Olympic Qualifying Events, committing to and competing at Triathlon Canada specified/targeted events and behaving in a manner that does not jeopardize or risk the athlete's ability to train/compete as determined by Triathlon Canada.

Note: Athletes who have satisfied the requirements described in Priority 1 or 2 will affect the available quota spots of the Mixed Relay Team nomination under Priority 3 of the Nomination Policy. Any remaining quota spots will be filled through Priority 3 or 4.

Note: Final Mixed Relay Team rosters will be determined by Triathlon Canada in accordance with [ITU rules](#).

Note: Triathlon Canada can substitute athletes into the Mixed Relay after the individual event, provided that the conditions of the Late Athlete Replacement Policy, detailed below in Section I, are satisfied. Athletes eligible for substitution are those who have been named as Alternates as per Section I.

Discretionary selection will be based on, but is not limited to, the following objective and subjective criteria. Objective criteria will be prioritized ahead of subjective criteria.

Objective Criteria:

- 2019/2020/2021 individual results (placing and Gold Medal Profile (“GMP”) and DOF/QOF) in WTS and World Cup sprint distance events;
- 2019/2020/2021 team results (placing and GMP/DOF/QOF) in ITU Mixed Relay events;
- 2019/2020/2021 individual leg results (placing and GMP/DOF/QOF) in ITU Mixed Relay events;
- 2019/2020/2021 individual semi-finals results (placing and GMP/DOF/QOF) in ITU World Cup and Continental Cup events hosting a semi-finals/finals format;
- 2019/2020/2021 team and individual leg results (placing and GMP) in Super League and Major League Triathlon Events;
- Submitted ratified times in accordance with the 2019/2020/2021 Triathlon Canada Ratified Times Policy;
- Performance (placing, physical output, etc) in Triathlon Canada identified testing or competition environments (time trials, non-itu events, online racing formats, specified physical testing, other racing formats, etc)
- Consistent (i.e., minimum 80% compliance) and accurate daily monitoring in Training Peaks or Smartabase;
- Athletes with specific characteristics/abilities that have resulted in or have the demonstrated potential to contribute to exceptional Team performance. These abilities may be demonstrated through:
 - a. Evidence of consistent front-pack swimming;
 - b. Evidence of world class T1 and T2 results; or
 - c. A demonstrated ability to close or establish gaps in the swim, bike, and/or run.
 - d. Exceptional team compliance and contributing to a positive team environment as determined by the High Performance Director
- Evidence of success in course/environmental conditions similar to the predicted conditions and course that will be used for the 2020 Tokyo Olympic Games;

Subjective Criteria:

- Commitment to Triathlon Canada relay rosters as an alternate;
- Team dynamics, team compliance, and race experience
- Demonstrated ability and willingness to prioritize Triathlon Canada initiatives, compliance and strategies at any Triathlon Canada supported/identified events (i.e., Major Games, World Grand Final, Mixed Relay events, camps etc.) including assistance to another team member in a domestic role;
- Demonstrate an ability to prioritize relay podium performances through commitment to the Mixed Relay, behaving in a manner that does not place an athlete or Triathlon Canada at risk to achieve their performance mandate and competing in appropriate races to ensure eligibility and qualification of the Mixed Relay and individuals.
- Demonstrated ability and willingness to integrate with any and all Triathlon Canada team plans (i.e., training, meetings, camps, etc.) at a Triathlon Canada supported/identified events (i.e., Major Games, World Grand Final, Mixed Relay events, etc.); and
- Triathlon Canada's strategic initiative(s); specifically, Mixed Relay ranking/Olympic qualification.

The Subjective Criteria listed immediately above shall be used by Triathlon Canada to determine which athlete will be nominated to the Team only in situations where two athletes are tied in ranking on the basis of the Objective Criteria. Should it be necessary to utilize the Subjective Criteria, Triathlon Canada will develop a point score table to objectively rank the athletes under consideration on the basis of the Subjective Criteria factors. The final ranking shall be subject to review by the HPSC and the approval of the Triathlon Canada Board of Directors.

Priority 4 – Individual Nomination Domestique – Discretionary Selection in Support of Priority 1 or 2

- **Priority 4 will be executed at the full discretion of the HPD and only in the event that quota spots are not exhausted pursuant to Priority 3**
- **The HPD is not obligated to execute Priority 4**

Subject to available quota spots, up to two (2) athletes may be nominated through discretionary selection. Discretionary selection will be based on but is not limited to the following objective and subjective criteria. Objective criteria will be prioritized ahead of subjective criteria.

Objective Criteria:

- Athletes with specific characteristics/abilities that result in exceptional Team performance. These abilities may be demonstrated through:
 - Evidence of consistent front-pack swimming;
 - Evidence of world class T1 and T2 results; or
 - A demonstrated ability to close or establish gaps in the swim, bike, and/or run.
- 2019/2020/2021 individual results (placing and GMP) in individual ITU standard/sprint distance events;
- 2019/2020/2021 individual results per leg in individual ITU standard/sprint distance events;
- Performance (placing, physical output, etc) in Triathlon Canada identified testing or competition environments (time trials, online racing formats, specified physical testing, etc)
- Submitted ratified times in accordance with the 2019/2020/2021 Triathlon Canada Ratified Times Policy;

- Consistent (i.e., minimum 80% compliance) and accurate daily monitoring in Training Peaks or Smartabase;
- Evidence of success in course/environmental conditions similar to the predicted conditions and course that will be used for the 2020 Tokyo Olympic Games;
- Evidence of continued focus on a domestique strategy through focused training on Swim and Bike as determined by the HPD
- Evidence of continued focus on a domestique strategy through strategic event selection that is directed by the HPD to align with an identified Priority 1 athlete.

Subjective Criteria:

- Demonstrated ability and willingness to prioritize Triathlon Canada initiatives, compliance and strategies at any Triathlon Canada supported/identified events (i.e., Major Games, World Grand Final, Mixed Relay events, camps, etc.) including assistance to another team member in a domestique role;
- Demonstrated ability and willingness to integrate with any and all Triathlon Canada team plans (i.e., training, meetings, camps, etc.) at a Triathlon Canada supported/identified events (i.e., Major Games, World Grand Final, Mixed Relay events, etc.);
- Team dynamics, team compliance and race experience; and
- Triathlon Canada's strategic initiative(s); specifically, Mixed Relay ranking/Olympic qualification.

The Subjective Criteria listed immediately above shall be used by Triathlon Canada to determine which athlete will be nominated to the Team only in situations where two athletes are tied in ranking on the basis of the Objective Criteria. Should it be necessary to utilize the Subjective Criteria, Triathlon Canada will develop a point score table to objectively rank the athletes under consideration on the basis of the Subjective Criteria factors. The final ranking shall be subject to review by the HPSC and the approval of the Triathlon Canada Board of Directors.

Priority 5 – Individual Nomination Top 8 Potential and Mixed Relay – ITU Individual Olympic Ranking

Subject to available quota spots, up to three (3) athletes per gender may be nominated on the basis of their final ITU Individual Olympic Ranking (as published by the ITU after the end of the ITU 2020 Olympic qualifying period).

The ITU has confirmed that any National Federation that qualifies two (2) or more athletes per gender through ITU Individual Olympic Ranking and NOT the ITU Mixed Relay Qualification Criteria will be able to field a Mixed Relay Team at the 2020 Olympic Games.

The priority event for athletes qualifying through Priority 5 will be the Mixed Relay.

Note: Nomination through Priority 5 does not guarantee a start in the individual race at the 2020 Olympic Games unless the ITU/IOC mandates athletes must race the individual event in order to be eligible for the mixed relay event.

- Only athletes satisfying any part of Priority 1 or who have demonstrated an ability to commit to and execute as a domestique role as defined in Priority 5 may be considered to race the individual event.
- Athletes satisfying any part of Priority 1 must continue to demonstrate the ability perform at the podium potential level to be considered to race the individual event at the Olympic Games. This can be demonstrated by but is not exclusive to the following,

- ITU Individual Olympic Ranking better than 15
- Continued demonstration of Top 8 performances at 2019/2020/2021 ITU Olympic Qualifying Events
- Demonstration of a commitment to train and compete with an intent to be podium potential by targeting 2020/2021 ITU Olympic Qualifying Events, committing to and competing at Triathlon Canada specified/targeted events and behaving in a manner that does not jeopardize or risk the athlete's ability to train/compete as determined by Triathlon Canada.

Note: Athletes who have satisfied the requirements described in Priority 1 or 2 will affect the available quota spots of the Mixed Relay Team nomination under Priority 3 or 4 of the Nomination Policy. Any remaining quota spots will be filled through Priority 6.

Note: Final Mixed Relay Team rosters will be determined by Triathlon Canada in accordance with the [ITU rules](#).

Note: Triathlon Canada can substitute athletes into the Mixed Relay after the individual event, provided that the conditions of the Late Athlete Replacement Policy, detailed below in Section I, are satisfied. Athletes eligible for substitution are those who have been named as Alternates as per Section I.

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 May 11, 2021 to be considered for Discretionary Selection under Priority 3 or 4 in Section E.

In addition to being assessed and considered for nomination to the Team in accordance with the discretionary criteria described in Priority 3 or 4 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 COC, will need to demonstrate competitive readiness up to the event date of the Tokyo 2020 Olympic Games Triathlon and/or Mixed Relay.

- 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 2020 Olympic 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 they 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 in Section G of this Nomination Policy.

I. ALTERNATES, SUBSTITUTIONS AND LATE ATHLETE REPLACEMENT

The High Performance Director has the sole discretion to select Alternates for the Team. Alternates will be selected based on the principle of sending a Team that has the greatest potential of achieving podium performances. All Alternates must still meet any of the performance criteria as defined in Section E and the eligibility as defined in Section C.

Alternates may compete as members of the Team if one of the following situations occur:

- a. A Team Member becomes injured or subject to an illness that renders them unable to compete at the 2020 Tokyo Olympic Games;
- b. A Team Member is deemed to be no longer competition ready;
- c. A Team Member no longer meets the Eligibility Criteria described in Section C; or
- d. A Team Member is removed from the Team in accordance with Section H.

The High Performance Director has the sole discretion to recommend that a selected athlete is unable to compete at the 2020 Tokyo Olympic Games as outlined in the Triathlon Canada Competition Readiness Policy and Section G of this Nomination Policy. Any athlete replacements after nomination to and approval by the COC are subject to the approval of the COC Team Selection Committee. Any athlete substitution after July 5, 2021 are subject to the Tokyo 2020 Late Athlete Replacement Policy (LARP) and the COC Team Selection Committee

Alternates may be required to:

- a. Attend all training camps and test events for the Games Team;
- b. Agree to perform a specific role as a Team Member; and
- c. Follow the instructions of the Team coaches and the High Performance Director from the time of selection as an Alternate until completion of the 2020 Tokyo Olympic Games.

J. COACH APPOINTMENT

The Triathlon Canada High Performance Director has the authority and sole discretion to appoint Team Coaches to the Tokyo 2020 Olympic 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 Professional Coach with the Professional Coaching Department of the Coaching Association of Canada;
 - c. provide a valid Enhanced Police Information Check (E-PIC) 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 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 and COC Team Agreement by June 30, 2021.

K. ADDITIONAL PERTINENT INFORMATION

ATHLETE AGREEMENTS

All potential and selected Team members are required to sign, submit, and comply with the COC Athlete Agreement and Tokyo 2020 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 Olympic Games.

APPEAL PROCEDURE

Under the terms of agreement between COC 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 2020 TOKYO OLYMPIC GAMES TRIATHLON TEAM

Upon approval by Canadian Olympic Committee, athletes will be notified by Triathlon Canada of selection no later than **June 1, 2021, unless the IOC and ITU communicate further extensions of the Olympic 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 COC no later than June 30, 2021.

FUNDING SUPPORT FOR 2020 TOKYO OLYMPIC GAMES SELECTED ATHLETES

Funding support for selected athletes will be in alignment with the COC Olympic Team Selection Policy and dependent on available Triathlon Canada resources.

L. 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/COC or International Olympic 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
TRIATHLON CANADA DEPTH OF FIELD AND QUALITY OF FIELD EVALUATION PROCESS

The purpose of this document is to outline the process that Triathlon Canada will use to determine the Depth of Field (DOF) and Quality of Field (QOF) of an event, as well as how they can be used to evaluate athlete performance. DOF will be used to evaluate an event as a whole, and an athlete’s performance will be evaluated relative to the QOF.

Triathlon Canada is aware that events (especially at the Continental Cup and World Cup levels) vary greatly in terms of competitiveness. The objective of using DOF and QOF is to ensure that athletes, and their coaches, can objectively assess their performances and progression through Triathlon Canada’s Podium Pathway. In doing so, they can make the appropriate shifts in their planning to maximize performance. Additionally, utilizing DOF and QOF, Triathlon Canada can continue to ensure the top athletes are prioritized for selection/nomination through objective comparison of performances.

TRIATHLON CANADA’S AUTHORITY FOR DECISIONS

All matters relating to the selection of athletes for ITU competition are the sole authority of Triathlon Canada.

DEPTH OF FIELD

Depth of field is defined as the overall competitiveness of an event. Triathlon Canada will determine the DOF within the week prior to the event start date. The process is as follows.

- Average ITU World Ranking of the Top 8 Women and Top 10 men on the start list of the event

Note: The ITU World Ranking points range between women is significantly larger than men. Additionally, the total number of women in ITU races is smaller than men. Therefore, Top 10 will be used for men and Top 8 for women.

Example 1

Event	Program	DOF (Rank Avg)	Points (Avg)	Rank (Count)	Rank (Range)	Top-3 (Rank Avg)
2019 AJ Bell World Triathlon Leeds	Elite Men	5.5	5171.026	10	9	2
2019 AJ Bell World Triathlon Leeds	Elite Women	5.875	4980.40125	8	11	2
2019 Huatulco ITU Triathlon World Cup	Elite Men	38.9	2344.74	10	42	20.3333333
2019 Huatulco ITU Triathlon World Cup	Elite Women	33	2755.4775	8	45	11.6666667

QUALITY OF FIELD

Quality of field is defined as the relative competitiveness of the participants in an event. Whereas DOF uses the absolute ITU World Ranking, QOF takes into consideration the actual ITU World Ranking Points and the difference between the absolute rankings.

Example 2 Event	Program	DOF (Rank Avg)	QOF (Points Avg)	Rank (Count)	Rank (Range)	Top-3 (Rank Avg)
2019 AJ Bell World Triathlon Leeds	Elite Men	5.5	5171.026	10	9	2
2019 AJ Bell World Triathlon Leeds	Elite Women	5.875	4980.40125	8	11	2
2019 Huatulco ITU Triathlon World Cup	Elite Men	38.9	2344.74	10	42	20.3333333
2019 Huatulco ITU Triathlon World Cup	Elite Women	33	2755.4775	8	45	11.6666667

For an event such as the Olympic Games or WTS Grand Final, the DOF and QOF are reflective of the most competitive event. This is due to the understanding that the Top 8/10 athletes will be in attendance. Finish position at those events are an accurate representation of the highest level of competition. The competitiveness of an event becomes more complex for those that do not have the Top 8/10 athletes in attendance.

For example, two events can have the same DOF but not necessarily the same QOF. This is where QOF will be one tool to evaluate athlete performance relative to the athlete pool in the event.

EVALUATION OF ATHLETE PERFORMANCE

To further improve the accuracy of assessing athlete performance, DOF and QOF will be utilized in conjunction with Triathlon Canada’s Gold Medal Profile and race analysis.

DOF will be used to determine the competitive level of an event and if an athlete achieving selection criteria meets the performance standards. It can also be used to compare two performances with the same result but in different events.

Example 3

4th at Huatulco WC vs 4th at Banyoles WC

Event	Program	DOF (Rank Avg)	QOF (Points Avg)	Rank (Count)	Rank (Range)	Top-3 (Rank Avg)
2019 Huatulco ITU Triathlon World Cup	Elite Men	38.9	2344.74	10	42	20.3333333
2019 Banyoles ITU Triathlon World Cup	Elite Men	15.3	3917.7	10	28	3.3333333

Banyoles WC would be considered the higher level event and thus the result in Banyoles is prioritized.

QOF will be used in comparing differing athlete results between two or more races.

Example 4

8th at Banyoles WC vs 6th at Huatulco WC

Event	Program	DOF (Rank Avg)	QOF (Points Avg)	Rank (Count)	Rank (Range)	Top-3 (Rank Avg)
2019 Huatulco ITU Triathlon World Cup	Elite Men	38.9	2344.74	10	42	20.3333333
2019 Banyoles ITU Triathlon World Cup	Elite Men	15.3	3917.7	10	28	3.3333333

QOF is the average of the Top 10 athletes starting in the event (the final results of the athlete are highlighted)

Rank	Banyoles Top 10 ITU World Ranking Points	Huatulco Top 10 ITU World Ranking Points
1	6333.16	3513.06
2	6231.99	2765.62
3	4584.55	2663.22
4	4134.84	2431.39
5	3790.55	2181.9
6	3099.76	2160.73
7	2878.81	2093.05
8	2886.09	1966.62
9	2557.97	1842.62
10	2494.64	1829.19

Though the athlete achieved a higher placing in Huatulco, using the ITU World Ranking points as an indicator of athlete performance level, an athlete achieving 8th in Banyoles is in fact performing at a higher level. Or one can say that the athlete achieved a performance level of 2886.09 points in Banyoles and 2160.73 points in Huatulco. This evaluation can be done for any place as Triathlon Canada will have the full start list and rankings prior to the race.

Triathlon Canada’s event selection policy outlines the priority criteria and achieving a higher priority criteria is still the primary measure of performance.

APPENDIX B 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 Olympic/Olympic 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.