



INTERNAL NOMINATION PROCEDURES

Olympic Games 2024



**SENIOR WOMEN HANDBALL
NATIONAL TEAM**

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1. General

The Head Coach of the Senior Women's National Team, in consultation with the High Performance Director, is responsible for implementing internal nomination procedures.

2. Introduction

The Internal Nomination Procedures (INP) will provide the criteria for selecting athletes with the aim of forming a team for the 2024 Olympic Games that has demonstrated its ability to achieve the best possible result for Canada.

2.1 Performance objective: Internal nomination procedures have been developed with the aim of selecting the best team that could finish in the top 5.

2.2 Team size: determined by the International Olympic committee and right now it's 14 players.

3 Décisionnel authority :

The head coach has the final mandate to make the final selection of athletes for the national team. She may consult with her associate coaches, but the final decision rests with her.

3.1 On-site decision-making authority: During the actual competition period at the 2024 Games venue, all final decision-making authority will rest with the Head Coach or Team Leader in the absence of the Head Coach.

4 IHF criterias :

These internal nomination procedures are based on the rules and regulations of the International Handball Federation (IHF) as they are currently known and understood, and on the latest information available to the Canadian Team Handball Federation. Any changes to selection criteria and procedures necessitated by a change in IHF rules and regulations will be communicated to the athletes concerned as soon as possible. Should such a circumstance arise, the Canadian Team Handball Federation will review and amend these internal nomination procedures to conform to the new rules or conditions. However, any changes made to the rules and regulations of the International Handball Federation will come into effect on the date specified by the IHF, regardless of the date on which this PIN was modified. Changes to this document will be communicated directly to the athletes concerned.

5 Athletes eligibility

- Be a Canadian citizen (this refers to rule 41 of the Olympic Charter);
- Be at least 16 years old;
- Have a Canadian passport valid until February 11, 2025;
- Be in compliance with all relevant IHF and IOC eligibility requirements;
- Sign, submit and comply with the COC Athlete Agreement and Organizing Committee (OCOG) Conditions of Participation Form (Olympic Eligibility Requirements Form) no later than June 24th, 2024 (cannot be later than the COC Games Entry Requirements Deadline). When the athlete is under 19 years of age, the parent or guardian must also sign these agreements;
- Be a member in good standing of the Canadian Team Handball Federation;
- Where applicable, comply with the vaccination policies and requirements of the NSO, COC, IHF, IOC and host country;

Doping control requirements: Comply in all respects with the anti-doping rules of the International Federation, the Canadian Anti-Doping Program (CADP) and the anti-doping rules of any other anti-doping organization having authority over them, and not be serving a period of ineligibility or provisional suspension for an anti-doping rule violation at the time of nomination or during the Games; and be available for sample collection and have regularly provided accurate and up-to-date whereabouts information, as instructed by the IHF and/or CCES.

6 Canadian Team Handball Federation Athlete Selection Criteria and Process:

6.1 Qualification period: The team's qualification period will take place at the 2023 Pan-American Games.

6.2 Process to be used: The selection of this team will take place in three phases:

- o Phase 1: Performance evaluation at NORCA (June 4 to 11, 2023) of A-list athletes.

- o Phase 2: Pre-selection of 16 athletes (list A) and list A.1 substitutes.

- o Phase 3: Follow-up and evaluation of athletes' work from August 2023 to May 2024. (Possibility of EAST/WEST training camps)

- o Phase 4: Evaluation of performance at the Pan-American Games

- o Phase 5: Athlete selection in May 2024.

6.3 Selection criterias

The Head Coach, in consultation with the coaching staff, will select athletes for the 2024 Olympic Games, with the objective of creating the best team result for Canada. Factors that will be considered in this selection include team dynamics, the physical, technical and mental aspects of the sport.

These factors include:

- Personal characteristics;
- Team sport specific considerations
- Physical considerations
- Technical and tactical skills
- Mental preparation
- Other considerations (see below)

The Canadian Olympic Federation's National Team Head Coach is responsible for nominating athletes to the 2024 Olympic Games. The National Team Head Coach may consult with Assistant Coaches and other National Team support staff, but the final decision on nominations to the Games Team rests with the Head Coach. The athlete evaluation process involves assessing the needs of the team and the perceived relative strengths and weaknesses of the athletes in order to select the best possible team for a given competition. In making selection decisions, the Head Coach will have a high degree of discretion and flexibility. The following factors will be considered, as well as any other factors the Head Coach deems relevant, at her sole and absolute discretion. The Head Coach is free to assign a different weighting to the importance of the factors considered in her decision making process, as she deems appropriate to achieve the goal of building the best possible team for the 2024 Games. In selecting athletes for the National Team, the National Team coaching staff will consider the following two elements:

- o The dynamics of the team as a whole and how the candidates for selection fit into that dynamic.
- o The individual characteristics of the players that fit into the team play.

From these facts, it is understood that in making selections to create the best team, the best individual athletes may not be selected.

Personal Characteristics:

- Demonstrated commitment to travel, training sessions, competitions and all national team activities, commitments and duties;
- Demonstrates a cooperative attitude and team spirit and understands that the team is more important than the individual;
- Demonstrated positive attitude, including drive, desire to improve personal skills and willingness to contribute to team goals;
- Demonstrated self-motivation, confidence and determination focused on team goals;
- Flexibility and ability to adapt to change;
- Demonstrates aggressive, assertive play and mental toughness.

Team Sport Specific Considerations

- Demonstrated ability to contribute to team cohesion and chemistry and to communicate effectively with coaching staff and other players on and off the field of play;
- Past and current performance;
- Demonstrated ability and willingness to work effectively and cooperatively as part of a team;
- International experience at the senior level;
- Ability to modify individual preferences and change to meet the needs of the group and adapt to the coaches' strategies;
- The dynamics of the team as a whole and how the candidates to be selected fit into that dynamic.

Physical Considerations :

- Adherence to weekly fitness training requirements (2-3 times per week of running and 2-3 times per week of weight training as per programs);
- Demonstrated athletic ability such as speed, explosiveness, quickness and strength. Look for improvement in physical testing.

Technical skills

- Current level and potential level;
- Individual skills (shooting efficiency, ball loss, etc.);
- Position-specific skills;
- Positional needs of the team.

Tactical skills

- Ability to read the game, anticipate and respond to different situations;
- Ability to make the right decision under pressure;
- Incorporation of individual positional and team tactics as requested by coaches;
- Flexibility and ability to adapt to all situations on the field.

Mental Preparation

- Compliance with all mental preparation requirements (drills, videos, homework, meetings, active participation in discussions, openness, etc.) and any other requests from the mental coach;
- Performance under pressure.

Other considerations

- Adopt a lifestyle that allows you to meet the demands of training, preparation and international competitions;
- Adherence to any deadlines requested by the coaches and support team;
- Adherence to treatments, exercises, prevention, instructions or other related to injuries;
- Submit the activity calendar every 1st of the month (since June 2022);
- Recognize the responsibilities of your commitment as an individual and as a member of the national team program, and the potential and importance of being a role model for the sport and the country;

- Past and current performance;
- Current or projected development or improvement;
- Practice handball a minimum of 2 times per week and participate in provincial camps unless exemptions are requested;
- Participate in competitions and any other National Team activities during the current 2023-2024 season.
- A request for an exemption may be made by an athlete to the Head Coach. The Head Coach will decide whether or not to grant the exemption.

6.4 **Team nomination date:** Selection will take place at latest May 1st 2024. The athlete will have 5 days after the nomination to accept their selection. The date of the public announcement will be decided in conjunction with the COC.

6.5 **Alternate Athletes:** The Head Coach will identify through team priorities the possible substitution of a nominated athlete, in the event of an exceptional situation. This process is subject to COC guidelines and OSP rules. The replacement will be made according to the following criteria:

- Group A (or A.1 or next generation) player who has met the minimum training criteria and other selection criteria.
- The needs of the team and the player's ability to fit into the team's system and chemistry.
- The on-field position of the dismissed or injured player.

Prior to the team's appointment to the COC, the head coach will have final authority over the dismissal of any athlete from the athletic pool and/or the Paris 2024 team. After appointment to the COC, any dismissal is subject to approval by the COC Team Selection Committee. After May 5th, 2024, any replacement athlete is also subject to the Paris 2024. Late Athlete Replacement Policy. Grounds for dismissal include, but are not limited to:

- Inability to maintain the minimum required workouts and the required level.
- Inability to meet performance expectations in competition.
- Inability to work due to injury, illness, or other medical reasons as determined by the team's medical staff;
- Conduct detrimental to the team and/or the image of the CTHF name or the National Team program.
- Failure to comply with all WADA, CCES and COC anti-doping protocols, policies and procedures, including participation in out-of-competition testing as required by WADA, CCES and COC rules.

6.6. **Athlete Absence:** An athlete's absence for a period or from a camp/competition may be considered and authorized by the Head Coach. An official letter of request for exemption may be required from the athlete.

7. Performance Preparation and Injuries

7.1 Performance Preparation: Athletes being considered for selection to the 2024 Olympic team must confirm their willingness to comply with the team preparation plans as determined by the Head Coach and to make themselves available if selected. Requests for waivers may be made to the Head Coach. The decision to accept or deny the exemption rests with the Head Coach.

7.2 Injuries: Once selected, athletes whose readiness to perform is compromised due to health, lack of fitness or ability to train and/or perform may be removed from the team at any time. After appointment to the COC, such removals are subject to approval by the COC Team Selection Committee. Athletes are required to immediately report any injuries, illnesses or training changes that may affect their ability to compete at their highest level at the 2024 Games. The notification must be sent to the Head Coach and the Team Medical Officer.

8. Withdrawal of an athlete

Prior to the team's appointment to the COC, the Head Coach will have final authority over the removal of any athlete from the 2024 Games pool and/or team. After appointment to the COC, such withdrawals are subject to approval by the COC Team Selection Committee. Reasons for withdrawal may include, but are not limited to:

- Inability to maintain high training standards;
- Inability to meet performance expectations at the time of competition;
- Inability to work due to injury, illness or other medical reasons as determined by the team medical staff and in consultation with the COC Chief Medical Officer once on site;
- Violation of the National Team Code of Conduct (see Appendix 1);
- Behaviour detrimental to the team and/or the image of the Canadian Olympic Handball Federation or the National Team Program;
- Violation of anti-doping rules or the requirements of any anti-doping organization having jurisdiction over the athlete.

9. Confirmation of Entries

By May 1st, 2024, the Head Coach will determine which athletes (and alternate athletes) will be nominated for appointment to the COC for positions on the 2024 Canadian Games Team. Subject to any revisions required by an athlete's decision to decline nomination as a member of the 2024 Canadian Games Team or by an athlete's inability to compete at a competitive level due to reduced activity for

health reasons, the Head Coach will submit to the COC her list of athletes and alternates nominated for the 2024 Games Team by the date required by the COC.

9.1 IOC Late Athlete Replacement Policy: Replacements after nomination to the COC are subject to the approval of the COC Team Selection Committee. Any replacement after July 8, 2024 is also subject to the IOC Late Athlete Replacement Policy.

10. Amendments and Unforeseen Circumstances

Any changes to this document must be communicated directly to all Group A and A1 athletes. This clause should not be used to justify changes after a competition or trials that are part of these internal nomination procedures, unless this is related to an unforeseen circumstance. It is to allow for changes to this document that may become necessary due to a typographical error or lack of clarity in a definition or wording before it affects athletes. In the event of changes to this document, the CTHF will inform the COC of the changes and the reasons for the changes as soon as possible.

Clause COVID-19:

The CTHF is closely monitoring the development of the coronavirus globally and nationally and how it may impact the securing of quota places for the 2024 Olympic Games and/or the national nomination of athletes for the 2024 Games. Unless exceptional and unforeseen circumstances related to the incidence of coronavirus require otherwise, the CTHF will adhere to these published internal nomination procedures as written.

However, situations related to the coronavirus pandemic may arise and require modification of this Internal Appointment Procedure. Any changes will be made promptly and as often as necessary following developments that have a direct impact on the Internal Appointment Procedure. In such circumstances, changes will be communicated to all concerned as soon as possible. In addition, situations may arise which make it impossible to modify or apply this Internal Appointment Procedure as written, due to time constraints or other exceptional and unforeseen circumstances. In such situations, all decisions, including appointment decisions, will be made by the person(s) with decision-making authority, as set out in this Internal Appointment Procedure, in consultation with the relevant person(s) or committee(s) (as appropriate), and in accordance with the stated performance objectives and selection philosophy and approach as set out herein. Should it be necessary to make a decision in this way, the FCHO will communicate with all the persons concerned as soon as possible.

10.1 Decisions to cancel or postpone any event specified in this NIP will be made: a) only in cases of absolute necessity, such as when it has become impossible or unreasonably difficult to hold the event (e.g., cost of airfare, availability of gymnasiums) or to hold the

event on the date originally scheduled (e.g., due to public health restrictions or other circumstances beyond the control of the CTHF; and b) as soon as reasonably possible after the CTHF becomes aware of the impossibility of holding the event.

10.2 Event Participation : Due to the COVID-19 pandemic, the CTHF may be required, in the interest of the safety of the athletes, their entourage and staff, not to travel to and participate in the events identified in this NTP that will be used for the 2024 Games team nomination; even in circumstances where the event may proceed as planned. Any such decision will be made in consultation with relevant experts, including medical safety and public health experts, and will be communicated to all affected persons as soon as possible.

10.3 Policies and mandatory vaccinations

The CTHF will apply the vaccination policy, where necessary, and compliance with this policy should be considered a condition of eligibility to be selected and/or to remain on the applicable Team (players and staff).

11.Appeal:

Internal appeals must be made in writing to the CTHF to the attention of the High Performance Director. Appeals must follow the CTHF appeal procedures in effect at the time the team is announced.

The Appeal Committee will consist of 3 people from the CTHF:

- High Performance Director
- CTHF Vice-President
- Competition Director

12. Publication of the INP:

Internal nomination procedures for the 2024 Games will be posted on the CTHF website and distributed via email to the Group A of CTHF National Team members.

13.Staff Selection

The Head Coach must be in good standing with the Professional Coaching Program of the Coaching Association of Canada, in accordance with the COC's Coaching Recognition Policy, and must also have met any sport safety education requirements communicated by the CTHF or COC.

The Head Coach has the discretion to select the support staff (assistant coach, mental coach, medical support, team chief, video analyst) for the 2024 Games. The support staff will be selected based on the principle that the CTHF's goal is to send a team of specialists that will be the most competent to help the athletes reach the podium at the Games. All selections are subject to the

approval of the COC and the number of staff that will be subsidized by the COC.

All team members must have a valid passport with an expiration date before February 11th 2024.

Sign, submit and comply with the COC Support Team Agreement and the Organizing Committee (OCOG) Conditions of Participation Form (Requirements Form) by the COC registration requirements deadline for the Games.

14. Funding

Athletes must be able to disburse all expenses related to the various competitions, training camps, groupings. As it is possible that athletes will pay all expenses not covered by the COC for the Paris 2024 Games, the team could travel with limited staff. Staff, other than the head coach, who are not covered by the COC will themselves have to pay the amount required by the COC. If this staff cannot pay or if the CTHF does not pay their costs, the team will have to travel with the head coach only.

15. Contacts

For any clarification or questions on the content of the PIN, please contact Nathalie Brochu, Head Coach at n.brochu@handballcanada.ca.