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SPORT: Biathlon Ski, Biathlon Snowshoe

EVENT: 2024 Arctic Winter Games

POLICY: Athlete Selection Policy

SECTION 1 – PURPOSE

The purpose of this document is to set out the process that will be used by the Northwest Territories Biathlon Association (NWT Biathlon) to select athletes to represent the Northwest Territories at the 2024 Arctic Winter Games.

SECTION 2 – OBJECTIVE

The objective of this selection policy is to select sixteen (16) athletes who will participate in the 2023 Arctic Winter Games. Snowshoe Biathletes and Ski Biathletes are selected in the following categories:

- Junior U15 Male (two athletes)
- Juvenile U18 Male (two athletes)
- Junior U15 Female (two athletes)
- Juvenile U18 Female (two athletes)

Two coaches for Snowshoe Biathlon and Ski Biathlon will also be selected. One coach must be male, and one coach must be female. If a coach from one gender is not available, a chaperone of that gender must be substituted. One additional Coach will also be selected as a 'Wax Technician' for Ski Biathlon.

SECTION 3 – ELIGIBILITY

To be eligible for selection, the athletes must be:

- Born in 2006, 2007 or 2008 (for the Junior U18 category) or born in 2009 or later (for the Juvenile U15 category).
- Canadian Citizens, or eligible for Canadian Citizenship and actively pursuing either Citizenship Certificates or Canadian Passports
- A continuous resident of the Northwest Territories for at least six months prior to the Arctic Winter Games. Athletes who are attending a post-secondary school outside of the Northwest Territories are still eligible to compete provided their Northwest Territories residency is still valid.
- Members in good standing with NWT Biathlon.
- At least two years removed from competing in a World Youth Championship.
- Required to sign a Code of Conduct agreement with Sport North.

Once selected, the athletes will be expected to be training towards, and meet the physical standards expected by the Arctic Winter Games.

SECTION 4 – SELECTION PROCESS

Athletes must participate in Territorial Trials. Athletes may be exempted from participation in the Territorial Trials due to sickness, injury, or other circumstances. These athletes shall still be eligible for selection to the Arctic Winter Games provided they have a signed letter from a medical professional along with approval from the NWT Biathlon.

Athletes who have demonstrated a clear ability in the sport of biathlon through previous race participation (e.g., Nationals, Polar Cups, Alberta races, Club races, etc) may be pre-selected by the Selection Committee if these athletes are unable to participate in Territorial Trials due to injury or illness. Pre-selections will be published prior to the Territorial Trials.

Territorial Trials consist of two events in each category – Individual and Sprint. The race distances shall be the same as the distances used at the Arctic Winter Games; or the distances may be shortened by organizers depending on race/temperature conditions. If the weather allows for only one race, the results of the one race will serve as a basis for team selection.

When selecting athletes, the Selection Committee shall consider the following criteria:

- Aggregate results of the Sprint and Individual Race.
 - If the weather allows for only one race, the results of the one race will be the basis for the team selection.
 - If the weather is too cold for outdoor races to occur, two indoor running races using air rifles will be conducted. Athletes will still have to demonstrate their ability on skis or snowshoes outdoors over a short distance.
- Attitude and Commitment
- Race Distance: AWG race distances to be used; may be shortened by jury, conditions dependent.
- Events: Individual and Sprint
- Firearms Handling - Anyone not being able to demonstrate total competence in the safe handling of firearms will not be allowed to participate in the trials.
- Any athlete not dressed to promote personal safety regarding climatic conditions will be removed from the race.
- Equipment: Provision of all equipment e.g., skiing gear and winter clothing is the responsibility of the individual athlete. NWT Biathlon will have a limited number of rifles available. Ammunition will be provided to athletes.
- Selection Committee to include the Chief of Competition, NWT Head Coach, and a representative from NWT Biathlon.

Other Conditions: All athletes attending the AWG Territorial Trials must be accompanied by a responsible adult. Any athlete not so accompanied will be denied participation in the trials.

The Selection Committee shall designate alternate athletes in each category.

Unfilled Positions

- If there are not enough athletes available for selection in a category, any unfilled position at Trials may be filled by unsuccessful XC skiing, snowshoeing, snowshoe biathlon or ski biathlon territorial trial participants. Evaluation of such athletes to be done by the team selection committee. Such athletes to pay one territorial trial registration only.

Selected athletes will be informed of selection at the conclusion of the Territorial Trials; successful athletes at the trials must commit to the AWG Team at the conclusion on the Trials.

Athletes must commit to following a personal training plan up to the AWG's.

Athletes must commit to a healthy lifestyle, as defined as being drug, alcohol and tobacco free.

Timelines

The Territorial Trials shall be held within a period as determined by NWT Biathlon, before the Arctic Winter Games. The Trials will take place Nov 22-26, 2023, in Hay River, NWT.

Unforeseen Circumstances

If unforeseen circumstances arise which do not allow for this selection process to be implemented as outlined in this document, NWT Biathlon reserves the right to identify an alternate process or alternate timelines. Should this occur, all candidates for selection will be notified of these changes in a timely manner.

SECTION 5 – AUTHORITY FOR SELECTION

NWT Biathlon shall appoint member(s) to be responsible for managing the selection of athletes to the Arctic Winter Games. The member(s) shall be known as a Selection Committee and are responsible for monitoring the Territorial Trials and liaising with the selected athletes.

The Selection Committee must be free from actual and perceived conflict of interest and, where conflict of interest may exist, Committee members must identify the conflict and excuse themselves from selection decisions where there is a conflict. Parents of athletes, or other individuals deemed by NWT Biathlon to have special interest in the selection process, are not permitted to be members of the Selection Committee.

Using the criteria outlined in Section 4, the Selection Committee shall select sixteen (16) athletes who will attend the Arctic Winter Games.

SECTION 6 – DISMISSAL

An athlete may be dismissed if the athlete:

- Fails to remain a member in good standing with NWT Biathlon
- Fails to meet performance expectations
- Fails to train towards, or meet the physical standards expected by, the Arctic Winter Games
- Exhibits conduct that is detrimental to the image of NWT Biathlon
- Is unable to perform due to injury, illness or other medical reasons as determined by NWT Biathlon in consultation with medical staff.

When necessary and appropriate, an athlete may be replaced by an alternate athlete (provided the alternate athlete is still eligible).

SECTION 7 – APPEALS

The Appeal Process

- Appeals Committee

The Appeals Committee will be composed of the Chief of Competition, the Head Coach, and a representative from NWT Biathlon. No member of the Appeals Committee shall be related to an eligible Arctic Winter Games athlete.

- * The Appeal Process

There is only one ground for appeal of team selection - the selection was not made according to the 2023 Arctic Winter Games Athlete Selection Criteria.

If within 48 hours of team selection, the athlete believes there are grounds for appeal, the athlete must submit to Sport North and NWT Biathlon orally, followed within two (2) days by a written formal (e-mail or fax) appeal, clearly stating the reasons for appeal.

The following process will take place:

- First the Appeals Committee will convene a meeting either in person or by conference call within three (3) days of written notification of an appeal. All information relating to the appeal should be made available to all concerned.
- Second - The appellant and his/her representative will appeal to the Appeals Committee.
- Third - The Appeals Committee only will convene to review all the evidence and make one of the following decisions.
 - Grant the appeal and name the athlete immediately to the team replacing the last ranked

athlete on the team, or to reject the appeal.

- Fourth - The decision will be delivered immediately in verbal form, followed by a written report. The decision of the Appeals Committee will be final.

SECTION 8 – INJURED and REPLACEMENT ATHLETES

The coaches and/or the Selection Committee may apply to NWT Biathlon to remove any athlete from any stage of the athlete selection process. Reasons for removal can include no longer being eligible for participation (under Section 3), injury, illness, or misconduct. Reasons for removal will be communicated by written letter to the athlete from NWT Biathlon.

The Selection Committee shall designate alternate athletes in each category. Alternate athletes may be selected if one or more of the originally selected athletes are dismissed prior to the Arctic Winter Games.

If the alternates have not kept up their physical fitness or are unavailable or uninterested, the Selection Committee may approach other athletes who attended the Territorial Trials to be named as alternates. Alternate athletes may be included in any training or competitions taking place prior to the Arctic Winter Games so that they are prepared if called upon.

SECTION 9 – COACH SELECTION PROCESS

NWT Biathlon will select a Head Coach prior to the Territorial Trials.

Interest in the remaining four positions to be sent to the Chief of Competition and the President of NWT Biathlon by October 30, 2023. The application is to include information on the coaching experience and past affiliation. Criteria considered will include applicant's knowledge, shooting experience, snowshoe skills, waxing ability, ski skills and general coaching & competition experience. Consideration will be given to one and possibly two "less experienced" coaches to help develop our coaching base.

Coaches will be selected by a Coach Selection Committee which shall consist of the Chief of Competition, Team NWT Head Coach and a representative from NWT Biathlon. The Coach Selection Committee must be free from actual and perceived conflict of interest and, where conflict of interest may exist, Committee members must identify the conflict and excuse themselves from selection decisions where there is a conflict. Parents of athletes, or other individuals deemed by NWT Biathlon to have special interest in the selection process, are not permitted to be members of the Coach Selection Committee.

When selecting coaches, the Coach Selection Committee shall consider the following criteria:

- Knowledge
- Shooting experience
- Waxing ability
- Ski skills
- General coaching and competition experience & ability

The Coach Selection Committee shall select four additional coaches to attend the Arctic Winter Games. The Coach Selection Committee reserves the right to pre-select the Head Coach at the NWT Biathlon Annual General Meeting. The Coach Selection Committee reserves the right to select coaches from outside the pool of applicants.

The Coach Selection Committee reserves the right to dismiss a coach if, in their estimation, the coach is not sufficiently preparing the athletes for the Arctic Winter Games or if there are other legitimate reasons, as determined by the Coach Selection Committee or NWT Biathlon, for dismissal.