

**BIATHLON CANADA  
INTERNAL NOMINATION PROCEDURE (INP)  
FOR THE 2022 OLYMPIC WINTER GAMES (OWG), BEIJING, CHINA  
Date: January 12th, 2021**

In case of discrepancy in the understanding of this document, the English version will take precedence over the French version.

**\*This version of the Biathlon Canada INP was approved on December 22nd, 2020 and replaces the version of the INP approved on November 24th, 2020 and any other previous version of this INP as it relates to the 2022 Beijing Olympic Games.**

**Contents:**

**PART 1 – INTRODUCTION**

**PART 2 – DECISION MAKING AUTHORITY**

**PART 3 - CANADIAN OLYMPIC COMMITTEE (COC) ATHLETE ELIGIBILITY**

**PART 4 – INTERNATIONAL FEDERATION OLYMPIC SELECTION CRITERIA**

- Updated January 12th, 2021

**PART 5 – BIATHLON CANADA OLYMPIC NOMINATION PROCEDURES**

**PART 6 – CONFIRMATION OF ENTRIES**

**PART 7 – AMENDMENTS AND UNFORESEEN CIRCUMSTANCES**

**PART 8 – APPEALS PROCESS**

**PART 9 – GENERAL INFORMATION**

**PART 10 – STAFF SELECTION**

**PART 11 – TIMELINE**

**Part 12 – CONTACT**

## **PART 1 - INTRODUCTION**

The purpose of the Internal Nomination Procedure (INP) is to set out the process and criteria that will be used by Biathlon Canada to select athletes for the 2022 Beijing Olympic Winter Games Team. The selection process has two objectives: to prioritize selection of athletes who have potential for medal performances at the Games in a clear and transparent manner using international benchmarks for performance, and provide multi-games experience for 2026 Olympic potential medalists.

Biathlon 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 2022 Beijing Olympic Games and/or domestic nomination of athletes for the 2022 Beijing Olympic Games. Unless otherwise required by exceptional and unforeseen circumstances related to the impact of the Coronavirus, Biathlon Canada will respect these published Internal Nomination Procedures as written. However, situations related to the Coronavirus pandemic may arise that require this Internal Nomination Procedure to be modified. Any modifications will be made promptly and as often as required following developments that directly impact the Internal Nomination Procedure. 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 Procedure 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 Procedure, 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, Biathlon Canada will communicate with all affected individuals as soon as possible.

## **PART 2 - DECISION-MAKING AUTHORITY**

The Biathlon Canada High Performance Working Group (HPWG), is the decision-making body responsible for developing, approving and implementing the INP. The HPWG is made up of the General Manager and designated Board Member(s). If a member of the HPWG is unavailable, a substitute Board member will be appointed.

The HPWG may decide who to contact depending on the decision being made and the individuals involved in the decision.

- Potential advisors (this list is non-exhaustive): Biathlon Canada National Team Coaches, Tour Coaches, Long Term Athlete Development Director,

Athlete and Coach Development Manager, Club coaches, IST members, athlete representatives etc.

NOTE: The HPWG reserves the right to contact whomever necessary in order to make the best decision.

In cases involving Injury Provision, the Integrated Support Team (IST), led by the Sport Physiologist and comprised of the Medical Doctor, Strength & Conditioning Coach, Physiotherapist, Performance Dietician and Mental Performance Coach may be consulted to help make a decision.

Additionally, the Head Coach, in consultation with the Shooting Coach, has decision-making authority for “race-day” and “field of play” decisions concerning the start list, seeding, relay order, and prioritization of resources while at the 2022 Games.

### **PART 3 - CANADIAN OLYMPIC COMMITTEE (COC) ATHLETE ELIGIBILITY**

To be eligible for nomination to the Canadian Olympic Committee for Olympic Team selection, an athlete must:

1. Be a Canadian Citizen as per Rule 41 of the Olympic Charter;
2. Have a valid Canadian Passport that does not expire on or before August 22, 2022;
3. Comply with all relevant IBU and IOC requirements for eligibility;
4. Athletes must have signed the 2021-2022 Biathlon Canada Athlete Agreement;
5. Sign, submit and comply with the COC Athlete Agreement and organizing committee (OCOG) Conditions of Participation Form and any other COC requirements prior to COC’s deadline. Where the athlete is under the age of 18 years, the parent or guardian must also sign these agreements;
6. Be a member in good standing of Biathlon Canada;
7. Athletes named to compete in the 2022 Games will be required to comply with dress code regulations of the Biathlon Canada Team and the Canadian Olympic Committee. This will include Official Team Competition Clothing Policy and the Official Team Podium/Parade Clothing Policy;
8. Have paid all outstanding dues to Biathlon Canada.

Doping control requirements:

9. Be available for sample collection and have provided accurate and up-to date whereabouts information on a regular basis as directed by Biathlon Canada and/or CCES pursuant to the Canadian Policy;
10. The athlete must not be under suspension or any other sanction by any recognized body for any doping or doping-related offence;
11. Any athlete guilty of any anti-doping violation in the past, in any sport, will not

be eligible for selection. An athlete may apply for reinstatement according to a reinstatement procedure available by request from the CCES.

Alternate Athletes Requirements:

12. Alternate athletes selected must also comply with all items contained in this document and must ensure that all administrative and financial obligations are fulfilled within 24 hours of notification of their pending team nomination.

**PART 4 - INTERNATIONAL FEDERATION OLYMPIC SELECTION CRITERIA**

**\*Updated January 12th, 2021 with new IBU Olympic protocols**

The International Biathlon Union (IBU) sets the International Federation Olympic Selection Criteria, which is then approved by the International Olympic Committee (IOC). The 2022 OWG national participation quota will be based on the cumulative IBU points score for each nation from the 2020-21 World Cup/World Championships season. This quota will apply to Biathlon Canada's team selection for the 2022 OWG. The IBU criteria can be found [here](#) and, in the event of a discrepancy, the IBU version will prevail. In the event of changes by the IBU to the selection and eligibility criteria, Biathlon Canada is bound by these changes and will inform the membership as soon as possible.

The International Biathlon Union criteria are as follows:

**NATIONAL FEDERATION (NF) QUOTA**

**\*Important changes made January 12th, 2021: Please see the qualification pathway in the new IBU document [here](#).**

	Register	Start	Total Registered	Total Start
<b>NF RANKING MEN/WOMEN</b>				
Place 1-3	6	4	18	12
Place 4-10	5	4	35	28
Place 11-20	4	4	40	40
IBU QP list	Max. 2	Max. 2	12	12
<b>TOTAL</b>			<b>105</b>	<b>92</b>

## **IBU ATHLETE ELIGIBILITY**

All athletes who take part in the Beijing 2022 Olympic Winter Games must achieve minimum eligibility standards set forth by the IBU. Current IBU rules will be applied to the Olympic Winter Games except where otherwise noted.

### **1. GENERAL PRINCIPLES**

Only the world's best athletes able to race tracks complying with IBU technical standards and able to use the rifles in accordance with applicable safety rules shall take part in the Olympic Winter Games.

### **2. IBU Qualification Criteria OWG**

To gain the right to participate in Olympic Winter Games (OWG) events, an athlete must have 180 IBU qualifying points or less as of 16 January 2022 (after the World Cup 6 in Ruhpolding/GER) or fulfil one of the following criteria during the current (2021/2022) or previous (2020/2021) season:

- a) Compete in two (2) competitions earning 150 IBU qualifying points or less at the IBU Cup, Open European Championships (OECH), World Championships (WCH) and/or World Cup (WC) in the Sprint or Individual events, or
- b) Two (2) finishes in the top half of the Junior World Championships (JWCH) - not Youth – or
- c) One (1) result from each of the criteria a. and b. above.

All members of Relay/Mixed Relay teams must also have met this individual qualification requirement.

### **3. QUALIFICATION TIMELINE**

- i. The table below outlines the qualification period and competitions for the 2022 OWG. Dates are subject to change. In cases of discrepancies, the [IBU document](#) takes precedence. \*\*We anticipate that due to COVID-19, the schedule listing below may change. This table will not be updated with every change to the schedule and the IBU document will take precedence.

PERIOD	DATE	EVENT	
<b>QUALIFICATION</b>	<b>Season 2020/21</b>		
IBU Cup (Green)	28 Nov – 06 Dec 2020	WC Biathlon, Kontiolahti/FIN	
	07 – 13 Dec 2020	WC Biathlon, Hochfilzen/AUT	
	14 – 20 Dec 2020	WC Biathlon, Hochfilzen/AUT	
	11 - 17 Jan 2021	IBU Cup Biathlon, Arber/GER	
	04 – 10 Jan 2021	WC Biathlon, Oberhof/GER	
	18 – 23 Jan 2021	IBU Cup Biathlon, Arber/GER	
	11 – 17 Jan 2021	WC Biathlon, Oberhof/GER	
	18 – 24 Jan 2021	WC Biathlon, Antholz/ITA	
	25 – 31 Jan 2021	OECH, Duszniki Zdroj/POL	
	09 – 21 Feb 2021	IBU WCH 2021, Pokljuka/SLO	
	10 – 14 Feb 2021	IBU Cup Biathlon, Osrbie/SVK	
	15 – 21 Feb 2021	IBU Cup Biathlon, Osrbie/SVK	
	27 Feb – 07 Mar 2021	JWCH, Obertilliach/AUT	
	08 – 13 Mar 2021	IBU Cup Biathlon, Ridnaun/ITA	
	04 – 07 Mar 2021	WC Biathlon, Nove Mesto na Morave/CZE	
	08 – 14 Mar 2021	WC Biathlon, Nove Mesto na Morave/CZE	
	16 – 21 Mar 2021	WC Biathlon, Oslo/NOR	
		<b>Season 2021/22</b>	
		22 – 28 Nov 2021	IBU Cup Biathlon, Idre/SWE
		27 Nov – 05 Dec 2021	WC Biathlon, Östersund/SWE
		29 Nov – 05 Dec 2021	IBU Cup Biathlon, Sjusjoen/NOR
		06 – 12 Dec 2021	WC Biathlon, Hochfilzen/AUT
		13 – 19 Dec 2021	IBU Cup Biathlon, Obertilliach/AUT
		03 – 09 Jan 2022	WC Biathlon, Oberhof/GER
		03 – 09 Jan 2022	IBU Cup Biathlon, Duszniki Zdroj/POL
		10 – 15 Jan 2022	IBU Cup Biathlon, Osrbie/SVK
		10 – 16 Jan 2022	WC Biathlon, Ruhpolding/GER
	21 March 2021	Publication of 2020/21 World Cup Nations Cup Ranking List	
	16 January 2022	Publication of IBU Qualifying Points List	
	19 January 2022	COC NSO Nomination Deadline	
<b>ACCREDITATION DEADLINE</b>	<b>TBD*</b>	Beijing 2022 Accreditation deadline	
<b>SPORT ENTRIES DEADLINE</b>	24 January 2022	Beijing 2022 Sport Entries deadline	
<b>GAMES TIME</b>	4 – 20 February 2022	Olympic Winter Games Beijing 2022	

## **PART 5 – BIATHLON CANADA OLYMPIC NOMINATION PROCEDURES**

### Athlete Selection & Process

#### **a. Period of Qualification:**

The period of qualification to meet the requirements of the Internal Nomination Procedure, for selection Priorities One through Three herein defined will be from November 26, 2020 to January 16, 2022.

The period of qualification concerning Priority Four selection criteria (closed Olympic Trial competitions), if required, will be established in accordance with both IBU criteria and established COC guidelines for final team selection and, if required, the date will be announced within 24 hours of confirming the date and no later than 48 hours prior to the event.

#### **b. Process:**

Athletes will be named to the Biathlon Canada Olympic Eligibility Ranking Lists by meeting IBU and COC criteria as outlined in this document, and in accordance with Priority One through Priority Four criteria outlined below. Separate Ranking Lists will be established for Male and Female Teams.

Positions on the Canadian Olympic Biathlon Teams will be filled until all available positions are occupied, including alternates, in the order in which athletes appear on their respective Olympic Eligibility Ranking List. Alternates will not travel to the OWG unless a nominated member declines their position.

Qualifying competitions include: Short Individual, Individual, Sprint, Pursuit, Mass Start, four person relays. Single mixed relays and super sprints are not qualifying competitions as they are not Olympic events.

#### **c. Established Selection Criteria:**

To be eligible for a 2022 Olympic Winter Games nomination an athlete must meet either Priority 1, 2, 3 or 4. Descriptions for each category are below.

Note that criteria are often written as “Top place #”, for example “Top 8”. In this example, Top 8 would include positions 1 through 8.

<b>Priority</b>	<b>Year for qualification</b>	<b>All Athlete Criteria</b>
<b>Priority 1</b>	2020-2021 And 2021-2022	WC and/or WCH: 1 x top-8 <b>and</b> 1 x top 25 placing in the 2021-2022 season if the top 8 was achieved in the 2020-2021 season.
<b>Priority 2</b>	2020-2021 And 2021-2022	WC and/or WCH: 2 x top-16 <b>and</b> 1 x top 25 placing in the 2021-2022 season if both top 16 qualifying races were achieved in the 2020-2021 season.
<b>Priority 3 (3.1)</b>	2021-2022	2 x top 25 WC <b>or</b> 1 x top 25 WC <b>and</b> 1 x member of a top 6 WC relay
<b>Priority 3 (3.2)</b>	2021-2022	2 x either: top 40 WC or top 3 IBUC <b>or</b> 1 x top 40 WC <b>and</b> 1 x member of a top 6 WC relay <b>or</b> 1 x top 3 IBUC <b>and</b> 1 x member of a top 6 WC relay
<b>Priority 3 (3.3) U24 Criteria</b>	2021-2022	2 x either: top 60 WC or top 20 IBUC <b>or</b> 1 x top 60 WC <b>and</b> 1 x member of a top 6 WC relay <b>or</b> 1 x top 20 IBUC <b>and</b> 1 x member of a top 6 WC relay
<b>Priority 3 (3.4)</b>	2021-2022	2 x either: top 60 WC or top 20 IBUC <b>or</b> 1 x top 60 WC <b>and</b> 1 x member of a top 6 WC relay <b>or</b> 1 x top 20 IBUC <b>and</b> 1 x member of a top 6 WC relay
<b>Priority 3 (3.5)</b>	2021-2022	NEXT BEST RESULT (IN PRIORITY) – WC - IBU CUP TO FILL QUOTA FROM THE 2021-2022 SEASON
<b>Priority 4</b>	2021-2022	Closed Olympic Trials



## **Priority One Selection Criteria – World Leading Excellence**

During the period of eligibility herein defined (November 26, 2020 through January 16, 2022), an athlete who obtains the following results in the IBU World Cup or World Championship event will be placed on the Biathlon Canada Olympic Priority One Eligibility Ranking List:

- a) A final placing in the **top-8** of the field in an individual competition in a WC or WCH in an individual qualifying competition;  
**and**
- b) A final placing in the top 25 in the 2021/2022 season if the qualifying race from point a) were achieved in the 2020/2021 season

### Ranking

Athletes meeting Priority 1 will be ranked as follows:

- Top 8 placing in 2021-22 will be ranked higher than a Top 8 placing in 2020-21 regardless of the placing e.g. a 7th place in 2021/2022 ranks higher than a 4th place in 2020/2021.
- Top 8 placings within each competition season will be ranked by placing ie. 6th place ranks above 7th place in 2020/2021.
- If tied, athletes will be ranked by their next best result in the 2021/2022 season, that is not tied.

**Rationale:** A single placing in the **top-8** of the field in an individual competition are consistent with our AAP policy.

Example of Ranking in Priority 1:

<b>Athlete (example)</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>INP Rank</b>
<b>Athlete A</b>	1st place	15th place	3
<b>Athlete B</b>	10th place	5th place 40th place	2
<b>Athlete C</b>	6th place	30th place	Does not qualify for Priority 1
<b>Athlete D</b>	18th place	5th place 25th place	1

## **Priority Two Selection Criteria – Demonstrated Excellence**

During the period of eligibility herein defined (November 26, 2020 through January 16, 2022), an athlete who obtains the following results at an IBU World Cup or World Championship event will be placed on the Biathlon Canada Olympic Priority Two Eligibility Ranking List:

- a) 2 x Top-16 final results in an individual qualifying competition  
**and**
- b) 1 x top 25 in the 2021/2022 season if both qualifying races from point a) were achieved in the 2020/2021 season.

### **Ranking**

Athletes meeting Priority 2 with two top 16 individual results at World Championships or World Cups are ranked accordingly:

- Athletes achieving one or both of their Top 16 results in the 2021-2022 season will be ranked higher than an athlete achieving both Top 16 results in 2020-2021, regardless of the placing within the top 16.
- Top 16 results within each competition season will be ranked by placing e.g. 12th place ranks above 15th place in 2020/2021.
  - The athlete with the best single Top 16 result within the given competitive season will be ranked higher regardless of the second Top 16 result (e.g. an athlete achieving a 9th place and a 16th place will rank higher than an athlete achieving a 10th place and an 11th place *\*all results were achieved in 2020-21 in this example*).
- If athletes achieve both top 16 results in 2020-2021, they will be ranked by their 2021/2022 top 25 result, that is not tied.
- If athletes achieve the same Top 16 ranking in 2021-2022, they will be ranked by their next best result in the 2021/2022 season, that is not tied. This is regardless of what the Top 16 result was in 2020-2021.

**Rationale:** Obtaining two top-16 results prior to the 2022 OWG during a WC or WCH event demonstrates an athlete’s capacity to perform and be competitive on the Biathlon international circuit. These criteria are consistent with Biathlon Canada’s AAP policy.

Example of Ranking in Priority 2:

<b>Athlete (example)</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>INP Rank</b>
<b>Athlete A</b>	9th place 15th place	34th place	Does not qualify for Priority 2
<b>Athlete B</b>	16th place 12th place	17th place	3

<b>Athlete C</b>	9th place	9th place 52nd place	2
<b>Athlete D</b>	16th place	9th place 40th place	1
<b>Athlete E</b>	9th place 9th place	25th place	4

**Priority Three Selection Criteria – Perceived Excellence**

Priority Three criteria have been developed to assess and rank perceived excellence of developing athletes for future Olympic Winter Games and for whom it is deemed that early Olympic participation will be beneficial in their development as potential podium performers.

During the period of eligibility herein defined (November 26, 2021 through January 16, 2022), athletes who achieve any of the following results at an eligible competition as outlined in the chart below, will be placed on the Biathlon Canada Olympic Priority Three Eligibility Ranking List. Criteria may be met in more than one of the defined age categories over the selection period but the athlete must be in defined age class at the time of achieving the result for it to count.

1. Levels have been created to establish a sub-ranking within Priority Three criteria. Athletes age-classed within a given level are eligible to meet criteria of any of the higher levels and will be ranked at that higher level.
2. If two or more athletes meet established benchmarks in a given Priority Level, the athletes will be ranked using the principles outlined in the “Determination of ranking within priority 3” section below.
3. U24: To be eligible for U24 criteria within this INP the athlete must be born in 1998 or later. Example: If an athlete qualifies under Priority 3.3 as U24, but turns 24 years old, their qualification as U24 will be considered as their qualification, unless a higher priority is achieved.

**Priority 3.0 Selection Criteria**

Priority Three criteria can only be achieved in the 2021-2022 season.

<b>Priority 3 (3.1)</b>	<p style="text-align: center;">2 x Top 25 WC <b>or</b> 1 x top 25 WC <b>and</b> 1 x member of a top 6 WC relay</p>
-----------------------------	--

<b>Priority 3 (3.2)</b>	<p>2 x either: Top 40 WC or Top 3 IBUC <b>or</b> 1 x top 40 WC <b>and</b> 1 x member of a top 6 WC relay <b>or</b> 1 x top 3 IBUC <b>and</b> 1 x member of a top 6 WC relay</p>
<b>Priority 3 (3.3) U24 Criteria</b>	<p>2 x either: Top 60 WC or top 20 IBUC <b>or</b> 1 x top 60 WC <b>and</b> 1 x member of a top 6 WC relay <b>or</b> 1 x top 20 IBUC <b>and</b> 1 x member of a top 6 WC relay</p>
<b>Priority 3 (3.4)</b>	<p>2 x either: Top 60 WC or top 20 IBUC <b>or</b> 1 x top 60 WC <b>and</b> 1 x member of a top 6 WC relay <b>or</b> 1 x top 20 IBUC <b>and</b> 1 x member of a top 6 WC relay</p>
<b>Priority (3.5)</b>	<p>NEXT BEST RESULT (IN PRIORITY) – WC – IBU CUP TO FILL QUOTA FROM THE 2021-2022 SEASON</p>

Determination of ranking within Priority 3:

Athletes meeting Priority 3 criteria will be ranked accordingly:

- a) Athletes meeting Criteria Priority 3.1, 3.2, 3.3, 3.4, 3.5:
  - i) Ranked by best individual placing at WC within each priority;
  - ii) Ranked by best individual placing at IBUC within each priority;
- b) Ties:
  - i) For all WC results - If tied, ranked by next-best individual WC placing. If no WC placing is available, ranked by next-best IBUC placing.
  - ii) For all IBUC results - If tied, ranked by next-best individual IBUC placing
  - iii) If still tied, use World Cup and/or IBU Cup Trials results. Pre-selected athletes will rank higher.

Example of Ranking in Priority 3:

<b>Athlete (example)</b>	<b>Result 1: 2021-22</b>	<b>Result 2: 2021-22</b>	<b>INP Rank</b>
<b>Athlete A</b>	WC: 32nd	IBUC: 3rd	2 (3.2)
<b>Athlete B</b>	WC: 22nd	WC: 5th relay	1 (3.1)

<b>Athlete C</b>	IBUC: 24th	IBUC: 21st	Not qualified
<b>Athlete D</b>	IBUC: 4th	WC: 41st	4 (3.4)
<b>Athlete E - U24</b>	IBUC: 20th	WC: 49th	3 (3.3)

**Priority Four Selection Criteria: Closed Olympic Trial Competition**

Once all Priority One, Priority Two, and Priority Three nominations to the Canadian Olympic Biathlon Teams are complete, any remaining vacant positions may be filled using Priority Four criteria: Closed Olympic Trial Competition(s). Only athletes fulfilling the Olympic Eligibility Criteria as established by the IBU will be eligible to take part in these closed Olympic Trial Competitions. These trials can occur at any location, and can be held as a time trial in training or at a World Cup, IBU cup, or other biathlon competition.

In the event Closed Olympic Trials may be required, Biathlon Canada will announce the date within 24 hours of confirming the date and no later than 48 hours prior to the event.

**d. ALTERNATE POSITIONS**

The Biathlon Canada HPWG will identify one alternate for each of the men’s and women’s OWG teams to adequately prepare substitutes in the eventuality of an injury prior to the Games. Alternate athletes must fulfill either Priority One, Priority Two, Priority Three, or Priority Four criteria to be considered for nomination; otherwise, no alternate athletes will be named.

Alternate athletes will replace a nominated athlete only in situations of serious injury, sickness, a severe breach of the athlete contract, or any other unforeseen circumstance that may lead a nominated athlete to decline their position on the Olympic Biathlon Team or be removed from that team 24 hours prior to the commencement of the Team Captains meeting. Alternate athletes will not travel to the Olympics unless a nominated athlete declines their position or is removed.

Substitutions after January 24<sup>th</sup>, 2022 are subject to approval by the COC Team Selection Committee and the Beijing 2022 Late Athlete Replacement Policy.

**e. INJURY PROVISION: Injuries sustained during the Selection Period**

In the event that an eligible athlete is injured during the Selection Period and is unable to compete for a significant amount of time during that period, the following accommodations may be made to permit that athlete to be ranked for nomination to the COC for the 2022 Canadian Olympic Winter Games Team.

For an eligible athlete to be considered for an injury provision, their injury must be medically documented by the athlete's physician and approved by the IST lead.

**Injuries related to 2021/22 Competition Season:**

- a) Priority 1 and 2:
  - Provisionally nominated Priority 1 and Priority 2 athletes unable to meet a Top 25 placing in 2021-22 due to a documented injury, preventing them from competing by January 17, 2022.
  - If an athlete achieves 1 x Top 16 (Priority 2) result in 2021-2022 and is unable to obtain the second result due to a documented injury preventing them from competing by January 17, 2022.
- b) Priority 3: If an athlete achieves 1 x top 25 WC placing and is unable to obtain the second result due to a documented injury preventing them from competing by January 17, 2022.

If any of the above situations occur, the HPWG will make a decision by January 18th, 2022 based on an individualized return to podium plan established by the IST and coaching staff.

**Qualification under the Injury Provision:**

To be considered under the Injury Provision clause under a. or b. above, the athlete and their personal coach must each submit a written petition to the HPWG during the qualification period within 7 days upon recognition of an injury or illness which will be monitored and will be retained on file throughout the qualification period. The petition must include the following:

- i. A Doctor's medical certificate indicating the date and nature of the injury with the prescribed rehabilitation program and an estimated recovery period. An indication that a full medical recovery will be possible prior to the commencement of the first competition for the athlete within the 2022 Olympic program. Biathlon Canada reserves the right to require the athlete to submit to a second medical evaluation and opinion;
- ii. The Integrated Support Team (IST) and coaching staff's written recommendation that the athlete not continue to compete in order to best

prepare for the 2022 Olympics.

- iii. For the period of time during which the athlete is unable to fulfill the training and competition commitments included in the athlete’s contract, the athlete agrees in writing to train and/or rehabilitate under the supervision of Biathlon Canada coaches and IST team at a level which minimizes risk to the athlete’s personal health, and ensures optimum return to full training and competition at the earliest possible date, and;
- iv. The athlete signifies in writing their intention to return to full high performance training and competition at the earliest date possible following the illness or injury.

The final decision to apply the Injury Provision (described to retain an athlete for Olympic nomination) will reside with the Biathlon Canada High Performance Working Group and the IST Lead. Biathlon Canada reserves the right to perform a proof of readiness test. The review must conclude, without doubt, that the athlete in question will be ready to return to competition for the 2022 Olympic Winter Games with a reasonable expectation of performance levels attributable to priority one, priority two, and priority 3.1 criteria benchmarks published herein. The test will consist of a controlled performance such as a competition or observed test or trial. These athletes will not travel with the team until this requirement has been satisfied. If it is determined that the athlete is not competition ready once onsite at the event, or has not disclosed an injury or illness, they may be asked to return home immediately.

Once selected, athletes who do not remain competitive because of lack of fitness, injury, or illness may be removed from the team at any time. Following nomination to the COC, any such removals are subject to the approval of the COC Team Selection Committee. Athletes 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 2022 Games. Notification must be sent to Heather Ambery at [hambery@biathloncanada.ca](mailto:hambery@biathloncanada.ca).

Nominations will be made in the following rank order provided the Injury Provision has been accepted by the HPWG and IST Lead:

<b>Priority Order</b>	<b>Criteria</b>
<b>1.A</b>	Athletes meeting the Priority 1 Criteria
<b>1.B</b>	Athletes meeting the Priority 1 Criteria Injury provision
<b>2.A</b>	Athletes meeting the Priority 2 Criteria

<b>2.B</b>	Athletes meeting the Priority 2 Criteria Injury provision
<b>3.A</b>	Athletes meeting the Priority 3.1 Criteria.
<b>3.B</b>	Athletes meeting the Priority 3 Criteria Injury provision
<b>3.C</b>	Athletes meeting the Priority 3.2, 3.3, 3.4, 3.5 Criteria.
<b>4.A</b>	Athletes meeting Priority 4.0 Criteria.

**f. REMOVAL OF AN ATHLETE ONCE SELECTED/NOMINATED**

The HPWG, in consultation with the Head Coach may, at any time, and at their discretion, disqualify an athlete from being considered for nomination to the Canadian Team based on current or past behavior of the athlete which is inconsistent with [Biathlon Canada’s Code of Conduct](#). Biathlon Canada will advise the affected athlete, in writing, of their decision.

An athlete will be removed from consideration if they are in violation of any anti-doping policy or procedure as outlined by Biathlon Canada, World Anti-Doping Agency (WADA), and the Canadian Centre for Ethics in Sport (CCES).

Prior to Team Nomination to the COC, the HPWG will have the final authority over dismissal of any athlete from the athlete pool and/or 2022 Games Team. Following nomination to the COC, any such removals are subject to the approval of the COC Team Selection Committee. Reasons for dismissal include, but are not limited to:

- Inability to maintain high training standards;
- Inability to meet performance expectations in competition;
- Inability to perform due to injury, illness or for other medical reasons as determined by Biathlon Canada’s medical staff;
- Violation of the Biathlon Canada’s Code of Conduct;
- Detrimental conduct to the team and/or the image of Biathlon Canada or the national team program;
- Failure to adhere to 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.

**PART 6 – CONFIRMATION OF ENTRIES**

Subject to any revisions required by an athlete’s decision to decline a nomination to be a member of the 2022 Beijing Olympic Team, or by an athlete’s inability to participate at a competitive level due to health related curtailment of activities, Biathlon Canada shall inform



athletes and alternates of their nomination for the 2022 Beijing Olympic Games Team on January 17<sup>th</sup>, 2022.

### **IOC Late Athlete Replacement Policy**

Substitutions after January 24<sup>th</sup>, 2022 are subject to the IOC Late Athlete Replacement Policy.

Should a nominated athlete, at any time between the sport entry deadline of January 24<sup>th</sup>, 2022 and the sport technical meeting for the 2022 Olympic Games, be unable to participate in a competitive manner for medical reasons, that athlete shall be replaced, subject to the approval of the COC Team Selection Committee, IOC Late Athlete Replacement Policy, and IBU regulations, by the highest ranked alternate (or alternates) in their event (or events).

### **PART 7 – AMENDMENTS AND UNFORESEEN CIRCUMSTANCES**

The High Performance Working Group reserves the right to suggest changes to this document, which in its discretion are necessary to ensure the fair and appropriate selection of the best team for the 2022 Olympic Games. Any changes to this document shall be communicated directly to all National Team Members via email communication and will be posted to the Biathlon Canada website for all members to access ([www.biathloncanada.ca](http://www.biathloncanada.ca)).

This clause shall not be used to justify changes after a competition or trials which formed part of the internal nomination procedure unless it is related to an unforeseen circumstance. The purpose of this section is to allow for changes to this document that may become necessary due to a typographical error or a lack of clarity in a definition or wording before it has an impact on athletes. The purpose of such changes must be to avoid disputes over the meaning of the provisions of this document rather than to allow changes to be made to justify selection of different athletes than would have otherwise been selected. Such changes must be reasonably justifiable in accordance with fundamental principles of natural justice and procedural fairness. In the event of a change to this document Biathlon Canada shall inform the COC of the changes and the reasons for those changes as soon as possible.

In situations where unforeseen circumstances (for example: COVID-19) do not allow the selection process to be fairly and objectively applied, the HPWG in consultation with the Head Coach and with approval from the COC, reserves the right to rule on an appropriate course of action.

#### **Cancelled or Postponed events:**

- Should it be necessary to cancel or postpone any event specified in this INP that is conducted under the authority of Biathlon Canada, such decision shall be made by the relevant person(s) or body within Biathlon Canada under whose authority the event was originally to be held, which in the case of Biathlon Canada, is the HPWG, as applicable.
- Decisions to cancel or postpone any event specified in this INP shall be made: a) only

when absolutely necessary, such as when it has become impossible or unreasonably difficult to hold the event at all or on the originally scheduled date (for example, due to public health restrictions or other circumstances beyond the control of Biathlon Canada; and b) as soon as reasonably possible after Biathlon Canada has become aware that the event cannot be held.

- If any event specified in this INP is canceled, Biathlon Canada shall determine whether it is feasible to reschedule the event in a different location and on a different date than previously scheduled and shall communicate any such decisions to reschedule the event to all impacted individuals as soon as reasonably possible, taking into account the time needed for athletes to prepare for the rescheduled event and for any logistical matters in relation to the event to be addressed, including, but not limited to, any matters related to Biathlon Canada's organization of the event, as well as athlete and athlete entourage travel to the location of the rescheduled event.
- Biathlon Canada may also determine, at its sole discretion, following consultation with the relevant and necessary individuals and/or committees within Biathlon Canada's structure, to hold alternative replacement events or assessments for the purpose of nomination to the Beijing Olympic Games Team including virtual events, but only where feasible and where the nomination procedure indicated in this INP, including the stated performance objectives, are not prejudiced.
- Should any event specified in this INP be canceled, postponed, rescheduled or replaced, Biathlon Canada shall update the nomination procedures indicated in this INP, as applicable, as soon as reasonably possible and shall communicate any modifications to all impacted individuals, as well as publish the modified INP on its website, prior to the postponed, rescheduled or replacement event.

Decisions made pursuant to this clause shall not be subject to appeal and do not apply to the cancellation of events that are conducted under the authority of organizations other than Biathlon Canada.

### **Event Participation**

As a result of the COVID-19 pandemic, Biathlon Canada may be required, in the best interests of athlete, athlete entourage and staff safety, to not travel to and participate in events indicated in this INP that will be used for nomination to the Beijing Olympic Games Team, even in circumstances when the event may proceed as planned. Any such decisions will be made in consultation with relevant experts, including medical and public health safety experts, and will be communicated to all impacted individuals as soon as possible.

In such circumstances, Biathlon Canada will determine if alternate events may be attended as a substitute for the event that Biathlon Canada has decided not to participate in and, if so, will modify this INP accordingly, and inform all impacted individuals as soon as possible.

When making decisions regarding Biathlon Canada's travel to and participation in events for safety reasons, Biathlon Canada will endeavour to minimize any impact of such decisions on

Olympic qualification, obtaining Olympic quota spots and domestic nomination to the Beijing Olympic Games Team. However, depending on the circumstances, athlete, athlete entourage and staff safety may be prioritized based on the advice of medical and public health safety experts.

- Biathlon Canada recognizes that athletes, athlete entourage and staff may, for safety reasons related to the COVID-19 pandemic, also decide not to travel to and participate in events indicated in this INP that will be used for nomination to the Beijing Olympic Games Team, even in circumstances when the event may proceed as planned, and even when Biathlon Canada has decided that it will travel to and participate in the event because it has decided, following consultation with medical and public health safety experts, that it is safe to do so.

In such circumstances, athletes will be responsible for any impact that their decision may have on their Olympic qualification, ability to obtain Olympic quota spots or domestic nomination to the Beijing Olympic Games Team.

## **PART 8 – APPEALS PROCESS**

Athletes wishing to appeal decisions regarding team selection must follow the [Biathlon Canada Appeals Policy](#). The external timelines, set by the IBU, IOC and COC are very tight and therefore appeals must be filed within **24 hours** of notification. Appeals must be submitted to the HPWG via email to [hambery@biathloncanada.ca](mailto:hambery@biathloncanada.ca). NOTE: This is a shorter timeline for submitting an appeal than what is written in the Appeal Policy. The 24 hour timeline for INP team selection supersedes the timeline within the Appeal Policy.

If both parties agree, the Biathlon Canada Appeals Policy can be bypassed and the matter can be brought immediately before the Sport Dispute Resolution Centre of Canada (SDRCC) who will then manage the appeals process.

## **PART 9 – GENERAL INFORMATION**

The Internal Nomination Process will be published before the first qualification competition. It will be posted on the Biathlon Canada Website, and distributed through email to all Senior National Team athletes.

## **PART 10- STAFF SELECTION**

### **ACCREDITED STAFF**

The staff will be selected on the principle of sending a team of specialists that are best capable of assisting and supporting the athletes in achieving a podium performance at the 2022 Olympic Games as well as contributing to a winning team culture. Priority is given to the

head coach and shooting coach, as well as the World Cup ski technician team.

Staff selections will be based on final confirmation of COC quota allocations. Any decisions on the distribution of accreditations falls within the authority of the HPWG.

All coaches must also:

- Be a member in good standing with Biathlon Canada
- Be a member in good standing with the Professional Coaching Program of the Coaching Association of Canada, either as a Chartered Professional Coach or Registered Coach as per the COC Coach Recognition Policy
- Comply with all COC requirements

#### NON-ACCREDITED STAFF

Notwithstanding COC staff quota allocations noted above, Biathlon Canada may consider the selection of support staff in a non-accredited capacity. Non-accredited staff must comply with all COC requirements. Costs may be associated with this position.

## Part 11- Timeline

Date	Examples
Oct. 8, 2020	INP Draft circulated to Biathlon Canada National Teams
Nov. 24, 2020	INP published
Nov. 26, 2020 – Jan. 16, 2022	Qualification period
May 17, 2021	Long list submitted to COC
Mar. 21, 2021	Date of applicable IF world ranking for selection purposes
Nov. 20th, 2021	COC Athlete Agreement and Conditions of Participation Form due.
Jan. 17, 2022	Date team will be nominated and submitted to the COC
Jan. 18, 2022	Deadline for filing an intention to appeal. <a href="#">Appeal Policy</a>
TBD- Jan/Feb 2022	Public Team announcement

## Part 12- CONTACT

For clarifications or questions on the contents of the INP, please contact Sarah Murphy at [smurphy@biathloncanada.ca](mailto:smurphy@biathloncanada.ca).