



## Athlete Selection and Coach Appointment Policy

**Section:** Sport Development  
**Approved by:** SBC Board of Directors

**Date of Approval:** July 20, 2022  
**Next Review:** July 2024

### PURPOSE

The purpose of this document is to outline the general criteria and process by which Swim BC will select athletes and appoint coaches for the various Swim BC Provincial Teams.

### GENERAL INFORMATION – Athletes' Eligibility

Only athletes identified by these criteria will be considered for selection:

1. Athletes must be registered members in good standing with a registered Swim BC club and have a designated coach who is responsible for the athletes overall programming and daily training environment and training full-time in BC, unless the selection criteria accommodates residents of the Yukon Territory.
2. Athletes must be permanent residents of BC - where this is defined by the Government of BC as a citizen of Canada or lawfully admitted to Canada for permanent residence; must make their home in BC; and must be physically present in BC at least six months in a calendar year.
3. Agree to abide by all Swim BC policies.
4. Sign the Swim BC Athlete Agreement and where conflicts in scheduling may occur, inform the Technical Director immediately
5. Specific eligibility requirements for the different Swim BC teams will be listed in any technical program documents which will be published each season. These documents will be emailed to all registered head coaches and posted on the Swim BC website.

### SELECTION PROCESS - Athletes

Swim BC technical documents will describe a team's selection process and will include the following information:

1. Number of Athletes being selected for the team.
2. Results from a specified time frame.
3. How the athletes will be ranked and the process for selection.

### PROOF OF FITNESS/COMPETITIVE READINESS - Athletes

"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. Athletes who do not remain competitively ready 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 to the Swim BC Technical Director.

If the Technical Director is of the view that the athlete is not or will not be in a state of preparation for best performance at a camp or competition, then an agreed action will be developed to support and address the identified concerns. If the Technical Director is of the view that participation of the selected athlete is not in the best interest of the individual, then the Technical Director will make a recommendation to deselect the athlete from the team. If it is determined that the athlete is not competitively ready once onsite at the event, the athlete may be asked to return home immediately.

### REMOVAL OF AN ATHLETE FROM TEAM

Swim BC may, at any time, disqualify an athlete from being considered for selection to one of the Provincial Teams or remove an athlete after selection based on current or past behavior of the athlete that is inconsistent with Swim BC's Code of Conduct and Ethics policy. A copy of this document is available upon request to Swim BC

An athlete will be removed from being considered for selection to one of the Provincial Teams or be removed after selection if he/she is found to be in violation of any anti-doping policy or procedure as outlined by Swim BC,



Swimming Canada, World Anti-Doping Agency (WADA), and the Canadian Centre for Ethics in Sport (CCES).

### **GENERAL INFORMATION – Coaches’ Eligibility**

The following conditions must be satisfied to be eligible for appointment:

1. Coaches must be a resident of Canada with their permanent residence being located within the recognized boundaries of BC and the Yukon Territories,
2. Coaches must be registered and in good standing with Swim BC and the CSCA,
3. Coaches must agree to abide by all Swim BC policies,
4. Coaches must sign the Swim BC Coach Agreement
5. Coaches must follow the roles and responsibilities as outlined by the Technical Director,
6. Specific eligibility requirements for the different Swim BC teams will be listed in any technical program documents which will be published each season. These documents will be emailed to all registered head coaches and posted on the Swim BC website.

### **APPOINTMENT - Coaches**

Swim BC’s technical documents will describe each team’s appointment process and will include the following information:

1. Number of Coaches being selected for the team,
2. How the coaches will be ranked and then the process for appointment.

As necessary, the Technical Director has the authority and discretion to appoint coaches to meet the needs of the team. In making such appointments, the Technical Director will consider the needs of the team based on factors including but not limited to the size of the team and final make-up of the team.

### **UNFORESEEN CIRCUMSTANCES**

1. Should Swim BC determine that unforeseen circumstances have arisen during the process of applying selection criteria, Swim BC shall have the full and absolute discretion to resolve the matter as it sees fit, considering, factors and circumstances that it deems relevant.
2. Any such exercise of discretion shall be subject to the Canadian administrative law principles of fairness.

### **APPEALS**

Swim BC’s Dispute Resolution Policy and Swim BC’s Appeals Policy govern all decisions made by Swim BC, including issues pertaining to selection and appointment. For a copy of these policies, please contact Swim BC.