

# **FIELD HOCKEY CANADA**

## **MEN'S NATIONAL TEAM SELECTION POLICY FOR 2020 TOKYO OLYMPICS**

### **1. INTRODUCTION**

This version of Field Hockey Canada's INP was approved on February 5<sup>th</sup>, 2021 and replaces the version of the INP approved for the originally scheduled Tokyo 2020 Olympic Games, and any other previous version of this INP as it relates to the Tokyo 2020 Olympic Games. The National Field Hockey Team is a group of players that represent Canada at international competition and to whom Field Hockey Canada (FHC) provides training, competition, coaching, and administrative support.

#### **1.1 Purpose of the Selection Policy**

The purpose of this document is to set out the process and criteria that will be used by FHC to select 16 male athletes in addition to coaches and support staff for the 2020 Tokyo Olympic Games.

#### **1.2 Objective of the Selection Policy**

The objective of the selection policy is to outline a clear and fair process on how athletes are identified and selected to the national team squad and from that, the Olympic team of 16 male players, will be nominated to compete at the 2020 Tokyo Olympic Games.

### **2. DECISION MAKING AUTHORITY**

Field Hockey Canada 'Head Coach' is responsible for developing the national team selection policies pending approval from Field Hockey Canada's High Performance Director. The Head Coach, in conjunction with the coaching staff, will select the final team for the 2020 Tokyo Olympic Games using the criteria published in this document. With the endorsement of the High Performance Director, the Head Coach can select team and staff members at his/her discretion, pursuant to the selection criteria. Athletes and support staff have the responsibility to read team selection criteria carefully and immediately request further information from the coaching staff and FHC to ensure they clearly understand.

### **3. INTERNATIONAL FEDERATION CRITERIA**

Qualification and entry regulations for the 2020 Tokyo Olympic Games are determined according to criteria published by the International Field Hockey Federation (FIH), on their web site in [Event Resources](#). In summary, Canada's inclusion in the 2020 Tokyo Olympic Games can be obtained via two routes. The first is by finishing first at the Continental Qualification (2019 Pan Am Games) and the second is based on a combination of placement at the Hockey World League Finals (April/ May 2019) and International World rankings culminating in a two game Olympic Qualification Event.

In the event of changes by FIH to the selection and eligibility criteria, Field Hockey Canada is bound by these changes and will inform its members as soon as possible.

#### **4. ELIGIBILITY FOR SELECTION**

All participants that wish to be considered for selection must:

- Be a Canadian citizen in accordance with Rule 41 of the Olympic Charter and hold a Canadian passport valid until 6 months (on or beyond February 9<sup>th</sup>, 2022, after the conclusion of the 2020 Tokyo Olympic Games.
- Be a registered member of Field Hockey Canada, in good standing with a provincial branch and Field Hockey Canada member club.
- Comply in all respects with the Anti-Doping Rules of the FIH, the Canadian Anti-Doping Program (CADP) and the Anti-Doping Rules of any other Anti-Doping Organization that has authority over them, and must not be serving a period of ineligibility for an anti-doping rule violation;
- Sign and submit the current Field Hockey athlete agreement and waivers as required by Field Hockey Canada, to the High-Performance Manager or designated program staff member;
- Follow all relevant FHC, FIH and Canadian Olympic Committee (COC) requirements for eligibility. Sign, submit and comply with the COC athlete agreement and 2020 Tokyo Olympic Conditions of Participation Forms on or before the COC deadline of June 25<sup>th</sup>, 2021.

#### **5. FHC SELECTION CRITERIA**

##### **5.1.1 ATHLETE SELECTION PROCESS**

National team talent identification and selection is an on-going process. Athletes with potential may be identified in the following manner:

1. Performance at National Championships
2. Performance at other domestic competitions
3. Recommendations from provincial and Next Gen coaches
4. National team selection camps and open try-outs.

*\*The Head Coach shall have complete discretion in determining which athletes will be invited to national team try-outs.*

Selection decisions are the responsibility of the national coaches, where ultimate authority for selection rests with the Head Coach. Conducting player assessments for team selection involves weighing the needs of the team and the perceived relative strengths and weaknesses of the athletes to select a team deemed most appropriate to represent Canada. It is understood that in making the selections to create the best possible team, it is possible that the best possible individual athlete may not be selected. The player evaluation system considered by the coaching staff to aid in the selection process can be found in *Appendix I*. The coaching staff are free to assign different weightings to the importance of these factors in their decision-making process as they deem appropriate to the goal of fielding

the best possible team. In making his/her selection, the Head Coach, in consultation with coaching staff, will have a high degree of discretion.

### **5.1.2 ATHLETE SELECTION CRITERIA**

To be considered for selection, athletes must:

- Demonstrate factors listed in the 5 categories from the Field Hockey Canada Player Evaluation. *Appendix I*
- Meet and maintain the fitness requirements as determined by the national Head Coach *Appendix II*.
- Demonstrate commitment to winning medals at international competitions, Pan American and Olympic Games
- Demonstrate commitment to the rigors of national team training and competition, e.g., travel, fitness, lifestyle, personal sacrifice, etc.
- Exhibit the ability to adapt to new training environments, e.g., coaches, support staff, venues, etc.
- Show a positive attitude toward teammates, the national team, coaches and support staff, and Field Hockey Canada.
- Demonstrate commitment to participating in injury reduction and management programs.
- Consistently perform in international competition at a level that impacts the team reaching its goal of winning medals.

### **5.2 ALTERNATIVES AND SUBSTITUTIONS**

A list of 2 non-traveling reserves and alternates will be identified at the time of the team announcement, June 25<sup>th</sup>, 2021, in accordance with this document. If one of the final 16 athletes selected to the 2020 Tokyo Olympic Games team is injured and does not receive medical clearance, i.e., they cannot perform to their maximum, an alternative will be named from the identified list of non-traveling reserves and alternatives, with the following timelines:

- Prior to June 30<sup>th</sup>, 2021 athletes from the non-traveling reserves and alternative list can be named.
- After June 30<sup>th</sup>, 2021 but prior to July 5<sup>th</sup>, only non-traveling reserves can be named and are subject to the COC Team Selection Committee approval.
- After July 5<sup>th</sup>, only non-traveling reserves can be named and are subject to the COC team selection committee approval and the IOC Late Athlete Replacement Policy (LARP).

Non-traveling reserves and alternative athletes must adhere to the same conditions for readiness to play as named athletes.

Non-traveling reserves will not travel to the Games unless replacing a named athlete.

### **5.3 PERFORMANCE READINESS AND INJURY**

Athletes being considered for team selection are to be cleared for training and competition by the team doctor / IST Lead. The expectation is that the named 16 athletes, 2 non-traveling reserves, and extended reserve squad selected, be ready to play in any, or all matches of the 2020 Tokyo Olympic Games.

In the case of an athlete not able to adhere to the fitness requirement(s) or fitness assessment(s) due to injury and/or illness, the Head Coach will require an athlete to undergo a medical examination to determine their fitness to participate. The team-designated doctor /IST Lead will carry out the examination. The following procedure will be adhered to:

- Assess whether the athlete can compete in the 2020 Tokyo Olympic Games.
- Whether a follow-up course of action (retest or medical examination on a later date) is necessary and/or functional and/or impartial to the athlete and selection process.
- Whether the athlete will be selected or deselected for the 2020 Tokyo Olympic Games.
- If the athlete passes the medical examination, the Head Coach (with consultation with the team doctor/ IST Lead) will consider selection in accordance with the selection policy.
- If the athlete passes the medical examination, but the Head Coach still has concerns over whether the athlete can compete to the best of his ability due to the underlying injury or illness, the Head Coach can require the athlete to undergo a set of pre-determined sports specific performance tests. If the athlete fails, the test(s) he will be withdrawn from the squad or team on medical grounds and (if appropriate) the Head Coach in accordance with the selection policy can nominate a replacement.

### **5.4 REMOVAL OF AN ATHLETE ONCE SELECTED**

The National Head Coach may remove an athlete from the national team or squad if they do not meet the provisions of this document. The National Head Coach will personally contact the athlete and provide formal feedback. Regarding injuries, the National Head Coach may require a written injury report from team medical personnel. After the final COC nomination deadline (June 30<sup>th</sup>, 2021) but prior to July 5<sup>th</sup>, 2021 in exceptional circumstances (- e.g. medical or otherwise) and on a case-by-case basis, athlete substitutions are subject to the approval of the COC Team Selection Committee. Any athlete substitutions after, July 5<sup>th</sup>, 2021 are subject to the IOC 2020 Late Athlete Replacement Policy (LARP) and the COC Selection Committee approval. For an athlete replacement to be considered, the athlete must have been nominated as an alternate on or before the June 30<sup>th</sup>, 2021 deadline.

### **5.5 ON-SITE DECISION-MAKING AUTHORITY**

The Head Coach, in consultation with his/her support staff, has the final decision-making authority regarding team selection and related on the ground team performance decisions. The High Performance Director is responsible for ensuring that the Head Coach abides by FHC

policies associated with his/her role as a representative of FHC, and holds final decision making authority for areas not directly related to on field performance and squad selection.

## **6. AMENDMENTS & UNFORESEEN CIRCUMSTANCES**

FHC recognizes that to establish a policy that can be applied in most situations, extenuating circumstances may occur from time to time that FHC could not have foreseen.

FHC will assess the extenuating circumstances and in its expert opinion has the sole discretion to determine whether the circumstances submitted to them are to be considered extenuating and to rule on an appropriate course of action.

## **7. APPEALS**

Any athlete disagreeing with selection or non-selection by the national head coach can appeal in accordance with Field Hockey Canada's [Appeal Policy](#), provided there are grounds for an appeal (refer to Appendix C in the FHC Athlete's Handbook). The external nomination and selection timelines set by the FIH, IOC and COC are very short and therefore appeals must be filed no later than 11:59pm PST on June 27<sup>th</sup>, 2021. Appeals can also be brought directly to the Sport Dispute Resolution Centre of Canada (SDRCC) on the consent of all parties and at the discretion of SDRCC.

## **9. GENERAL**

### **9.1 INTERNAL NOMINATION PROCEDURE:**

FHC's internal Nomination procedure will be published no later than one year in advance of the 2020 Tokyo Olympic Games, in accordance with the COC 2020 Selection Policy, and will be circulated to the FHC athletes, staff members and posted on the FHC website.

### **9.2 STAFF SELECTION**

The Men's National Head Coach and FHC's High Performance Director will select the support staff, including team manager, medical staff and coach(s). The support staff will be selected based on the principle of sending a team of specialists that is best capable of assisting athletes in achieving podium performance at the Games. All selections are subject to COC approval.

### **9.3 TEAM SELECTION**

The announcement of the athletes, alternates, and support staff to be nominated to the COC for the selection to the 2020 Tokyo Olympic Games will be made on or before June 25th, 2021 in accordance with the COC's final team nomination deadline.

The following process will be followed for 2020 Olympic Games team announcement:

- All athletes need to be available during hours 10:00am-12noon PST on June 25<sup>th</sup>, 2021.
- The Head Coach will notify those athletes not selected to the team of 16 and the 2 non traveling reserves, between the hours of 10:00am-12noon PST on June 25<sup>th</sup>, 2021. A mutually agreed upon feedback time will be scheduled during the call.
- The Head Coach will internally announce the 2020 Olympic Games team of 16 and 2 non-traveling reserves via email at 2pm PST, on June 25<sup>th</sup>, 2021

#### **9.4 CLOTHING**

Athletes named to compete in the 2020 Tokyo Olympic Games will be required to comply to the Canadian Olympic Committee dress code.

Athletes named to the 2020 Tokyo Olympic Games will only be allowed to use equipment that meets with the rules and regulations of the FIH, COC and IOC.

#### **10. IMPORTANT DATES**

<b>Tokyo 2020 Important Dates</b>	
June 25 <sup>th</sup> , 2021	Olympic team Announcement.
June 30 <sup>th</sup> , 2021	Final 2020 Tokyo Olympic team Nomination deadline. Team of 16 (plus 2 alternates) announced.
July 23 <sup>th</sup> -August 8 <sup>th</sup> , 2021	2020 Olympic Games, Tokyo, Japan.

#### **12. CHANGES TO THIS DOCUMENT & LANGUAGE**

Field Hockey Canada reserves the right to make changes to this document if necessary, to ensure the selection of the best possible team. Any changes to this document shall promptly be communicated to the COC, all National Team Members, and posted on the FHC website. Changes would only be made if required due to a typographical error or a lack of clarity in a definition or wording and would not be made to justify selection of different athletes than would have otherwise been selected.

### **13. COVID-19**

Field Hockey Canada] is carefully following the evolution of COVID-19 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 COVID-19, Field Hockey Canada will respect these published Internal Nomination Procedures as written.

However, situations related to the COVID-19 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 National Team Head Coach in consultation with the High Performance Director, as stated in this Internal Nomination Procedure, 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, Field Hockey Canada will communicate with all affected individuals as soon as possible.

## **APPENDIX I: PLAYER EVALUATION SYSTEM**

Field Hockey Canada is continuing to fine-tune our present player evaluation system to better determine objective player assessments and rankings. The development of this system is ongoing and used by the national coaches as a tool to aid in the selection process. The current evaluation system analyses athletes in 5 categories: technical, tactical, physiology, external considerations and performance. The following factors will be considered, along with any other factors, which in the sole and absolute discretion of the national team head coach, he/she deems relevant.

### **Technical & Tactical:**

- A high standard and consistency in the execution of the basic skills at speed and under pressure. These skills include hitting, pushing, dribbling, tackling, intercepting, receiving, possessing, scooping, marking, leading, eliminating, and goal shooting
- Ability to apply skills to the game situation
- Appropriate selection, decision-making and application of general and position specific skills in the context of the game.
- Specific set play skills (PC hitter or drag flicker, defensive post player, etc.)
- Ability to 'read' and respond to game situations
- Ability to make correct decisions under pressure
- Understanding of individual, positional and team tactics
- The ability to play in more than one position

### **Physiology:**

- Aerobic and anaerobic fitness
- Ability to demonstrate power and quickness
- Agility
- Level of flexibility that allows for performance of advanced technique.

### **External Considerations:**

- Leadership
- Experience
- Specialty
- Potential
- Commitment (Team and training schedule)
- Program focus/requirements

### **Performance:**

- In international competitions and games
- In domestic training and competition

**APPENDIX II: FITNESS REQUIREMENTS**

To be selected to the National Team, athletes are required to meet and maintain the fitness requirements as determined by the national coach. The following is an example of the fitness requirements. The levels and testing requirements are subject to change.

Achieve a standard level on a Yoyo Test or equivalent test currently being used to determine aerobic endurance. Standard levels for the Yoyo Test are as follows:

*Men's National Program:*

- Standard competition level: 2400 m
- Minimum eligibility level: 2040 m. Goaltenders minimum level: 1360 m
- Athletes may be considered for selection if the minimum eligibility level (2040 m) is achieved but must reach the standard competition level (2400 m) within a period, as prescribed by the Men's National Head Coach.

Additional physiological, psychological, and technical testing could be used, at the coach's discretion, to help develop a more complete profile of the athlete. There will be no minimum standards associated with these tests and they will not explicitly be used to grant or withhold entry into the Senior National or Junior National Team program.

\*Notwithstanding the above, Head Coach reserves the right to assess talent that has been identified by any other means.