

FIELD HOCKEY CANADA

MEN'S NATIONAL TEAM SELECTION POLICY FOR 2020 TOKYO OLYMPICS

1. INTRODUCTION

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 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 national team of 16 male players, will be selected to compete at the 2020 Tokyo Olympic Games.

2. DECISION MAKING AUTHORITY

Field Hockey Canada Men's National Head Coach is responsible for developing and approving the national team selection policies. The Head Coach, in conjunction with the high-performance coaching staff, will select the final team for the 2020 Tokyo Olympic Games using the criteria published in this document. With the endorsement of FHC, the Head Coach can select team members at his/her discretion, pursuant to the selection criteria, including support staff.

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 9th, 2021, 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 25th, 2020.

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 High Performance Coaches
4. National team selection camps and open try-outs.

**The national 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 national coaches to aid in the selection process can be found in *Appendix I*. The coaches 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 national head coach, in consultation with assistant coaches, 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, life-style, 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 24th, 2020, 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 July 1st athletes from the non-traveling reserves and alternative list can be named.
- After July 1st but prior to July 5th, only non-traveling reserves can be named and are subject to the COC team selection committee approval.
- After July 5th, 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 / trainer/ physiotherapist. 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 / trainer/ physiotherapist 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/trainer/ physiotherapist) 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 (July 1st, 2020) but prior to July 5th, 2020 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 5th, 2020 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 July 1st, 2020 deadline.

5.5 ON-SITE DECISION-MAKING AUTHORITY

The National Head Coach, in collaboration with his/her support staff has the final decision-making authority regarding team selection and related on the ground team performance decisions. FHC is responsible for ensuring that the National Head Coach abides by FHC policies associated with his/her role as a representative of FHC.

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). 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 has the sole discretion in selecting 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 17th, 2020 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 24th, 2020.
- The National 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 24th, 2020. A mutually agreed upon feedback time will be scheduled during the call.
- The National Head Coach will internally announce the 2020 Olympic Games team of 16 and 2 non-traveling reserves via email at 2pm PST, on June 24th.

9.4 *CLOTHING*

Athletes named to compete in the 2020 Tokyo Olympic Games will be required to comply 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. TIMELINE SUMMARY

FHC Men's Selection Pathway for Tokyo 2020 Olympic Games	
Dates	Events
June 10 th , 2019	2019 Pan Am Team Announcement
August 2019	INP published/circulated for 2020 Tokyo Olympic Games.
July 26 th – August 11 th , 2019	2019 Pan Am Games, Lima Peru.
October 26/27, 2019	FIH Olympic Qualification Event
November/December	2020 Carding Camp.
January 2020	Warm weather training and tour, South Africa, Chile, Spain
March/April 2020	Sultan Azlan Shah Cup Tournament, Malaysia
May/June 2020	Hosting or staging 3 team international tournament, Vancouver, BC.
June 24 th , 2020	Olympic team Announcement.
July 1 st , 2020	Final 2020 Tokyo Olympic team Nomination deadline. Team of 16 (plus 2 alternates) announced.
July 24 th -August 9 th , 2020	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.

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.