



Policy title	Selection Policy
Approval authority	Board of Directors
Adopted	2016
Current version approved	March 10, 2022

Definitions

1. The following terms have these meanings in this Policy:
 - a. “*Activity or Event*” means an activity or event of CAS, OAS, or an Affiliated Organization, including a conference, meeting, workshop, teams’ meeting, exhibition, competition, trial or selection event, training camp, and any other activity or event sanctioned or organized by OAS or the Affiliated Organization;
 - b. “*Affiliated Organization*” means any Competitive, Recreational, Scholastic, University artistic swimming club or AquaGO! Or Trillium awards program provider registered with OAS;
 - c. “*Athlete*” means any Individual participating in the sport of artistic swimming, recreationally or competitively, who is registered with OAS;
 - d. “*CAC*” means Coaching Association of Canada;
 - e. “*CAS*” means Canada Artistic Swimming;
 - f. “*Coach*” means an individual certified by the CAC and registered with OAS as an artistic swimming coach, and includes an instructor, which is a specific level of Coach who teaches AquaGO! or other recreational programming;
 - g. “*Competition Ready*” means the ability to achieve an equal or superior performance at the competition as compared to the performance(s) the Athlete achieved to be selected to the development program or provincial team; ^[SEP]
 - h. “*Family Emergency*” means death, injury, or a medical emergency relating to the following family members: A natural or adoptive Parent, step-parent, grandparent, step-grandparent, sibling, or step-sibling;
 - i. “*Includes*” means including but not limited to;
 - j. “*Individual*” means any individual who has fulfilled the registration requirements of OAS, as well as any individual engaged on a volunteer or contractual basis in an Activity or Event with OAS or an Affiliated Organization, whether or not they are registered;
 - k. “*Licensed Healthcare Professional*” means a family physician, pediatrician, emergency room physician, sports medicine physician, nurse practitioner,



physical therapist, athletic therapist, or other healthcare professional who is licensed to provide athletic injury related healthcare services that fall within their licensed scope of practice;

- l. “*Member*” means any recreational, competitive, University synchronized swimming club, or Trillium awards program provider registered with OAS;
- m. “*Minor*” means any person under 18 years of age;
- n. “*OAS*” means Ontario Artistic Swimming;
- o. “*Organization*” means OAS or an Affiliated Organization, as the case may be;
- p. “*Parent*” means a natural or adoptive parent or guardian of an Athlete or other Individual registered with OAS; and
- q. “*Registrant*” means any Affiliated Organization or Individual that has fulfilled the requirements of registration in the CAS and OAS By-laws or Policies and has paid any associated registration fees to CAS and OAS.

Purpose

- 2. To be selected to represent OAS is an honour that few Athletes achieve each season. The purpose of this Policy is to ensure a transparent selection process by providing specific criteria that will be used by OAS to identify and select Athletes for development programs including provincial teams.

Application

- 3. This policy applies to all Individuals and Organizations including OAS, Affiliated Organizations, and Registrants.

Athlete Eligibility

- 4. To be eligible for selection, the Athlete must meet all of the following criteria:
 - a. Be registered and in good standing with OAS;
 - b. Agree to adhere to OAS policies and rules;
 - c. For athletes 13 and over, have completed the CAC Safe Sport training;
 - d. Not have any outstanding fees or fines payable to CAS or OAS;
 - e. Pay any required fees;
 - f. Be an Ontario resident as of September 1 of the year in which the Activity or Event is held. Residency requirements may vary for specific events such as the Canada Winter Games;
 - g. Complete all parts of the selection process as required; and



- h. At the time of the final phase of Athlete selection, be able to participate fully in all artistic swimming activity including trials, training, demonstrations, travel, and competitions.
5. Once selected, the Athletes will be expected to meet the physical standards expected by OAS.

Age Groups

6. The age group in which an Athlete competes is their age as of December 31 of the year in which the artistic swimming Activity or Event is held.

Selection Process

7. Artistic swimming is not a timed or measured event but is a judged sport. Accordingly, performance and success in the sport and selection to OAS Athlete development programs including provincial teams requires evaluation of Athletes using both objective and subjective factors. OAS will develop a multi-phase selection process appropriate to the age group and activity or event, which will be communicated to Organizations in a timely manner to ensure that the selection process is transparent, fair, and equitable for all candidates.
8. Any ambiguity or possible conflict between the selection process, this *Selection Policy* and other CAS or OAS policies will be resolved by the OAS Executive Director in collaboration with the Provincial Jury of Appeal. The final decision on interpretation rests with the Provincial Jury of Appeal.
9. OAS may, at any time, disqualify an Athlete from being considered for selection to athlete development programs including provincial teams based on current or past behaviour of the Athlete that violates the *CAS Conduct Policy*.

Authority for Selection

10. OAS shall appoint member(s) to be responsible for managing the selection of Athletes to development programs including provincial teams. The member(s) shall be known as a Selection Committee and are responsible for managing the selection process and liaising with selected Athletes.
11. In making selection decisions, the Selection Committee will have a high degree of discretion and flexibility. It is understood that in selecting the best possible provincial team, the best individual Athletes may not be selected.
12. The Selection Committee must be free from actual and perceived conflict of interest as described in the *CAS Conflict of Interest Policy* 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 OAS to have special interest in the selection process, are not permitted to be members of the Selection Committee.

13. The Selection Committee will record their feedback during all phases of the selection process and will meet to discuss the Athlete selection. Minutes will be taken to ensure that all information discussed is documented. These minutes will be confidential to the Selection Committee.

Byes

14. The Selection Committee will review Bye requests and make recommendations for the granting of Byes to the Provincial Jury of Appeal. Final authority for granting of Byes rests with the Provincial Jury of Appeal. The Bye process as described in the OAS Rulebook must be followed including completion of the OAS Bye Request Form, which is available on the OAS website.

Medical Bye

- a. Where an Athlete is unable to participate in or complete any part of the selection process due to an injury or illness, the Selection Committee has the authority to recommend that an Athlete be given a Bye to be added to the selection process at a later phase. Final authority for granting of Byes rests with the Provincial Jury of Appeal. The Bye process as described in the OAS Rulebook must be followed, including completion of the OAS Bye Request Form and submission of a note from a Licensed Healthcare Professional stating that the Athlete is unable to participate for a medical reason.

Family Emergency Bye

- b. Where an Athlete is unable to participate in or complete any part of the selection process due to a Family Emergency, the Selection Committee has the authority to recommend that an Athlete be given a Bye to be added to the selection process at a later phase. Final authority for granting of Byes rests with the Provincial Jury of Appeal. The Bye process as described in the OAS Rulebook must be followed, including completion of the OAS Bye Request Form.

Dismissal

15. The Selection Committee may remove an Athlete from any stage of the Athlete selection process where the Athlete:
 - a. Is not Competition Ready or fails to meet performance expectations or train towards or meet the physical standards expected by OAS;
 - b. Is no longer eligible for participation;
 - c. Fails to remain a member in good standing with OAS;



- d. Is unable to perform due to injury, illness or for other medical reasons, as determined by a Licensed Healthcare Professional;
- e. Violates the *CAS Conduct Policy*;
- f. Is in violation of any anti-doping policy or procedure as outlined by CAS, the World Anti-doping Agency (WADA), and the Canadian Centre for Ethics in Sport (CCES);
- g. Exhibits any conduct that is detrimental to the image of CAS, OAS, or any other Activity or Event sponsor; or
- h. Voluntarily withdraws or retires.

16. The Selection Committee will communicate to the Athlete by written letter the reasons for dismissal.

Replacement Athletes

17. When necessary and appropriate, an Athlete may be replaced by an alternate Athlete (provided the Alternate athlete is still eligible). If the alternate Athlete has not kept up their physical fitness or is unavailable or uninterested, the Selection Committee may approach other Athletes who attended trials to be named as alternates.

18. Alternate athletes may be included in any training or competitions taking place prior to the event so that they are prepared if called upon.

Appeals

19. Appeals of selection decisions will be heard and decided in accordance the *CAS Appeal Policy*.