

## **Provincial Team Selection Policy (Individual)**

**“Organization” refers to: Manitoba Orienteering Association (MOA)**

**Note:** Sport Manitoba requires that Provincial Sport Organizations have a policy in place that clearly defines Provincial Team selection for athletes, teams and coaches, where applicable.

**SPORT:** ORIENTEERING

**EVENT:** Out of Province Events (WCOC, COC, NAOC, JWOC, WUOC, WOC, WMOC or World Games)

**POLICY:** Athlete and Coach Selection Policy

### **SECTION 1 – PURPOSE**

The purpose of this document is to set out the process that will be used by the Organization to select athletes to represent the Organization at Out of Province Events.

### **SECTION 2 – OBJECTIVE**

The objective of this selection policy is to select Provincial Team athletes who will participate in the Out of Province Events. Athletes are selected in the following categories:

Junior Men and Women  
Elite Men and Women  
Master Men and Women

### **SECTION 3 – ELIGIBILITY**

To be eligible for selection, the athletes must (be):

20 years as of the end of the year or younger for Junior  
21 years as of the end of the year or older for Elite  
35 years as of the end of the year or over for Master  
A Canadian Citizen or Permanent Resident  
A member in good standing with the Organization  
Agree to adhere to the Organization’s policies  
Agree to wear the Organization’s team uniform unless they are required to wear the Team Canada uniform  
Represent the Organization in a positive way in orienteering competitions and other related activities  
Actively participate in orienteering events, organize event(s) or similarly volunteer for the Organization.  
Agrees to provide evidence of their activities supporting the Organization during the current funding year

Participate in their age category (or in a more competitive category) at Out of Province Events during the funding year

Agrees to provide the Organization the details and receipts to support their expense claim

Complete Respect in Sport training and submit a copy of the completion certificate to the Organization

Respect in Sport for Activity Leaders for Sport Manitoba

[https://sportmanitoba.respectgroupinc.com/koala\\_final/](https://sportmanitoba.respectgroupinc.com/koala_final/)

Apply in writing to the Organization the Organization prior to 1 March of each year

Application must include the following:

- A summary of the members experience outside of the province in the previous two (2) years;
- Specific goals for the current orienteering season;
- Out of Province events the athlete plans to attend in current year.

Once selected, the athletes will be expected to be training towards, and meet the physical standards expected by the out of province events in their competition age category or higher.

#### **SECTION 4 – SELECTION PROCESS**

Athletes must meet ALL of the eligibility criteria set out in SECTION 3.

Exemptions will only be considered for athletes unable to participate in training and their competition age category due to injury, sickness, or other circumstances. These athletes shall still be eligible for selection provided they have approval from the Organization.

Athletes cannot be pre-selected.

There is no limit on the number of athlete participants.

#### ***Unforeseen Circumstances***

If unforeseen circumstances arise which do not allow for this selection process to be implemented as outlined in this document, the Organization reserves the right to identify an alternate process or alternate timelines. Should this occur, all candidates for selection will be notified of these changes in a timely manner.

#### **SECTION 5 – AUTHORITY FOR SELECTION**

The Organization shall appoint member(s) to be responsible for managing the selection of Provincial Team athletes to the Out of Province events. The member(s) shall be known as a Selection Committee and are responsible for monitoring athlete training and liaising with the selected athletes.

Using the criteria outlined in Section 4, the Selection Committee will select athletes who will attend the Out of Province events.

## **SECTION 6 – DISMISSAL**

An athlete may be dismissed if the athlete:

Fails to remain a member in good standing with the Organization

Fails to meet performance expectations

Fails to train towards, or meet the physical standards expected by, the Out of Province events

Exhibits conduct that is detrimental to the image of the Organization

Is unable to perform due to injury, illness or other medical reasons as determined by the Organization's medical staff

When necessary and appropriate, an athlete may be replaced by an alternate athlete (provided the alternate athlete is still eligible).

## **SECTION 7 – APPEALS**

Appeals of selection decisions will be heard and decided in accordance with the Organization's Appeal Policy.

## **SECTION 8 – INJURED and REPLACEMENT ATHLETES**

The coaches and/or the Selection Committee may apply to the Organization's Board to remove any athlete from any stage of the athlete selection process. Reasons for removal can include:

- Becoming no longer eligible for participation (under Section 3), injury, illness, or misconduct.

Reasons for removal will be communicated by written letter to the athlete (or parent/guardian of a minor athlete) from the Organization.

The Selection Committee will NOT designate alternate athletes in each category.

## **SECTION 9 – COACH SELECTION PROCESS**

The Organization has the authority to select the coaches who will attend the Out of Province events.

The Organization shall appoint member(s) to be responsible for selecting coaches for Out of Province events. The member(s) shall be known as a Coach Selection Committee. The Coach Selection Committee must be free from actual and perceived conflict of interest 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 the Organization to have special interest in the selection process, are not permitted to be members of the Coach Selection Committee.

To be eligible for selection the coach must:

- Be a Trained NCCP Introduction to Orienteering Community Sport Coach or higher
- Be in adherence with the Organization's Coach Screening policy.
- Be an experienced orienteer with orienteering coaching experience with athletes at the T2T stage of the LTAD.

The Coach Selection Committee will consider the coaches ability to motivate, inspire, and communicate well with both adults and youth; communication skills, both verbal and written; self-motivation and self-direction; experience working with a volunteer Board of Directors; and, experience using orienteering software to design training exercises.

The Coach Selection Committee will consider both men and women.

New coaches, at the Community Sport Coach level, will only be considered in the absence of coaches experienced with athletes at the T2T stage of the LTAD.

The Coach Selection Committee may select one (1) or two (2) coaches to attend the Out of Province events. The Coach Selection Committee reserves the right to select coaches from outside the pool of applicants.

The Coach Selection Committee reserves the right to dismiss a coach if, in its estimation, the coach is not sufficiently preparing the athletes for the Out of Province events or if there are other legitimate reasons, as determined by the Coach Selection Committee or the Organization, for dismissal.

**Name of PSO:** Manitoba Orienteering Association

**Board Approval Date:** 26 March 2026