



# ATHLETE MANUAL

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Canada



viaSPORT  
BRITISH COLUMBIA



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## FOREWORD

This Biathlon BC Athlete Manual was compiled for the use of biathletes in British Columbia and is provided by Biathlon BC (BiBC).

The sport of Biathlon is evolving and does not remain static. This edition of the Biathlon BC Athlete Manual replaces and supersedes all previous versions.

## INTRODUCTION

### 1.1 Definitions

- a) “**ADC**” means Athlete Development Committee as authorized by the Board of Biathlon BC.
- b) “**Biathlon BC Membership**” means the annual membership an athlete acquires for the year through the Biathlon Canada registration system, including a Biathlon BC divisional membership.
- c) “**Board**” means the Board of Directors of Biathlon BC
- d) “**Full Athlete Membership**” means a Biathlon Canada/Biathlon BC Athlete category membership (e.g. Sr Boy/Girl, Youth Women, Masters M/W, etc). This excludes the Recreational category of membership.
- e) “**IBU**”: means International Biathlon Union
- f) “**IBU Category Athlete**”: means those athletes who compete in the Youth Women/Men or older categories as defined by the IBU.
- g) “**Permanent Resident**” means (as defined by the gov’t of BC) a person who is: a citizen of Canada or has permanent residency; makes their home in B.C.; and is physically present in B.C. at least 6 months of the calendar year (note: Biathlon BC may vary by agreement of the Board).
- h) “**Pre-Qualification**”: those athletes who are sanctioned by Biathlon Canada to represent Canada at the following events are considered “pre-qualified” for Biathlon BC squads and teams:
- World Cup (WC)
  - IBU Cup
  - IBU Junior Cup
  - World Youth and Junior Championships (WYJCH)
  - Youth Olympics
- i) “**Squad**” means any of the athlete training and development groups formed by the ADC.
- j) “**Team**” means any of the competitive teams formed by the ADC, approved by the Board, representing Biathlon BC and/or the Province of BC in inter-provincial competition.

## 1.2 This Manual

Athletes are reminded that they are entitled to all of the privileges of membership in Biathlon BC and incur all of the obligations that go with these privileges. This Manual sets out additional benefits and obligations available to members who are registered with Biathlon BC as athletes.

Contained in this Manual are:

- a. Biathlon BC Athlete Development and Sport System Models
- b. Qualification Procedures for all squads and teams
- c. Squad Selection Criteria
- d. Nationals Team Selection Criteria
- e. CWG Development Phases and Team Selection
- f. BC Cup Points System
- g. Appeals Process

Athletes should make themselves familiar with the general policies of Biathlon BC that are available on the website. Athlete behaviour will be governed by the following policies of Biathlon BC:

- a. Code of Conduct
- b. Fair Play Policy
- c. Equity and Access Policy
- d. Drug Free Environment Policy

### 1.2.1 Manual Maintenance

The ADC will strive to publish the Athlete Manual by September 30<sup>th</sup> of the competition year.

## 1.3 Eligibility for Biathlon BC Programs

To be eligible to participate in any of Biathlon BC's athlete programs (Camps, Squads, Teams), an athlete must:

- have a full athlete category membership of Biathlon BC by the commencement of the first squad training camp;
- pay all membership fees and any other outstanding fees in full;
- complete, sign and submit a Biathlon BC Athlete Agreement to the designated Biathlon BC representative; and
- Fulfill the PAL requirements as described in Section 1.4 (below).

Athletes who have not purchased their Biathlon BC membership by the first training camp will not participate in the camp and will be considered to have forfeited their Squad nomination. They may apply to the ADC for admission to Biathlon BC programs. The ADC will determine admissibility on an individual basis.

## 1.4 Possession and Acquisition Licence (PAL)

In Canada, it is the law that to possess a firearm a licence is required. At the club level younger athletes normally use (possess) their biathlon rifles under the supervision of adults (parents, coaches) who have a Possession and Acquisition Licence (PAL). Athletes in the "carrying classes" (e.g. Youth W/M and older) are in full, unsupervised *possession* while on the race course.

All Biathlon BC Squads or Teams must have a valid PAL or Minor's Licence.

## **BIATHLON BC ATHLETE DEVELOPMENT AND SPORT SYSTEM MODELS**

The following diagram summarizes both the Athlete Development and the Biathlon Sport System Models. As far as possible, Biathlon BC will follow the Biathlon Canada Long Term Athlete Development Model.

Starting at the bottom, there is a broad base of activity, centred on local club activities and athletes, organized and run by local clubs. Major target market groups are listed across the bottom. Younger athletes (under age 12) join into the club programs.

Most Cadet Corps that pursue biathlon have their own program, leading to selection of the Cadet Corps Team. Members may be selected for the Cadet Provincial Team and compete at the Cadet Nationals. Cadets from all over the province may participate “under orders” in cadet categories offered at BC Cup events. Many cadets also choose to participate in both cadet and club programs.

Provincial level selection processes are used to select Biathlon BC members for the BC Squads, BC Team and the BC Canada Winter Games Team.

Biathlon BC athletes that are selected for one of the Squads (Talent, Development, and High Performance) are invited to off-season camps for further training and are targeted by Regional/ Provincial coaches for specific skill development. The BC Team is representational: athletes represent BC at out-of-province competitions and may wear a BC Team uniform.

Selection to the HP Squad is based on performance in BC Cup, National and International competitions. Additional consideration may be given to performance on testing protocols, on training plans, overall effort and on continuous performance improvement.

From this point on, the diagram follows a pattern similar to those found in most sports, and responsibility for further athlete development resides with Biathlon Canada.

All maturing athletes are encouraged to take coaching courses and to continue in the sport as recreational and/or masters athletes if they choose not to pursue high performance.

**BIATHLON BC : ATHLETE DEVELOPMENT MODEL**

<p>Olympic Winter Games World Championships World Cup Races IBU Cup Races Open European Championships World Junior Championships</p>	<p>Training To Win (males 21 - 24) (females 21 - 24)</p>	<p>National 'A' Team  National 'B' Team</p>	<p>Responsibility of Biathlon Canada National Sport Carding</p>
<p>World Youth Championships Canada Winter Games Noram Championships</p>	<p>Training To Compete (males 17 - 20) (females 17 - 20)</p>	<p>High Performance Squad Canada Winter Games Squad</p>	<p>Responsibility of Biathlon BC Partner with Pacific Sport Carding</p>
<p>Canadian Championships Noram Cups Western Championships BC Championships BC Winter Games BC Cups Local Races Club Races Toonie Races Time Trials</p> <p>Cadet Nationals Cadet Zones/ Provincials</p>	<p>Training To Train (males 13 - 16) (females 13 - 16)  Midget, Juvenile Junior, Cadet (8-14)  Beginner Biathlon Bears (8 - 14)</p>	<p>Development Squad  Talent Squad  Individual Club Teams, Cadet Corps Teams</p>	<p>Responsibility of Biathlon BC Partner with Pacific Sport Carding  Responsibility of Individual Clubs</p>
<p><b>Competitions</b></p>	<p><b>Training Level LTAD</b></p>	<p><b>Team/Squad/ Carding</b></p>	<p><b>Org. Level</b></p>

## QUALIFICATION PROCEDURE FOR ALL SQUADS AND TEAMS

### 3.1 General Definitions

- To qualify for any Squad or National Championships all athletes must meet a pre-defined performance standard, based on the comparison of an athlete's best performances of the season relative to the average performances of the best North American athletes within a given age category and for a given **Reference Competition (RC)** (Section 3.3).
- The average performances of the best North American athletes within a given age category and for a given RC are termed the **Reference Times (RT)** (Section 3.4).
- An athlete's best performances are chosen from their **Competition Percentages (CP)**, which are calculated by using the reference times divided by the athletes performance times adjusted for course distances.
- The **Athlete's Percentage (AP)**, which is the key indicator used to qualify for Team BC, is calculated from an average of the five best Competition Percentages.
- Percentage Thresholds** are set by the ADC, which clearly and objectively identify the level of performance required to qualify for Team BC.

### 3.2 Calculation of Athlete's Percentage (AP)

The AP is the key performance indicator that will be used to qualify athletes to Team BC. The calculation of AP for each individual athlete is done by the ADC as follows:

- Calculation of an athlete's CP:  $CP = RT / \text{Athletes time (non-standard competition courses adjusted for distance as per section 3.8)}$  for each reference competition identified by the ADC.
- Calculation of AP is calculated from the best five reference competition percentages:  
 $AP = (CP1 + CP2 + CP3 + CP4 + CP5)/5$
- AP's from competitions at the Canadian Nationals are calculated from an average of the top three finishers in the category, not from the reference times.

### 3.3 Reference Competition (RC)

Unless otherwise posted by the ADC, the following competitions types will be used as reference competitions for qualification of athletes for Team BC.

Category	Sprint	Individual	Pursuit	Mass Start
<b>Sr. Men</b>	10 Km	20 Km	12.5 Km	15 Km
<b>Sr. Women</b>	7.5 Km	15 Km	10 Km	15 Km
<b>Jr. Men</b>	10 Km	15 Km	12.5 Km	12.5 Km
<b>Jr. Women</b>	7.5 Km	12.5 Km	10 Km	10 Km
<b>Youth Men</b>	7.5 Km	12.5 Km	10 Km	10 Km
<b>Youth Women</b>	6.0 Km	10 Km	7.5 Km	7.5 Km
<b>Sr. Boys</b>	6.0 Km	7.5 Km	7.5 Km	7.5 Km
<b>Sr. Girls</b>	6.0 Km	7.5 Km	7.5 Km	7.5 Km

### 3.4 Reference Time (RT)

The following times will be used as reference times (RT) for the qualification of athletes for Team BC. In subsequent years, the ADC will post the reference times on the Biathlon BC web site in the fall prior to the commencement of the competition season. The adjustment of the RT, from year to year, is at the discretion of the ADC.

Note that these times are minutes and decimals.

Category	Sprint	Individual	Pursuit	Mass Start
<b>Sr. Men</b>	26.81	61.67	42.01	41.97
<b>Sr. Women</b>	23.88	56.75	43.81	42.86
<b>Jr. Men</b>	27.27	47.58	36.93	37.03
<b>Jr. Women</b>	26.37	45.50	36.43	36.29
<b>Youth Men</b>	22.54	43.53	31.75	32.94
<b>Youth Women</b>	21.56	40.54	32.95	32.95
<b>Sr. Boys</b>	19.50	30.37	29.19	29.24
<b>Sr. Girls</b>	22.50	34.52	34.15	33.56

### 3.5 Selection Competitions

See Addendum A for selection competitions for the current season. These will be “**Reference Competitions**.” Generally, only BC Cup competitions will be accepted for non-IBU category athletes (i.e. Sr G/B and younger).

For any athlete that “competes up”, the ADC can use their pro-rated time to calculate their CP (for example if the reference competition is a 6 Km Sprint and the Youth course is 7.5km, then the athlete’s time will be multiplied by a factor of 6/7.5). No other adjustment will be allowed for the longer distance and/or the fact they are carrying their rifle.

#### 3.5.1 IBU Class Athletes

IBU class athletes are those athletes competing in the Youth W/M or older categories. Given the qualification procedure described in this document, there are numerous opportunities for IBU class athletes to obtain the results required to compute an individual’s AP. If an IBU category athlete does not attend the minimum number of identified Biathlon BC selection competitions because they are attending other higher level competitions or training away from BC, then the athlete is responsible for attending other sanctioned competitions to obtain the results required to compute the AP.

In general, all IBU athletes are required to submit a minimum of five competition percentages for the season to calculate their athlete percentage. It is the athlete’s responsibility to submit the race data to the ADC a minimum of 1 month prior to Nationals. The necessary data include competition type, athlete’s final time, and actual competition course distance.

### **3.6 Cancellation of Selection Competitions**

If any of the Biathlon BC identified selection competitions are cancelled, then the ADC may elect to calculate the AP based on the results of the non-cancelled selection competitions.

### **3.7 Threshold Variances**

The ADC will carefully consider all athletes that have an AP within 2 percentage points of attaining a given percentage threshold. Since these athletes are very close to the thresholds, the ADC will consider such factors as:

- a) size of the team;
- b) available resources for the team; and
- c) snow and/or course conditions for the competitions used to compute the AP, etc.

The decision by the ADC is discretionary as to whether or not to nominate an athlete that is within 2 percentage points of attaining a given percentage threshold (**PT**).

### **3.8 Adjustments for Non-Standard Competition Courses**

Some competition courses will not be exactly the distances defined by the reference competition (see section 3.3). The ADC will consider adjusting the competition times to allow a more accurate calculation of Athlete Percentage (AP) for a non-standard course. For example, if the reference competition is a 10 Km Sprint and the course is actually 9km, then the athlete's time will be multiplied by a factor of 10/9. The ADC will do its best to obtain an accurate measure of the length of all courses used for Biathlon BC selection competitions. It is assumed that National and International level competitions use courses that are accurately measured.

## SELECTION OF MEMBERS FOR BIATHLON BC SQUADS

Squad members are chosen on the basis of their performances at provincial, national and international level competitions.

Members will be assigned to the different squads according to the following criteria which were developed in conjunction with Canadian Sport Institute Pacific (Carding Criteria):

<p><b>Canadian Development</b></p> <p><b>Level 1</b></p>	<p><u>General Criteria:</u></p> <p>a) Must be a permanent resident of BC OR  b) National level athlete who is required to reside at a National Team Training Centre outside of BC, AND  c) Expected to be on the National Senior Team in one year as verified by Biathlon Canada.</p> <p><u>Specific Criteria (one of the following):</u></p> <p>a) Athletes on National Senior Team but not Sport Canada carded the previous season  b) Represented Canada last year in World Cup or IBU Cup (or other "B-Tour" event)  c) Medal winner in last year's World Junior Championships</p>
<p><b>Canadian Development</b></p> <p><b>Level 1A</b></p>	<p><u>General Criteria:</u></p> <p>a) Must be a permanent resident of BC OR  b) National level athlete who is required to reside at a National Team Training Centre outside of BC, AND  c) Working towards being on the National Senior Team and showing <i>demonstrable</i> improvement year to year.</p> <p><u>Specific Criteria (one of the following):</u></p> <p>a) Represented Canada at the World Junior Championships  b) Represented Canada in last year's IBU Cup but not eligible under Level 1</p>
<p><b>Provincial Development</b></p> <p><b>Level 1</b></p>	<p><u>General Criteria:</u></p> <p>a) Must be a permanent resident of BC  b) Must have competed in the Senior Boy/Girl or older age category in the previous race season  c) National level athletes who are required to reside at a National Team Centre outside of BC will remain eligible for Canadian Sport Institute Pacific carding  d) Athlete is tracking towards Canadian Development Level 1/1a according to biathlon specific development pathway (LTAD)  e) Competed at age appropriate National Championships  f) Have been on the High Performance athlete pathway in biathlon for a minimum of 2 years.</p> <p><u>Specific Criteria (one of the following):</u></p> <p>a) Represented Canada at the World Youth Championships  b) Must have achieved 90% (AP) (avg. of best 2 individual competitions) at National Championships. (calculated by the "Biathlon Canada" (against the average of top 3) method).</p>

<p><b>Provincial Development Level 2</b></p>	<p><u>General Criteria:</u></p> <p>a) Must be a permanent resident of BC  b) Must have competed in the Senior Boy/Girl or older age category in the previous race season  c) National level athletes who are required to reside at a National Team Center outside of BC will remain eligible for Canadian Sport Institute Pacific carding.  d) Athlete is tracking towards Level 1 according to Biathlon specific development pathway (LTAD)  e) Competed at age appropriate national and/or provincial championships  f) Have been on the High Performance athlete pathway in biathlon for a minimum of 2 years.</p> <p><u>Specific Criteria: (must meet (a), plus (b) or (c))</u></p> <p>a) Athletes must obtain a shooting average of 60% or better at 5 of the competitions denoted as Selection Competitions and/or National Championships.  b) Athletes who obtained 90% (AP) or better based on the average of their best 5 competitions from the selection competitions.  c) Athletes who obtained 80% (AP) average for best 2 individual results in the last National Championships.</p>
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#### 4.1 General

- a) Selection will be the responsibility of the Biathlon BC Athlete Development Committee (ADC). Final selections will be approved by the Biathlon BC Board.
- b) An initial list of Squad nominees will be posted on the Biathlon BC Website and sent to all clubs before April 30th each year.
- c) The final list of all accepted Squad athletes will be confirmed as soon as possible and will be posted on the Biathlon BC Website.
- d) Athletes are selected to the Squads for the term of one year. Squad athletes are not guaranteed selection for any inter-provincial or international competitions.
- e) No gender bias will be shown in choosing biathletes for Squad selection.
- f) The ADC may consider Force Majeure in filling positions on the squads.

#### 4.2 High Performance (HP) Squad

- a) HP Squad athletes will be composed of Canadian Development Level 1, 1A and certain age specific Provincial Development Level 1 athletes.
- b) Provincial Development Level 1 HP Squad athletes must have completed high school and be in a full time training program supervised by a Comp Dev Certified Biathlon Coach or equivalent.
- c) HP Performance Grants are available to HP Squad members who meet the grant criteria. Number and value of grants are determined on an annual basis.

#### 4.3 Development Squad

- a) Development Squad athletes will be composed of Provincial Development Level 1 and 2 athletes. Level 1 athletes will be given priority.

b) Development Squad size will be a maximum of 16 members, except by special permission of the Athlete Development Committee. Athletes eligible for selection to the Development Squad will be ranked on the percentage based on the average of the identified number of best Selection Competitions\* or 2 best competitions at Nationals, with priority given to Nationals results.

c) IBU class athletes (i.e. Youth W/M and older) often race outside BC. These athletes may apply to the ADC to consider results of competitions that are not listed as selection competitions in Addendum A.

d) Senior Boys/Girls competitions are not considered to be part of a North American Cup. Athletes that compete in an out-of-province Senior Boys/Girls competition such as a Calforex Cup may apply to the ADC to consider results of such competitions. The ADC will take into account geographic considerations or "Force Majeure" in making a decision as to whether the results of such competitions will be accepted as competition percentages.

e) Development Squad Athletes will be responsible for participating fully in the program as outlined in the Athlete Agreement.

#### **4.4 Talent Squad**

a) The Athlete Development Committee may, at its discretion, name members to a Talent Squad. The objective of the Talent Squad is to recognize athlete performance and development, and identify those athletes that are showing potential in the sport of Biathlon and may eventually graduate to the Development Squad.

b) Talent Squad members will be selected by the Athlete Development Committee from Junior B/G, Senior B/G, and Youth M/W categories based on an average of 80% of the top three finishers or better in 4 selection competitions. In addition, they must have a minimum average shooting percentage of 45% in 4 selection competitions (does not have to be the same "best result" competitions).

c) Members of the Talent Squad may be invited to Biathlon BC camps as space permits. The decision to invite Talent Squad members to a given Biathlon BC activity will be made prior to Squad selection for camps open to all Talent Squad members and to other camps if space becomes available. Biathlon BC may elect to support Talent Squad activities dependent upon available resources.

#### **4.5 Team Fees**

Biathlon BC Squad fees will be published on the Biathlon BC website prior to April 15<sup>th</sup> for the next season.

### **SELECTION OF TEAM BC FOR NATIONALS**

#### **5.1 Preamble and Guiding Principles**

The Canadian National Biathlon Championship brings together the best biathletes in the country. All BC athletes who have demonstrated an ability to meaningfully compete at Nationals should have the opportunity to do so. Nationals is used by Biathlon BC in its carding criteria (see Section 4). In an effort to comply with this philosophy, Biathlon BC has designed selection procedures that clearly identify a set of minimum standards that must be met for all athletes to qualify for Nationals. These standards are objective and easily measurable. This document describes the Team BC selection procedures in detail.

## 5.2 General Information for all Categories

The following guidelines apply to the selection of athletes in all categories.

- a. Every athlete wishing to be considered for a position on Team BC must have an individual athlete membership in good standing with Biathlon BC.
- b. There will be a variable number of Sanctioned athletes included, depending on the number of “qualified” athletes.
- c. The ADC will consider application of “Force Majeure” for those athletes that have justifiable reasons for missing the selection competitions (e.g. documented illness, “act of God”, etc.). An application for force majeure must be made, in writing, to the Chair of the ADC, **no later than one week after having missed the selection event**. The letter must describe the circumstances that caused the athlete to miss the competition and supporting documentation, such as a letter from a physician, must be included. In case of Force Majeure, the ADC reserves the right to consider performances posted at other competitions as well as at training camps, in order to make a more informed subjective decision.
- d. Note that, for the purposes of this document, the terms “qualified”, “nominated”, and “sanctioned” are not synonymous.
  - “**Qualified**” means that the athlete has met the minimum standards for qualification as a team member.
  - “**Nominated**” refers to the initial list of athletes that have been identified by the ADC to participate as a potential team member.
  - “**Sanctioned**” refers to those “qualified” athletes who have accepted their nomination to be on Team BC.

## 5.3 Percentage Threshold to Qualify for Team BC

All athletes that achieve an AP of 80% or better will be qualified to become a member of Team BC.

## 5.4 Process for filling the Team BC Roster

Team BC will be composed of a variable number of Sanctioned athletes. The ADC reserves the right to limit the number of Nominated athletes, for reasons including but not limited to: any limit on the number of BC athletes who may register; and the number of coaches and support staff available. In the event that the number of Nominated athletes is limited, such nominations will take into account the desire to have representation in all competition categories, and will be ranked by AP within each category.

## 5.5 Masters

If Biathlon Canada includes a Masters category at the National Championships, any Biathlon BC Masters Category athlete who wishes to participate in the National Championship may do so, subject to there being no limits placed on BiBC regarding the number of athletes registered at nationals and provided the following criteria are met:

- a) Must have a Masters athlete membership with Biathlon BC;
- b) Must be age 35 or older (date of birth as of December 31st of the competition season);
- c) Must participate in a minimum of 2 BC Cups where they must compete in a minimum of 3 competitions; and
- d) Must achieve an average of 85% of the top three finishers (or if there are fewer than 3 finishers, 85% of the best result) for those competitions. Masters category athletes meeting these criteria may apply to the ADC by written request to be included on Team BC.

Biathlon BC will not provide financial support for Masters Athletes. Masters athletes must provide their own coaching, zeroing assistance, transportation, and room and board for the National Championship. They must also pay 100% of all entry fees and any other expenses that may be incurred for participating in the National Championship. They may purchase a Biathlon BC Team Uniform at cost.

## 5.6 Team Uniforms

Team uniforms will be sold to all team members attending the National Championships (the level of subsidy will depend on the annual budget of Biathlon BC in any given year). The uniforms may be worn by the athlete at any time or venue he or she wishes.

It is important that athletes wearing the team uniform be aware that they are role models representing Biathlon BC and the sport of Biathlon. Team BC members are expected to race in BC uniform and wear the uniform or Team BC jacket on the podium and at award ceremonies.

## 5.7 Team BC Fees

Team BC Fees will be determined on an annual basis and provided in a separate distribution.

# SELECTION OF CANADA WINTER GAMES TEAM

## 6.1 CWG Athlete Development Model

This document sets out the principles and development phases associated with the four year Canada Winter Games (CWG) cycle:

- a) Only athletes who meet the eligibility criteria, as set out by Biathlon BC, the CWG Organizing Committee, Biathlon Canada, Sport Canada or any other organizing body which has the authority to set CWG eligibility criteria, will be eligible to compete for membership in the CWG Development Squad and CWG Team. All Biathlon BC member athletes that are eligible under the CWG eligibility criteria will be considered for the BC Biathlon CWG Development Squad, without bias and according to the Equality of Access Policy of Biathlon BC.
- b) The selection process at the end of each phase will be open to all eligible biathletes, whether or not they are members of the then current CWG Squad. All eligible biathletes may enter the selection process and challenge for a position on the CWG Development Squad or CWG Team.
- c) Selection procedures will follow published criteria, and will consist of one or more tests of performance, e.g. selection competitions, fitness tests, shooting tests, etc. as approved by Biathlon BC coaches, the Provincial Head Coach and the Athlete Development Committee.
- d) Biathlon BC may choose to amalgamate the CWG program with that of the Development Squad in Years 1 – 4. Additional training or preparation opportunities may be made available to CWG Development squad athletes in years 3-4. Biathlon BC is not obligated to offer a separate CWG program.
- e) Athletes must be a part of a BiBC recognized squad (including the HP, DS and TS) to compete in the selection races in year 4.

## 6.2 Development Phases

### Year 1:

The CWG Squad will include all athletes that are eligible biathletes, according to the current CWG age criteria.

**Year 2:**

At the beginning of Year 2, the Provincial Head Coach in concert with the Regional Coaches, will identify up to 16 athletes that show potential and commitment towards the participation in the next Canada Winter Games in the sport of Biathlon. Each of these athletes may be individually interviewed by the Provincial Head Coach to discuss their long-term goals and asked if they are interested in participating in the next Canada Winter Games. The Head Coach in concert with the Regional Coaches will then nominate the CWG Development Squad based on the individual discussion with the athletes.

**Year 3:**

In Year 3, the members of the CWG Squad will be eligible for special training camps (both winter and summer) and invited to attend higher-level competitions (e.g. NA Cup). If CWG squad members do not meet expectations jointly agreed upon by the Head Coach and the Regional Coaches, they may be dropped from the roster. It is the responsibility of the Provincial Head Coach and Regional Coaches to identify potential talent that may not have been identified in earlier years. The CWG Squad will be composed of twelve athletes (6 male and 6 female).

**Year 4:**

In Year 4, the CWG Development Squad will continue to be eligible for special training camps and competitions and athletes that do not perform to expectations may be dropped from the squad. The CWG Squad will be composed of 10 athletes (5 male, 5 female)

### **6.3 Team Selection**

Not less than one month before the Games, 4 male and 4 female biathletes and 1 male and 1 female reserve will be selected from the BC recognized Squads to be members of the CWG Team. Reserves will train with the Team, but will not attend the Games except as substitutes. The final selection of the CWG Team will be based on the sum of the points for the best performance of two specially identified selection competitions. Points for each of the selection competitions will be calculated as per the BC Cup point system and only eligible athletes will be considered in the calculation of the points. Selection will be based on a minimum performance standard. BiBC may choose to take a smaller team if there are not enough athletes who meet the minimum requirements.

All athletes that want to be considered for membership on the CWG Team must attend the selection competitions. Pre-selection protocol will be posted and advertised 3 months prior to the CWG.

## **BC CUP POINTS SYSTEM**

### **7.1 BC Cup Points**

BC Cup Points are used for calculating awards on the individual and club level. Points are awarded in the following categories:

- Junior Girl / Boy
- Senior Girl / Boy
- Youth Women / Men
- Junior Women / Men
- Women / Men
- Masters Women / Men
- Sport Women / Men

Club Total: In order to be included in the final BC Cup Points standings athletes must participate in a minimum of four competitions. Club points totals will only include those athletes who have participated in a minimum of four competitions.

## 7.2 BC Cup Points Calculations

Points are calculated based in the IBU World Cup Scoring System Section 3 Article 15.8.2.1

1st place 60 points	2nd place 54 points
3rd place 48 points	4th place 43 points
5th place 40 points	6th place 38 points
7th place 36 points	8th place 34 points
9th place 32 points	10th place 31 points

Further decreasing by one down to 40th place (1 point).

## APPEALS FOR ALL SQUADS AND TEAMS

The format for appealing any decision made on the basis of the rules contained in this manual must follow the following guidelines.

- a) Selections to any squad or team may be appealed in writing to the Chair of the Biathlon BC Athlete Development Committee (ADC) within 1 week of the publication of the Team list.
- b) Appeals must be based on a claim of incorrect application of the published selection procedure or on Force Majeure. (Force Majeure is limited to extreme circumstances beyond the athlete's control, or major medical issues verifiable by licensed medical practitioner.
- c) Delivery of appeal may be by mail, courier, fax or email. The Chair of the ADC will acknowledge receipt of the appeal as soon as possible and will consult with the ADC to make a decision within one week of receiving the appeal.
- d) If the appeal is unsuccessful, a further appeal may be made to the VP Programs of Biathlon BC, stating what error was made in deciding the appeal. This appeal must be made within one week of the ADC's appeal decision and the VP Programs' decision is final with no further appeals permitted.

## APPENDIX A - ATHLETE AGREEMENT FOR 2018-2019 SEASON

This Agreement is between the Biathlon Society of BC (Biathlon BC) and a member of the Biathlon BC Development Squad (BCDS). Biathlon BC agrees to provide the Athlete with a program to help prepare for and represent British Columbia at a high level of competition in the sport of Biathlon as follows:

### Biathlon BC Agrees:

1. To provide a training program to help prepare the athlete for high level competition;
2. To follow up the activities of the athletes training by having coaches review the athletes log book;
3. To provide the athlete with coaching support and guidance;
4. To provide funding support for training camps and competitions as allocated in the Biathlon BC budget for the current season;
5. To provide an appeal process that is in conformity with the generally accepted principles of team selections;
6. Justice and due process with respect to any disciplinary dispute or selection dispute that the athlete may have arising from this agreement.

### Athlete Agrees:

1. To pay a team fee, **payable to Biathlon Society of BC** at the time they accept this agreement. This payment can be a single payment or in the form of 3 payments, 2 of which can be made by postdated cheques. (Team fees will be published at the end of a season for the subsequent season.)
2. To hold, and to maintain in good standing, a Biathlon Canada/BC Athlete membership, prior to accepting their squad nomination and throughout the term of the Agreement.
3. To follow a training plan with the use of a log book or digital tracking program under the guidance of their Regional Coach;
4. To attend and participate in the training camps during the season that are organized by Biathlon BC; all training camps are mandatory.
5. To provide a reasonable and timely explanation as early as possible to the coach or other person responsible if unable to attend a team event or activity scheduled by Biathlon BC or its agents. (At least 2 weeks before schedule activity).
6. To abide by the general rules and safety regulations of Biathlon BC;
7. To abide by the rules that regulate athlete conduct whilst representing BC and Canada, including, but not limited to, drug testing, blood doping, clothing, travel arrangements, training safety, firearms and vehicle usage, ethical behaviour;
8. To represent the Province of BC and Biathlon BC in a dignified and responsible manner;
9. To maintain consideration and respect towards the public, coaches, officials and other athletes, recognizing that the Athlete is an ambassador for Biathlon, the Province and Biathlon BC;
10. To treat with respect all property owned, rented by or loaned to Biathlon BC, including, but not limited to, team equipment or team clothing, rental or other vehicles, motels and billets;
11. To meet the terms of any sponsorship agreements signed by Biathlon BC that include reference to equipment, supplies or athlete clothing; to avoid any confusion it will be important for athletes to inform Biathlon BC of any sponsors he or she could personally have (at time of signing athlete agreement will take priority but they must list those sponsors)

12. To respond in a helpful manner to reasonable requests for information from the press or other media representatives;
13. To compete within the spirit and the letter of the International Biathlon Union (IBU) competition rules and any changes or addenda from Biathlon Canada or Biathlon BC that supplement or override these rules.
14. To refrain from using illegal substances or banned performance enhancing substances or techniques.
15. To refrain from using alcohol or tobacco during team/squad activity.
16. To agree to maintain regular correspondence and routine observation of emails and social media sources, including websites, emails, Facebook, twitter, and others, utilized by coaches, regional coaches, officials, Biathlon BC and Biathlon Canada.
17. To possess a valid PAL or Minors PAL or acquire a PAL within the term of this Agreement.

**Include valid PAL number:** \_\_\_\_\_

### **Discipline:**

Athlete agrees that the Athlete may be disciplined by suspension or removal of privileges granted in this Agreement, up to and including removal from a Team if:

- a) Athlete breaches this Agreement;
- b) Does not commit to training according to the level outlined within the LTAD; and/or
- c) Athlete's behaviour has a serious disruptive effect on other Team members.

Without limiting the generality of the foregoing, Athlete agrees that if expelled from a competition or BIBC event for breach of this Agreement, Athlete will be directly liable for Athlete's travel, accommodation and other costs associated, including full costs subsidized by Biathlon BC, with the event. If deemed necessary, the president of Biathlon BC may establish a disciplinary committee to determine the conditions or time of reinstatement of privileges.

### **Severance:**

Each party agrees that it will perform its obligations hereunder in accordance with all applicable laws, rules and regulations now or hereafter in effect. If any term or provision of this agreement shall be found to be illegal or unenforceable then, notwithstanding, this agreement shall remain in full force and effect and such term or provision shall be deemed stricken.

### **Release and Waiver:**

I \_\_\_\_\_ for myself, my heirs, parents, executors and administrators, claimants and assigns, release and forever discharge and hold harmless, Biathlon Canada, Biathlon BC, member clubs, sponsoring clubs, their directors, officers, employees, representatives, agents or sponsors from any and all claims, demands, damages, actions or causes of actions arising out of or in consequence of any loss, injury including death or damage to my person or property incurred while attending at or participating in any and all Biathlon BC high performance team activities notwithstanding any such loss, injury or damage may arise by reason of, without limiting the generality of the foregoing, the negligence of Biathlon Canada, Biathlon BC, member clubs, sponsoring clubs, their directors, officers, employees, representatives, agents or sponsors.

**Agreements with Biathlon Canada:**

This Agreement shall be superseded in whole or in part as appropriate by any similar agreement made with Biathlon Canada.

**Sole Agreement:**

**Signatures:**

Dated at \_\_\_\_\_ in the Province of \_\_\_\_\_,

this \_\_\_ day of \_\_\_\_\_,

**Biathlon BC:** \_\_\_\_\_ **Witness:** \_\_\_\_\_

**Athlete Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Witness:** \_\_\_\_\_

**Parent or Guardian Co-signature for Athletes under 19 yrs:**

Both parents to sign in case of shared custody.

I, \_\_\_\_\_,  
parent(s) or guardian(s) agree to Athlete being bound by this Agreement and hereby waive the rights of Athlete's parents or guardians to sue Biathlon Canada, Biathlon BC, member clubs, sponsoring clubs, their directors, officers, employees, representatives, agents or sponsors.

## ADDENDUM A - SELECTION COMPETITIONS FOR 2018-2019 SEASON

The Biathlon BC Athlete Development Committee has designated the following biathlon events in the 2018-2019 competition season as the designated Selection Competitions for the selection of the squads and the BC Team which will compete at the Canadian National Biathlon Championships. The best competitions from each athlete will be used as their reference competitions.

The events are:

<b>Competition</b>	<b>Date</b>	<b>Location</b>
BiCan Tour 1 Trials	November 6-9, 2018	Canmore, AB
NorAm 1	December 1-3, 2018	Canmore, AB
NorAm 2 / BC Cup 1 / BC CWG Trials	December 6-9, 2018	Whistler, BC
NorAm 3	December 14-16	Casper, WY
NorAm 4 / BiCan trials	January 3-6, 2019	Valcartier, QC
BC Cup 2	January 4-6, 2019	Prince George, BC
NorAm 5	January 11-13, 2019	La Patrie, QC
NorAm 6	January 18-20, 2019	Fort Kent, Maine
BC Cup 3	January 18-20, 2019	Quesnel, BC
NorAm 7	February 1-3, 2019	Jericho, VT
BC Cup 4	February 1-3, 2019	Vanderhoof, BC
BC Cup 5	March 1-3, 2019	Kelowna, BC

\*All Event Dates and Locations are Subject to Change