



# ATHLETE MANUAL

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Canada



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## PREAMBLE

The Athlete Manual directs BiBC's athlete selection principles and is based on BiBC's Strategic Plan. The ADC shall maintain and implement the Athlete Manual.

## COVID-19 CONSIDERATIONS

BiBC is carefully following the evolution of the Covid-19 pandemic and how it may impact the 2021/2022 season. However, situations related to the Covid-19 pandemic may arise that may effect the implementation of the selection procedures outlined in the Athlete Manual. Any modifications to the selection procedures due to the Covid-19 pandemic will be developed by the ADC and posted as soon as possible.

## 1. INTRODUCTION

### 1.1 Definitions

**"ADC"** means the BiBC Athlete Development Committee.

**"Board"** means the Board of Directors of BiBC.

**"BiBC"** means the Biathlon Society of British Columbia;

**"CWG"** means the Canada Winter Games.

**"Full Athlete Membership"** means an Athlete (Jr. B/G and younger), Athlete (Senior B/G and older) or Masters Athlete membership with BiBC.

**"Nationals"** means the Canadian Biathlon Championships.

**"Squad"** means any of the athlete training and development groups formed by the ADC.

**"Team"** means any of the competitive teams formed by the ADC to represent BiBC in inter-provincial competition.

### 1.2 This Manual

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

Contained in the Athlete Manual are:

- a. Biathlon BC Athlete Development and Sport System Models
- b. Qualification Procedures for all squads and teams
- c. Squad Selection Criteria

- d. CWG Development Phases and Team Selection
- e. BC Cup Points System
- f. Appeals Process
- g. CSI Carding Criteria

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

- a. Code of Conduct
- b. Bullying and Harassment Policy
- c. Fair Play Policy
- d. Equity and Access Policy
- e. Drug Free Environment Policy
- f. Biathlon BC Communication and Social Media Policy

### 1.3 Eligibility for BiBC Programs

To be eligible to participate in BiBC's athlete programs, athletes must:

- have a Full Athlete Membership;
- pay all membership fees and any other fees when due;
- sign a BiBC Athlete Agreement;
- have a valid Canadian firearms License (also referred to as a "PAL" or "Minor's License"), or provide evidence of having successfully completed the firearms course and PAL application; and
- comply with BiBC policies, procedures and guidelines.

## 2. BIATHLON BC ATHLETE DEVELOPMENT AND SPORT SYSTEM MODELS

The following diagram summarizes the Athlete Development and the Biathlon Sport System Models. The selection processes in the Athlete Manual are based on the Biathlon Canada Long Term Athlete Development Model, and the Gold Medal Profile and Podium Pathway. These selection processes are used to select athletes for Squads and Teams.

Event Type	LTAD Stage	Team/Squad Carding	Organization Level
Olympic Winter Games	T2W (males 21+) (females 21+)	Biathlon Canada Teams / Biathlon BC HP Squad National Sport Carding	Biathlon Canada (Senior National Team, Senior National Development Team, U24 Team, U20 Team), Biathlon Canada approved Training Centres, Biathlon BC High Performance Squad
World Championships			
World Cup Races			
IBU Cup Races			
World Junior Championships	T2C (males 17-20) (females 17-20)	Biathlon BC Performance Squad Provincial Sport Carding	Biathlon BC (Performance Squad, Canada Winter Games team, Development Squad, Talent Squad)
Junior IBU Cup			
World Youth Championships			
Youth Olympic Games			
Canada Winter Games			
Canadian National Championships			
North American Cups	T2T (males 13-16) (females 13-16)	Biathlon BC Dev Squad Provincial Sport Carding	
Western/Eastern Championships			
BC Championships /BC Cup Series			
Cadet Nationals /Cadet Provincials			
BC Winter Games	L2T (10-12)	Biathlon BC Talent Squad / Home Clubs	Home Clubs
Regional Race/U13 Championships			

BiBC athletes that are selected for a Squad will be invited to training camps for specific skill development. All maturing athletes are encouraged to take coaching or officials courses and continue to participate in the sport as recreational or masters athletes if they choose not to pursue high performance.

### 3. ELIGIBILITY CRITERIA FOR BIATHLON BC SQUADS

#### 3.1 General Eligibility

To be eligible to apply for a Squad, athletes must meet the general eligibility criteria set out in Section 1.3 and the Squad specific criteria for the set out in Section 4.2-4.5.

#### 3.2 Event-Based Criteria

Event-based criteria are met by achieving a minimum average Competition Percentage.

Competition Percentages are calculated by dividing the **average finish times of the top three finishers** by an **athlete's finish time** in a competition. An athlete's average Competition Percentage is calculated using their best Competition Percentages from sanctioned biathlon competitions.

In a Pursuit competition, competition percentages will be calculated using the actual start times of the athletes. In a Super Sprint competition, competition percentages will be calculated using the qualifying competition.

#### SAMPLE COMPETITION PERCENTAGE CALCULATION

First place finisher's time: 22:01

Second place finisher's time: 22:47

Third place finisher's time: 22:50

Athlete A's finishing time: 23:56

**Average finish time of top 3 finishers** =  $(22:01 + 22:47 + 22:50) / 3 = 22:32.7$

**Athlete A's competition percentage** =  $22:32.7 / 23:56 = 94.19\%$

#### 3.3 Performance-Based Criteria

Performance-based criteria are met by achieving a certain test result, standard, or score, or participating in certain testing or training activities throughout the season. The Performance-based Criteria and their benchmarks are set out in Schedule 1.

#### 3.4 Exemptions to Event-Based Criteria Benchmarks

The ADC may exercise its discretion to grant eligibility to an athlete whose average Competition Percentage is within two percentage points of attaining the event-based criteria. When exercising this discretion, the ADC will consider such factors as:

- a) size of the squad;

- b) current and historical results;
- c) available resources for the squad, and
- d) the level of competition at the events the athlete competed in.

## 4. SELECTION OF MEMBERS FOR BIATHLON BC SQUADS

### 4.1 General

Eligible athletes will be invited to apply for Squads in April. There are a limited number of positions on the squads, and not all eligible athletes will be guaranteed selection to a squad.

The ADC will weigh the following factors when determining which athletes will be nominated for the squads:

- a) average competition percentage from the previous 12 months;
- b) being named to a Biathlon Canada training team or competing internationally for Biathlon Canada;
- c) the athlete's training log;
- d) shooting test and running test results;
- e) level of commitment to training and participating in BiBC's provincial program;
- f) illness, injury or force majeure; and
- g) gender balance considerations.

Squad nominees will be contacted by April 30. The final list of all accepted Squad athletes will be confirmed as soon as possible and will be posted on the BiBC website.

The ADC may consider Force Majeure or Medical Exemptions in filling positions on the squads. In order to be considered in squad selection, the athlete must submit a request for consideration of Force Majeure or Medical Exemption to the ADC by April 15.

### 4.2 High Performance Squad

Primary Objectives	Provide support to athletes who have transitioned to Biathlon Canada approved training centres and high performance clubs.
Number of Athletes	No Maximum
Environment	Athlete tracking and monitoring to be provided remotely.
Program	Grants may be available to High Performance Squad members who meet the grant criteria. The grant criteria and the value of the grants will be determined annually.
Cost	None
General Eligibility	To be eligible for the High Performance Squad, athletes must: 1) be 18 or older as of December 31; and

	2) have been registered with Biathlon BC in the previous season.
Event Based Criteria	Athletes who achieved an average competition percentage in the previous 12 months of at least: <ol style="list-style-type: none"> <li>1) 90% from their best three performances at Biathlon Canada sanctioned competitions in the Youth Men/Women, Junior Men/Women, or Senior Men/Women categories; or</li> <li>2) 85% from their best three performances at Biathlon Canada sanctioned competitions in the Youth Men/Women or Junior Men/Women categories as a first-year Youth Man/Woman or Junior Man/Woman.</li> </ol>
Performance-Based Criteria	Athletes who achieved in the previous 12 months a minimum of 7 of the 9 performance benchmarks for the Provincial Development Level 1 stage of the Biathlon BC Pathway.

#### 4.3 Performance Squad

Primary Objectives	Provide top performing Development Squad members with additional training opportunities, assessments, and technical support; provide camps alongside post-secondary training centres to provide a smooth transition to post-secondary training centres; and develop U19 athletes to be medalists at the national and international level.
Number of Athletes	Maximum of 10 athletes
Environment	Training camps, and other services provided remotely
Program	Performance Squad members will attend Performance Squad camps and Development Squad camps and will participate in additional testing.
Cost	\$200 squad fee, and camp fees
General Eligibility	To be eligible for the Performance Squad, athletes must: <ol style="list-style-type: none"> <li>1) be 18 or under as of December 31; and</li> <li>2) have competed in the Senior Boy/Girl or Youth Men/Women categories in the previous 12 months.</li> </ol>
Event Based Criteria	Athletes who achieved in the previous 12 months an average competition percentage of at least: <ol style="list-style-type: none"> <li>1) 85% from their best three performances at Biathlon Canada sanctioned competitions in the Youth Men/Women categories;</li> <li>2) 85% from their best two performances at Biathlon Canada sanctioned competitions in the Senior Boy/Girl categories; or</li> <li>3) 90% from their best three performances at Biathlon BC sanctioned competitions in the Senior Boy/Girl categories.</li> </ol>

Performance-Based Criteria	Athletes who achieved in the previous 12 months a minimum of 6 of the 9 performance benchmarks for the Provincial Development Level 2 stage of the Biathlon BC Pathway.
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#### 4.4 Development Squad

Primary Objectives	Prepare athletes to compete at Nationals and to progress to the Performance Squad or a post-secondary training centre; and provide an inclusive environment that adheres to True Sport principles.
Number of Athletes	Maximum of 20 athletes. If the Performance Squad is not filled to capacity, any unfilled Performance Squad positions will be allocated to the Development Squad.
Environment	Camp-based, with other services to be provided remotely
Program	Three camps will be offered in the Summer and Fall
Cost	A fee will be charged to attend each camp.
General Eligibility	To be eligible for the Development Squad, athletes must: 1) be 18 or under as of December 31; and 2) have competed in the Senior Boy/Girl or Youth Men/Women categories in the previous 12 months.
Event Based Criteria	Athletes who achieved in the previous 12 months an average competition percentage of at least: 1) 85% from their best three performances at Biathlon Canada sanctioned competitions in the Youth Men/Women categories; 2) 85% from their best two performances at Biathlon Canada sanctioned competitions in the Senior Boy/Girl categories; or 3) 90% from their best three performances at Biathlon BC sanctioned competitions in the Senior Boy/Girl categories.
Performance-Based Criteria	Athletes who achieved in the previous 12 months a minimum of 5 of the 9 performance benchmarks for the Provincial Development Level 2 stage of the Biathlon BC Pathway.

#### 4.5 Talent Squad

Primary Objectives	Prepare athletes to compete at BC Cups and to progress to the Development Squad; provide an inclusive environment that adheres to True Sport Principles; and skill development and club coach development.
Number of Athletes	Maximum of 30 athletes



Environment	Camp-based
Program	Three camps will be offered in the Summer and Fall.
Cost	A fee will be charged to attend each camp.
General Eligibility	To be eligible for the Talent Squad, athletes must: <ol style="list-style-type: none"> <li>1) be 16 or under as of December 31;</li> <li>2) have competed in the Junior Boy/Girl categories in the previous 12 months;</li> <li>3) have skate roller skiing equipment and at least one season of experience with skate roller skiing;</li> <li>4) have classic skiing equipment and at least one season of experience with classic skiing; and</li> <li>5) have a harness on their rifle and the ability to move the rifle safely between the mat and the rifle rack.</li> </ol>
Event Based Criteria	Athletes who achieved in the previous 12 months an average competition percentage of at least 82% from their best two performances at Biathlon BC sanctioned competitions in the Junior Boy/Girl categories.
Performance-Based Criteria	Athletes who achieved in the previous 12 months at least three of the following performance benchmarks: <ol style="list-style-type: none"> <li>1) competed in at least four Biathlon BC or Cross Country BC sanctioned competitions;</li> <li>2) participated in a competitive biathlon or cross country club program;</li> <li>3) a time under 4:00 on the 1000m running test;</li> <li>4) a score of at least 8 for boys and 7 for girls on the beep test;</li> <li>5) a score of at least 50 on the prone shooting test; and</li> <li>6) an average shooting percentage of at least 50 percent from their best two shooting performances in Biathlon BC sanctioned competitions.</li> </ol>

#### 4.6 Discretionary Selections to Biathlon BC Squads

Should fewer than the maximum number of athletes meet the eligibility criteria for the Performance Squad, Development Squad, or Talent Squad, the ADC may fill the positions at its discretion, or leave the positions unfilled.

When deciding whether to exercise its discretion to fill a position, the ADC shall consider the following factors:

- a) average competition percentage from the previous 12 months;
- b) being named to a Biathlon Canada training team;
- c) the athlete's training log;
- d) letter of recommendation from their coach;

- e) illness, injury or force majeure; and
- f) gender balance considerations.

## 5. GUIDELINES FOR BC ATHLETES COMPETING AT NATIONALS

### 5.1 Preamble and Guiding Principles

All BC athletes who have demonstrated an ability to meaningfully compete at Nationals shall have the opportunity to register provided that:

- a) they are approved by a Competition-Introduction certified coach;
- b) they are in good standing with their club; and
- c) they meet the eligibility criteria set out in Section 1.3.

## 6. SELECTION OF CANADA WINTER GAMES TEAM

### 6.1 CWG Athlete Development Model

Only athletes who meet the eligibility criteria set out in section 1.3 as of July 1, 2022, and who meet the eligibility criteria as set out by 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 represent the province of British Columbia at the 2023 CWG.

Final selection procedures for the 2023 CWG will be published by June 2022, and may consist of one or more tests of performance, such as selection competitions, fitness tests, or shooting tests.

## 7. 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 35
- Masters Women / Men 50
- Sport Women / Men

### 7.2 BC Cup Points Calculations

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

### 7.3 BC Cup Awards

Individual Aggregate Awards will be presented to the athletes who have the most BC Cup points in each of the categories in section 7.1. Individuals who have the most BC Cup points in multiple categories will only be awarded one Individual Aggregate Award in the category in which they have the most points.

The Club Aggregate Award will be awarded to the club with the highest number of BC Cup points for all of its competitors at all BC Cups during the season.

## 8. APPEALS FOR ALL SQUADS, GRANTS, AWARDS, AND TEAMS

The ADC will communicate all selections, grants and awards to all impacted athletes. Cases of incorrect calculation, omission, or process should be brought to the attention of the ADC immediately. If the selection remains in dispute, appeal of selection is subject to the Biathlon BC Dispute Resolution and Appeals Policy.

### SCHEDULE 1 – PERFORMANCE CRITERIA BENCHMARKS

Category	Key Performance Indicator	Canadian Development	Provincial Development Level 1	Provincial Development Level 2
<b>Technical / Tactical Ski</b>	Skiing Report Card (15 points)	10 points	8 points	6 points
<b>Technical / Tactical Shooting</b>	Shooting Report Card (30 points)	18 points	15 points	12 points
<b>Physical</b>	3000m Run	Men: 10:30 Women: 11:30	Men: 11:00 Women: 12:00	Men: 12:00 Women: 13:00
<b>Physical</b>	Incremental Running Test	2 tests completed	not applicable	not applicable
<b>Shooting Performance</b>	National Team Test	400 points	300 points	200 points
<b>Shooting Performance</b>	Shooting Percentage	80%	70%	60%
<b>Mental Performance</b>	Mental Performance Report Card (50 points)	30 points	25 points	20 points
<b>Health</b>	Health Report Card (5 points)	4 points	3 points	2 points
<b>Equipment</b>	Equipment Report Card (10 points)	8 points	6 points	4 points
<b>Daily Training Environment</b>	DTE Report Card (20 points)	14 points	10 points	8 points

Details on the categories, key performance indicators, benchmarks and their measurement, and their integration with Biathlon Canada's Gold Medal Profile are set out in the Biathlon BC Athlete Tracking Framework and the Biathlon BC Report Card, available through this link: <http://biathlonbc.ca/athlete-development/>

