



# ATHLETE MANUAL

Version: October 2024



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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.

## 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) Eligibility Criteria for Squads
- c) Squad Selection Criteria
- d) Guidelines for Competing at Nationals
- e) CWG Team Selection
- f) BC Cup Points System
- g) Appeals Process

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) Squad Manual
- c) Bullying and Harassment Policy
- d) Fair Play Policy
- e) Equity and Access Policy
- f) Drug Free Environment Policy

## g) Communication and Social Media Policy

## 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				
Western/Eastern Championships	T2T (males 13-16) (females 13-16)		Biathlon BC Dev Squad Provincial Sport Carding	
BC Championships /BC Cup Series				
Cadet Nationals /Cadet Provincials				
BC Winter Games				
Regional Race/U13 Championships	L2T (10-12)		Biathlon BC Talent Squad / Home Clubs	Home Clubs

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. GENERAL ELIGIBILITY CRITERIA

### 3.1 General Eligibility Criteria

To be eligible to apply for a Squad, athletes must meet the following general eligibility criteria:

- 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](#), or provide evidence of having successfully completed the firearms course and firearms license application; and
- comply with BiBC policies, procedures and guidelines.

In addition to this general eligibility criteria, athletes must also meet the specific criteria for the Squad set out in sections 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. SPECIFIC ELIGIBILITY CRITERIA 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.

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.

### 4.2 High Performance Squad

Primary Objectives	Provide support to athletes who have transitioned to Biathlon Canada approved training centres and high performance clubs.
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Number of Athletes	No Maximum
Environment	Athlete tracking and monitoring to be provided remotely.
Program	Grants and camps 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. A fee will be charged to attend each camp.
General Eligibility	To be eligible for the High Performance Squad, athletes must: <input type="checkbox"/> be 18 or older as of December 31, 2025; and <input type="checkbox"/> 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 90% from their best three performances at Biathlon Canada sanctioned competitions in the Youth Men/Women, Junior Men/Women, or Men/Women categories.
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 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. See section 5.2 for details on selection of athletes in the event more than 10 athletes meet the criteria.
Environment	Training camps, and other services provided remotely
Program	Performance Squad members will attend Development Squad camps and will receive additional testing and technical services.
Cost	\$200 squad fee, plus a fee will be charged to attend each camp.
General Eligibility	To be eligible for the Performance Squad, athletes must: <input type="checkbox"/> be 16, 17, or 18 years old as of December 31, 2025; and <input type="checkbox"/> have competed in the 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 90% from their best three performances at Biathlon Canada sanctioned competitions in the Youth Men/Women categories.
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 1 stage of the Biathlon BC Pathway.

#### 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, except that if the Performance Squad is not filled to capacity, any unfilled Performance Squad positions will be added to the Development Squad.
Environment	Camp-based, with other services to be provided remotely
Program	Camp-based
Cost	A fee will be charged to attend each camp.
General Eligibility	To be eligible for the Development Squad, athletes must: <ul style="list-style-type: none"> <li><input type="checkbox"/> be 16, 17, or 18 years old as of December 31, 2025; and</li> <li><input type="checkbox"/> have competed in the U17 Prone, U17 Standing, or Youth Men/Women categories in the previous 12 months.</li> </ul>
Event Based Criteria	Athletes who achieved in the previous 12 months an average competition percentage of at least: <ul style="list-style-type: none"> <li><input type="checkbox"/> 90% from their best three performances at Biathlon Canada sanctioned competitions in the Youth Men/Women categories; or</li> <li><input type="checkbox"/> 90% from their best three performances at Biathlon Canada and Biathlon BC sanctioned competitions in the U17 Prone or U17 Standing categories.</li> </ul>
Performance-Based Criteria	Athletes who achieved in the previous 12 months a minimum of 2 of the 3 performance benchmarks for the Provincial Development Level 2 stage of the Biathlon BC Pathway.

#### 4.5 Talent Squad

Primary Objectives	Prepare athletes 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	Camp-based
Cost	A fee will be charged to attend each camp.
General Eligibility	To be eligible for the Talent Squad, athletes must: <ul style="list-style-type: none"> <li><input type="checkbox"/> be 13, 14, 15, or 16 years old as of December 31, 2025;</li> <li><input type="checkbox"/> have competed in the Development 2 or U17 Prone categories in the previous 12 months;</li> <li><input type="checkbox"/> have skate roller skiing equipment and at least one season of experience with skate roller skiing;</li> <li><input type="checkbox"/> have classic skiing equipment and at least one season of experience with classic skiing; and</li> <li><input type="checkbox"/> have a harness on their rifle and the ability to move the rifle safely between the mat and the rifle rack.</li> </ul>
Event Based Criteria	Athletes who achieved in the previous 12 months an average competition percentage of at least 85% from their best two performances at Biathlon BC sanctioned competitions in the Development 2 (.22 category) or U17 Prone categories.
Performance-Based Criteria	Athletes who achieved in the previous 12 months at least three of the following performance benchmarks: <ul style="list-style-type: none"> <li><input type="checkbox"/> competed in at least four nationally or provincially sanctioned competitions in biathlon or cross country skiing;</li> <li><input type="checkbox"/> participated in a competitive biathlon or cross country club program;</li> <li><input type="checkbox"/> a time under 4:00 on the 1000m running test;</li> <li><input type="checkbox"/> a score of at least 7 on the beep test;</li> <li><input type="checkbox"/> a score of at least 50 on the prone shooting test; and</li> <li><input type="checkbox"/> an average shooting percentage of at least 50% from their best two shooting performances in Biathlon BC sanctioned competitions.</li> </ul>

### 5. SELECTION OF ATHLETES FOR BIATHLON BC SQUADS

#### 5.1 Selections to Biathlon BC Squads

The ADC will weigh the following factors when determining how many and which athletes will be nominated for the High Performance Squad, Development Squad, and Talent 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 to participating in BiBC programs;
- f) illness, injury or force majeure; and
- g) gender balance considerations.

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

The ADC may fill a position on the Development Squad, Performance Squad or Talent Squad with an athlete who is not old enough to meet the eligibility criteria if the athlete meets the other eligibility criteria and there is good reason to do so.

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.

## **5.2 Pre-selections to Performance Squad**

Subject to the limited number of athletes set out in section 4.3, eligible athletes will be pre-selected to the Performance Squad in order if they achieve any of the following ranked criteria in the previous season:

- First, athletes who achieved an average competition percentage of at least 95% from their best 2 performances at the Youth/Junior World Championships Trials;
- Second, athletes who achieved an average ski percentage of at least 97% from their best 2 performances at the Youth/Junior World Championships Trials;
- Third, Youth Men/Women who medalled at an individual event at the Canadian Biathlon Championships.

## **6. SELECTION OF CANADA WINTER GAMES TEAM**

### **6.1 CWG Athlete Eligibility**

Eligibility for the 2027 Canada Winter Games will be determined at a later date.

### **6.2 CWG Athlete Selection**

The selection process for the 2027 Canada Winter Games will be determined at a later date.

## 7. 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, appeals are 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	Not applicable
<b>Technical / Tactical Shooting</b>	Shooting Report Card (30 points)	18 points	15 points	Not applicable
<b>Physical</b>	3000m Run	Men: 11:00 Women: 12:00	Men: 12:00 Women: 13:00	Men: 13:00 Women: 14:00
<b>Physical</b>	Incremental Running Test	1 test completed	Not applicable	Not applicable
<b>Shooting Performance</b>	National Team Test	400 points	250 points	100 points
<b>Shooting Performance</b>	Shooting Percentage	80%	70%	60%
<b>Mental Performance</b>	Mental Performance Report Card (50 points)	30 points	25 points	Not applicable
<b>Health</b>	Health Report Card (5 points)	4 points	3 points	Not applicable
<b>Equipment</b>	Equipment Report Card (10 points)	8 points	6 points	Not applicable
<b>Daily Training Environment</b>	DTE Report Card (20 points)	14 points	10 points	Not applicable

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/>

## SCHEDULE 2 – BC External Sport Credits Program – Biathlon

BC students are eligible to earn credits that are counted towards high school graduation by participating in Biathlon. The goal of the program is to provide opportunities for students in BC to earn elective credits towards high school graduation by successfully reaching a standard of sport excellence as an athlete or coach. There are 2 streams where a student can earn high school credits: **Athlete Stream** and **Coach Stream**.

### Athlete Stream

Athletes who meet the following criteria are eligible for the following credits:

<b>Course (Athletes)</b>	<b>Number of Credits</b>	<b>Requirements</b>
Athlete Level 1 UXSA 10	4 Credits	Selected to <b>AND</b> competes at BC Winter Games.
Athlete Level 2 UXSA 11	4 Credits	Selected to Biathlon BC's Development Squad <b>AND</b> Competes at Western Canadian or National Biathlon Championships <b>AND</b> Keeps a training log <b>AND</b> Has a training plan <b>AND</b> Trains a minimum of 100hrs per year.
Athlete Level 3 USXA 12	4 Credits	Selected to <b>AND</b> competes at Canada Winter Games <b>OR</b> Selected to Biathlon BC's High Performance Squad <b>OR</b> Selected to a Biathlon Canada Training Team <b>OR</b> Selected to <b>AND</b> competes at World Youth Biathlon Championships <b>OR</b> Receives Sport Canada AAP.

**Coach Stream**

Athletes who meet the following criteria are eligible for the following credits:

<b>Course (Coaches)</b>	<b>Number of Credits</b>	<b>Requirements</b>
Coach Level 1 UXSC	2 Credits	NCCP Community Biathlon Gold Coach Certified <b>AND</b> 30 hours of practical coaching experience.
Coach Level 2 USXC	2 Credits	NCCP Biathlon Competition – Introduction Coach Certified <b>AND</b> 30 hours of practical coaching experience.

Full details can be viewed on the [External Sport Credentials Program Website](#).