



ATHLETE MANUAL

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Canada



viaSPORT
BRITISH COLUMBIA



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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.

"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) CWG Team Selection
- e) 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) Athlete Protection policy
- b) Code of Conduct and Ethics policy
- c) Discipline and Complaints policy
- d) Dispute Resolution and Appeal policy
- e) Event Discipline Procedures policy

- f) Firearm Safety policy
- g) Safe Sport policy
- h) Screening policy
- i) 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 Cording	Organization Level
Olympic Winter Games	T2W (males 21+) (females 21+)	Biathlon Canada Teams / Biathlon BC HP Squad National Sport Cording	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 Cording	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 Cording	Biathlon BC (Performance Squad, Canada Winter Games team, Development Squad, Talent Squad)
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. GENERAL ELIGIBILITY CRITERIA

3.1 General Eligibility Criteria

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

- a) have a Full Athlete Membership;
- b) pay all membership fees and any other fees when due;
- c) sign a BiBC Athlete Agreement;
- d) have a valid [Canadian firearms License](#), or provide evidence of having successfully completed the firearms course and firearms license application; and
- e) 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. 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;
- d) the level of competition at the events the athlete competed in;
- e) long term potential in the sport.

4. SPECIFIC ELIGIBILITY CRITERIA FOR BIATHLON BC SQUADS

4.1 General

Selected athletes will be invited to register 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.
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: • be 18 or older as of December 31; and • 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 92% 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 assessments and technical support 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 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: • be born in 2011, 2010, or 2009 • have competed in the Youth Men/Women categories in the previous 12 months.

Event Based Criteria	Athletes will be 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.
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: • born , 2011, 2010, 2009 • have competed in the, U17 Standing, 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: • 90% from their best three performances at Biathlon Canada sanctioned competitions in the Youth Men/Women categories; or • 90% from their best three performances at Biathlon Canada and Biathlon BC sanctioned competitions in the U17 Standing category.
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.
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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: • born in 2013, 2012, or 2011; • have competed in the Development 2 .22 or U17 Prone categories in the previous 12 months; • have skate roller skiing equipment and at least one season of experience with skate roller skiing; • have classic skiing equipment and at least one season of experience with classic skiing; and • have a harness on their rifle and the ability to move the rifle safely between the mat and the rifle rack.
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 or U17 Prone categories. Athletes can use a mix of performances from either category.
Performance-Based Criteria	Athletes who achieved in the previous 12 months at least three of the following performance benchmarks: • competed in at least four nationally or provincially sanctioned competitions in biathlon or cross country skiing; • participated in a competitive biathlon or cross country club program; • a time under 4:15 on the 1000m running test; • a score of at least 7 on the beep test; • a score of at least 50 on the prone shooting test; and • an average shooting percentage of at least 50% from their best two shooting performances in Biathlon BC sanctioned competitions.

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;
- g) gender balance considerations;
- h) An athlete considered to have long term potential in the sport but current performance may not meet standards.

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.

6. GUIDELINES FOR BC ATHLETES COMPETING AT NATIONALS

6.1 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 3.1.

7. SELECTION OF CANADA WINTER GAMES TEAM

7.1 CWG Athlete Eligibility and Selection Criteria

2027 Canada Winter Games – Team BC Selection Criteria

Selection Committee

Athletes will be selected by the Canada Winter Games Selection Committee, consisting of:

- Athlete Development Committee
- Biathlon BC Development Squad Head Coach
- Biathlon BC Talent Squad Coach
- One-Two (1-2) Biathlon BC Board Member
- Biathlon BC General Manager

The committee consists of six (6) voting members.

Athlete Eligibility

Athletes must:

- Be born between 2008 and 2011 (inclusive)
- Be registered with Biathlon BC
- Hold a current Biathlon Canada/IBU membership
- Meet all eligibility requirements outlined in the 2027 Canada Games Technical Package (Section 4.1)
- Meeting all eligibility requirements outlined in the Canada Winter Games Eligibility Policy (Section 6.3)

Team Selection

The objective of this Selection Criteria is to select the athletes most capable of achieving the best possible performance for Team BC at the 2027 Canada Winter Games.

Biathlon BC will select four (4) male athletes and four (4) female athletes.

Selection will occur as follows:

Automatic Selection

The top three (3) ranked athletes in each gender will be selected using the Competition Percentage Ranking List.

Discretionary Selection

The fourth athlete in each gender will be selected by the Selection Committee using the discretionary criteria outlined below. The athlete selected is not required to be the fourth-ranked athlete on the Competition Percentage Ranking List.

Example:

Team Position	Selection Method
Position 1	Highest-ranked athlete on the Competition Percentage Ranking List
Position 2	Second-highest ranked athlete on the Competition Percentage Ranking List
Position 3	Third-highest ranked athlete on the Competition Percentage Ranking List
Position 4	Selected by the Selection Committee using the discretionary criteria

Competition Percentage Ranking List

The ranking list will be created using the Competition Percentage Method.

The following competitions will be used:

- BC Cup #1 – December 5–6, 2026
- BC Cup #2 – January 9–10, 2027

All four races will be included in the ranking list.

If fewer than four races are completed:

- 3 races held → best 3 of 3 used
- 2 races held → best 2 of 2 used
- 1 race held → best 1 of 1 used

Only results from Youth Men and Youth Women competitions will be used.

Only athletes eligible for Team BC's 2027 Canada Winter Games team will be included when calculating Competition Percentages.

Each athlete's final ranking score will be the average of their Competition Percentages from all completed ranking races.

The Competition Percentage Ranking List will be published following BC Cup #1 and updated following BC Cup #2. The final ranking list following BC Cup #2 will be used for automatic selection.

Discretionary Selection

The Selection Committee may consider one or more of the following factors when making its discretionary selection.

a) Injury or Illness

The committee may consider athletes whose performance or participation was affected by injury or illness.

To be considered:

- an Injury or Illness Appeal must be submitted no later than **10:00 PM PT on Sunday, January 10, 2027**
- medical documentation from a licensed physician or regulated health professional must accompany the appeal.
- Medical documentation of a return to competition plan, signed off by a licensed physician or regulated health professional, showing the athlete will be healthy and able to perform at Canada Winter Games.

b) Extraordinary Circumstances

The committee may consider athletes unable to compete due to extraordinary circumstances beyond their control, including severe weather or travel disruption.

To be considered:

- an Extraordinary Circumstances Appeal must be submitted by **10:00 PM PT on Sunday, January 10, 2027**
- supporting documentation demonstrating that attendance was genuinely unavoidable, and that all reasonable attempts to attend were made must be provided.

c) Exceptional Competitive Performance

The committee may consider athletes who demonstrated exceptional performances during the 2026–27 season that are not fully reflected in the ranking list. The purpose of this criterion is to recognize performances that demonstrate an athlete's current competitive ability but are not fully captured by the Competition Percentage Ranking List.

Examples include, but are not limited to:

- participation on a Biathlon Canada National Tour
- participation in IBU Cup or Junior Cup competitions
- outstanding results at major sanctioned competitions

The committee will evaluate the quality, competitiveness, and relevance of these performances.

Competition Percentage Method

Competition Percentages compare athlete performances across competitions by measuring an athlete's finish time relative to the top performers.

For each competition:

- The average finish time of the top three (3) finishers is calculated.
- An athlete's Competition Percentage is then calculated as:

$$\text{Competition Percentage} = (\text{Average of Top Three Finish Times} \div \text{Athlete Finish Time}) \times 100$$

Higher Competition Percentages indicate stronger performances.

For Pursuit competitions, Competition Percentages will be calculated using normalized ski times (actual ski time) rather than official finish times.

Example

First place: 22:01

Second place: 22:47

Third place: 22:50

Athlete A: 23:56

Average of top three:

$$(22:01 + 22:47 + 22:50) \div 3 = 22:32.7$$

Competition Percentage:

$$22:32.7 \div 23:56 \times 100 = \mathbf{94.19\%}$$

Tie-Breaking

If two or more athletes finish with identical Competition Percentages, ties will be broken in the following order:

1. Highest single Competition Percentage
2. Highest average Competition Percentage at BC Cup #2

3. Head-to-head result in the most recent competition
4. Decision of the Selection Committee

Cancellation or Force Majeure

If BC Cup #1 and BC Cup #2 cannot be conducted as scheduled, Biathlon BC will make every reasonable effort to relocate or reschedule the competitions.

If replacement competitions cannot be held, the Selection Committee will select the team based on a comprehensive review of athlete performances during the 2025–26 and 2026–27 seasons.

Greater weight will be given to performances from the 2026–27 season, as these are considered the strongest indicator of current competitive ability.

Wax Protocol

Biathlon BC will implement a common wax protocol for all Youth Men and Youth Women competitors at BC Cup #1 and BC Cup #2.

Athletes must submit skis no later than **3:00 PM** on the day prior to each race.

- Friday — for Saturday competition
- Saturday — for Sunday competition

Skis will be available for pickup **30 minutes prior to each race.**

Following completion of the wax protocol, athletes and coaches may not apply additional wax, brushing, polishing, or structure modifications.

Failure to comply will result in removal from the Competition Percentage Ranking List for that race

Final Authority

Biathlon BC reserves the right to amend these Selection Criteria where necessary due to circumstances beyond its reasonable control, including but not limited to:

- weather
- event cancellation
- venue availability
- public health requirements
- Canada Games Council or Biathlon Canada rule changes

Any amendments will be communicated to athletes and clubs as soon as reasonably practicable.

Appeals

Appeals of the Selection Committee's decisions may only be made in accordance with the Biathlon BC Dispute Resolution and Appeal Policy. Appeals are limited to whether these Selection Criteria were properly interpreted and applied and may not be based solely on disagreement with the Selection Committee's exercise of discretion.

Team Announcement

The Selection Committee will finalize selections on or before **January 20, 2027**.

Selected athletes will be contacted once selections have been ratified.

The complete Team BC roster will be publicly announced after **January 22, 2027**.

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

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

Coach Stream

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

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

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