

Manitoba Baseball Association

Provincial Team Selection Policy – Female Programs

I - PREAMBLE

1. The objective of the Manitoba Baseball Association (“M.B.A.”) Provincial Team Selection Policy – Female Programs (“Policy”) is to select the most suitable representatives to represent Manitoba at the Baseball Canada Bantam Girls Championships, and the Pee Wee Girls, Midget Girls and Women’s Invitational Championships, whether they are Baseball Canada or Western Canada events. The Policy applies to the athletes (“participants”).
2. A Provincial team shall be defined as a team conceived from a talent identification process, in which, all eligible members are given a chance to participate in the selection process.
3. All individuals wishing to participate on a provincial team must either be an active registered member with the Manitoba Baseball Association or join the Manitoba Baseball Association for the purpose of being registered and playing on a Team Manitoba female program.
4. A registered member for this purpose shall be defined as an individual, or member of a team or club, who has paid their fee and registered with a team affiliated with the Manitoba Baseball Association. Registered member denotes that the individual, or member of a team or club, has purchased membership with intent to actively participate in the activities of the Manitoba Baseball Association.
5. Female participants may join the Manitoba Baseball Association for the purpose of being registered and playing on a Team Manitoba female program. These players must complete a registration form and pay the necessary fees in order to be eligible.

II - SELECTION

6. The Head Coach, with input from the assistant coaches, shall determine final team roster.
7. At least one open talent identification try-out camp will be held per eligible team. The camp(s) should be held to give all athletes in Manitoba an opportunity to be seen as deemed acceptable by the V.P. of High Performance. There may or may not be a nominal registration fee for the open camp, if so, the fee to be determined by the coaching staff and the VP of High Performance.
8. The Manitoba Baseball Association office will communicate all Provincial Team try-out camps at least three weeks before the camp to all eligible participants, as deemed eligible by the VP of High Performance. Camp dates will be posted on the Manitoba Baseball Association website.
9. All participants wishing to be considered for selection must:
 - (a) be registered members of the Manitoba Baseball Association, or

- (b) join the Manitoba Baseball Association upon selection, and
 - (b) be a Canadian Citizen, or landed immigrant.
- 10. The M.B.A. Head Coach may request the selection for a player who is not a registered member, due to injury / illness / or other extenuating circumstance, however this is at their absolute discretion of the VP of High Performance.
- 11. The team shall practice, enter tournaments and arrange exhibition games, with the schedule not interfering with the club “AAA”, “AA” and “A” schedules.

III - TEAM SIZE

- 12. Shall be determined by the Head Coach in consultation with the VP of High Performance.
- 13. The number of participants on the final roster shall not exceed the roster limit as indicated by Baseball Canada and Western Canada Baseball.
- 14. A participant’s appointment to the team shall be confirmed for one year only, and, contingent upon the player making the team, renewable for as long as the player is age eligible.

IV - SELECTION CRITERIA

- 15. Selection criteria (“Criteria”) may include the following:
 - (a) satisfaction of, or the ability within the relevant time period to satisfy the applicable eligibility criteria in respect of the squad, team, event or other activity under consideration;
 - (b) past regional, provincial, inter-provincial, exhibition and national performances over such period as determined by the selection panel;
 - (c) current regional, provincial, inter-provincial, exhibition and national performances;
 - (d) demonstrated and/or potential ability to work with the coaching staff, team officials and other participants;
 - (e) demonstrated attitude and commitment to M.B.A. regarding provincial representation;
 - (f) the participant’s current level of skill and physical fitness;
 - (g) (where relevant) any current or potential injury or condition which will impair, inhibit or prevent the participant’s performance to the requisite level;
 - (h) the potential of the participant to successfully achieve the objectives of this Policy and of the M.B.A. under its Constitution;
 - (i) the participant’s compliance with M.B.A. Eligibility Guidelines (if any);
 - (j) any other factor considered relevant in the circumstances. (In considering the Criteria the selection panel may in their discretion give weight to extenuating

circumstances. Extenuating circumstances may include injury or personal bereavement.)

- (k) to ensure that the team has a balanced group of athletes and specialist playing positions, enabling development of a team which matches with desired playing approaches and strategies.
- (l) ability to meet the financial obligations associated with Team Manitoba

V- SELECTION PROCEDURE

- 16. The coaching staff (head coach and assistants) may utilize other person or person(s) for their assistance in providing evaluations and feedback for the process of selecting the participants for the team. The group empowered with the process will be known as the "selection panel".
- 17. The selection panel shall select such squads, teams, individuals as are required in accordance with such local, regional, provincial or national constraints or requirements as are appropriate.
- 18. The selection panel shall have total discretion in selection and may have regard to any one or more of the Criteria in any selection process. The selection panel need not have regard to all of the Criteria.
- 19. Subject to this Policy, the decision of the selection panel shall be final. No reasons need be given for any selection or other decision of the selection panel. This shall not prevent, limit or restrict the selection panel changing the selection of any squad, team, individual or official at any time in their sole discretion, having regard to all the circumstances.
- 20. The selection panel may from time to time in their discretion select a person who is not otherwise under consideration. This may occur in circumstances such as illness, newly obtained citizenship or otherwise.
- 21. Unless expressly requested by the selection panel, participants have no right to make submissions or representations to, or appear before, the selection panel. Any right or claim to natural justice in this regard is expressly excluded, such right being preserved in the appeal process under clause X.

VI - NOTIFICATION TO RELEVANT PARTIES

- 22. Subject to the M.B.A. Constitution and By-Laws and any constraints imposed upon the M.B.A. by third parties, individuals selected by the selection panel ("Selected Parties") shall be notified of their selection as soon as practicable after their individual selection or finalization of the relevant squad or team.
- 23. Notification of the Selected Parties shall also be given to relevant parties within the M.B.A. in accordance with the provisions of its Constitution. Following notification of the Selected Parties by the M.B.A, the M.B.A. shall make a public announcement of the relevant Selected Parties.

VII - REMOVAL FROM A SELECTED TEAM

- 24. Any participant who:

- (1) breaches or fails to observe this Policy, the M.B.A. Constitution or By-Laws;
 - (2) by reason of illness or injury is unable to perform to the required standard in the opinion of the selection panel or the provincial head coach (after having received advice from a medical practitioner);
 - (3) breaches or fails to fulfill a requirement of the Sport Canada Anti-Doping Policy;
 - (4) breaches or fails to comply, fulfill and observe the requirements in the provincial team agreement;
- is ineligible for selection to or continued membership of the provincial team.

25. Any participant may be removed from the provincial team by the Head Coach, in consultation with the VP of High Performance, as circumstances may require including where the participant has failed to sustain their performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the participant and the participant had been given the opportunity to attain those performance levels.

VIII - PROVINCIAL TEAM CODE OF BEHAVIOUR

26. Athletes chosen to compete out of province are representatives of the Manitoba Baseball Association and should conduct themselves in a responsible manner.
27. The drinking of alcohol or consuming of cannabis by minors is illegal and will not be permitted on any M.B.A. sponsored tours.
28. The athletes are responsible for being on time for all departures, meetings, curfews, etc. and to notify the coaches in advance, in the event of a change of plans.
29. Team members travel out of province for the express purpose of competition and nothing should interfere with the athlete's performance.
30. The use of illicit drugs is not permitted.
31. Team members shall adhere to all rules set out by the provincial team coaches or M.B.A. Out of province travel is a privilege not a right and the M.B.A may ban from future competition any person who the Executive feels has violated this code of behaviour.
32. If a player commits an act in serious offence of this code of conduct, the coaching staff may immediately expel the player from the team. Furthermore, if this behaviour warrants them being sent home from the competition then it will be at the player's expense, not at the expense of the M.B.A.

VIX - RESPONSIBILITIES OF MANITOBA REPRESENTATIVES ON TRIPS

33. Head Coach
 - a. Is responsible for curfew and team rules, infractions, appeals, protests and team selection.
 - b. Is in charge of training sessions and technical aspects of the competition.
 - c. Is to pass out technical information to the rest of the staff.

- d. Should discuss strategy and performance with fellow coaches.
 - e. Is in charge of submitting a written report on individual and team results.
- 34. Assistant Coaches
 - a. Should assist the Head Coach in any way possible.
 - b. Assist in team selection.
 - c. Help as a liaison between Head Coach and participants.
- 35. Manager
 - a. Is responsible for overall operations or non-technical matters and administrative duties during the trip and competition.
 - b. Should collect all athlete fees before the group leaves.
 - c. Is responsible for payment of all bills, equipment, issue and return receipts, entry fees and media coverage.
 - d. Is to assist with medical problems.
 - e. Is to plan itinerary for trips.
 - f. Is responsible for obtaining the First Aid supplies.
- 36. Trainer
 - a. Is to assist Manager in any way possible, re: equipment and medical supplies.

X - APPEAL PROCESS HIGH PERFORMANCE TEAM SELECTION

- 37. An aggrieved person may appeal against a failure of the selection panel to comply with the procedures set down in this Policy. That is, an appeal may only be made on procedural grounds not on the merits of a particular selection decision. Any appeal under this clause will proceed in accordance with this clause.
- 38. Any appeal against a decision of the selection panel must be made within 48 hours of any public announcement under notification to relevant parties
- 39. The appeal must be lodged in writing with the Executive Director of the Manitoba Baseball Association, setting out:
 - (1) the particular alleged failure of the selection panel in question;
 - (2) the ground on which the appeal is made; and
 - (3) the reasons or circumstances supporting the alleged ground of appeal; and
 - (4) must be accompanied by a non refundable appeal fee of \$50.
- 40. Nothing in this Policy prevents the withdrawal of an appeal at any time in writing to the Executive Director.
- 41. On receipt of an appeal in accordance with this Policy, the Executive Director must immediately forward the appeal documents to the VP of High Performance.
- 42. The Executive Director will advise the VP of High Performance, who will form a committee of 3 independent representatives to review player's request.
- 43. The committee shall hear the participants and coaches' opinions and then form a recommendation based on facts.

44. No member of the M.B.A. Appeals Tribunal may be a party to or directly interested in the matter under consideration.
45. The M.B.A. Appeals Tribunal has no power of selection or re-selection. The M.B.A. Appeals Tribunal may review the matter(s) set out in the appeal and may (as appropriate) refer the matter back to the selection panel for consideration.
46. The M.B.A. Appeals Tribunal shall, as soon as practical after receiving the appeal documents investigate and consider the matter and shall within 7 days of receiving such notice, determine whether:
 - (a) the matter should be dismissed, because in its determination, the matter is trifling in nature or has no merit; or
 - (b) the appeal warrants further review and determination in accordance with this Policy.
47. The M.B.A. Appeals Tribunal determines the matter warrants further review under it shall as soon as practicable, having regard to the timing of selection and proximity of relevant events, serve a notice in writing on the aggrieved party, the selection panel and the M.B.A.:
 - (a) stating that the aggrieved party may address the M.B.A. Appeals Tribunal at a meeting to be held as soon as practicable, being not earlier than 4 days from the date of the notice;
 - (b) stating the date, place and time of that meeting; and
 - (c) informing the aggrieved person that they may do any one or more of the following:
 - (i) attend that meeting (personally or by their representative, not being legally trained or qualified); or
 - (ii) give the M.B.A. Appeals Tribunal, no later than 24 hours before the time of that meeting, a further written statement setting out relevant information surrounding the appeal.
48. The M.B.A. Appeals Tribunal may conduct a meeting in such manner as it sees fit, but shall:
 - (a) give to the aggrieved person and the selection panel every opportunity to be heard;
 - (b) give due consideration to any written statement by the aggrieved person or the selection panel;
 - (c) allow the aggrieved person to be present along with their adult representative (not being legally trained or qualified); and may
 - (d) request to require the aggrieved person, the selection panel or any other witness to attend the meeting or provide such evidence as is available.
49. Following consideration of all information, which the M.B.A. Appeals Tribunal considers relevant and which is available, the M.B.A. Appeals Tribunal shall arrive at a finding. A decision of the M.B.A. Appeals Tribunal may be by a majority decision.
50. The M.B.A. Appeals Tribunal shall notify the M.B.A. of its finding as soon as practicable.

51. If the M.B.A. Appeals Tribunal considers the ground(s) alleged by the aggrieved person to be satisfied, it shall recommend that the selection panel again consider the selection of the relevant squad, team, individual or official.
52. The selection panel shall comply with any direction of the M.B.A. Appeals Tribunal in this regard.
53. Any further selection decision of the selection panel under the direction of the M.B.A. Appeals Tribunal shall be final, and no other further appeal shall be available to the aggrieved person in respect of that selection.
54. If the M.B.A. Appeals Tribunal considers the ground(s) alleged by the aggrieved person not satisfied, it shall dismiss the appeal.

PSO Board of Directors Approval Date:	March 19, 2023
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