



## **2024 OLYMPIC GAMES INTERNAL NOMINATION PROCEDURES**

### **1. Introduction**

It is the primary high performance goal of the Canadian Men's and Women's Senior Water Polo teams to compete in the Games of the XXXIII Olympiad to be held in Paris, France in 2024. Once qualified, Water Polo Canada (WPC) will field their most competitive team at that given time, pursuing best-ever Olympic results for each program while defining a culture of excellence in pursuit of Olympic podium results in 2024.

This document will outline the process which will be used by WPC to identify athletes eligible to compete in the 2024 Olympic Games, and to provide the criteria on which selection of these teams will be based.

### **2. Team Size**

If / once qualified, Water Polo Canada (WPC) will select one Men's and one Women's Teams, each comprised of 11 athletes (Aa) and 1 alternate athlete (Ap) athlete, to compete at the XXXIII Olympiad, PARIS 2024, in accordance with the World Aquatics qualification process.

### **3. Decision-Making Authority**

The Canadian Olympic Committee (COC) mandates Water Polo Canada to determine the Internal Nomination Procedures (INP) for the athletes and staff that will be nominated to the COC for the 2024 Olympic Games.

Water Polo Canada's High Performance Director (HPD) is the final authority responsible for developing and approving the selection process for the team that will be nominated to the COC for the 2024 Olympic Games.

The Head Coach of each of the Canadian Men's and Women's Water Polo Teams will be the final authority in the selection of all athletes of their respective rosters for the 2024 Olympic Games Team.

Decisions on athlete selection may be made in consultation with the respective Canadian National Team Staff, including but not limited to the HPD, Assistant Coaches, Medical Staff, IST Staff, Scouts and Evaluators as selected by Water Polo Canada.

No member of the Canadian National Team Staff shall participate in any discussions or decisions regarding the selection of any athletes with whom they have a perceived or real conflict of interest. Any member of the Canadian National Team Staff who considers that they are in a position of a perceived or real conflict of interest must declare such a conflict before any discussions are held or decisions are made and must remove themselves from any meetings until the matter giving rise to the perceived or real conflict of interest has been resolved in accordance with WPC's Conflict of Interest Policy.

#### **On-site Decision-Making Authority**

- During the actual competition period onsite at the 2024 Games, all final decision-making authority will reside with the Head Coach of each respective Team, or, in the absence of the Head Coach, with the Team Leader in collaboration with the HPD.

#### **4. Qualification System – Games of the XXXIII Olympiad – PARIS 2024**

Only NOCs whose national aquatics federation is a member of World Aquatics (WAQ, the International Federation) and have met the International Olympic Committee (IOC) qualification requirements may enter athletes in the water polo competition of the Olympic Games. The qualification system as stipulated by the IOC and by WAQ (formerly FINA) can be found at the following link: \*

<https://resources.fina.org/fina/document/2023/02/14/90223252-54ef-40fc-9d04-3f30ccd1bf08/2023-01-15-Olympic-Games-Paris-2024-qualification-system-World-Aquatics-Water-Polo-English-Version-4-002-.pdf>

*(\* = Please note: should any changes be made to the qualification system subsequent to the publication of this INP, it shall be the more recent version of the hyperlinked document that will apply. In the event that World Aquatics modifies its eligibility requirements, WPC is bound by these modifications, will update the hyperlink as soon as reasonably possible, and announce any modifications on WPC's website. However, if, due to time constraints or other circumstances that prevent WPC from updating the hyperlink in a timely manner, this is not possible before a nomination decision needs to be made, the most recent version of World Aquatics' eligibility requirements and Qualification System shall be considered applicable for the purposes of this INP.)*

#### **5. Athlete Eligibility Conditions**

In order to be eligible for selection on the Canadian Olympic Team, an athlete must:

- I. Be a member / registrant in good standing with Water Polo Canada
- II. Be a Canadian citizen in accordance with Rule 41 of the Olympic Charter. All competitors that participate in the XXXIII Olympiad, PARIS 2024 must have the nationality of the NOC with which they are registered.
- III. Hold a valid Canadian passport that does not expire for a period of 6 months beyond these Games (on or before 11 February, 2025).

- IV. Be in compliance with all relevant World Aquatics and IOC requirements for eligibility.
- V. Have signed and submitted (and comply with) the COC Athlete Agreement and Organizing Committee (OCOG) Conditions of Participation form no later than June 24, 2024. Where the athlete is under the age of 19 years, the parent or guardian must also sign these agreements.
- VI. Where applicable, comply with the vaccination policies and vaccination requirements of WPC, the COC, World Aquatics, the IOC and the host country of the event.
- VII. Comply in all respects with the Anti-Doping Rules of World Aquatics, the Canadian Anti-Doping Program (“CADP”) and the Anti-Doping Rules of any other Anti-Doping Organization that has authority over them, and must not be serving a period of ineligibility or provisional suspension for an anti-doping rule violation at the time of nomination or during the Games;
- VIII. Be available for sample collection and have provided accurate and up-to date whereabouts information on a regular basis as directed by World Aquatics, and/or CCES.
- IX. Sign, submit and comply with the 2023-2024 WPC National Team Member Athlete Agreement.
- X. Must acknowledge that he or she is aware of and agrees to be bound by WPC’s Code of Conduct, as well as any other relevant and applicable policies, including, but not limited to, any COC safe sport or Code of Conduct policies.

Please note that these Internal Nomination Procedures are based on and consistent with IOC and World Aquatics rules and regulations as presently known and understood and on the latest information available to WPC. In the event of a discrepancy, the original IOC and WAQ qualification system version will prevail. Any changes in the selection criteria and procedures necessitated by a change in IOC and / or World Aquatics rules and regulations will be distributed to the affected athletes as soon as reasonably possible. Should such a circumstance occur, WPC will review and amend these Internal Nomination Procedures to comply with the new regulations or conditions. However, any modifications made to IOC and / or World Aquatics rules and regulations shall come into effect as of the date specified by the IOC and / or World Aquatics, irrespective of the date on which this INP has been modified. Amendments to this document will be communicated to the affected athletes directly as well as posted on WPC’s website.

## **6. Athlete Selection Criteria and Process**

### **6.1 Selection of the Paris Athlete Talent Pool**

The WPC Paris 2024 Olympic Games qualification period extends from July 14, 2023 through to February 18, 2024 inclusively.

The Paris athlete talent pool will consist of any athlete eligible to represent Canada at the 2024 Olympic Games (see Eligibility Conditions above) who has demonstrated the potential to earn a position on the Water Polo Canada Olympic Games Team and who has been living and training within the approved Water Polo Canada centralized senior program since May (Women) or June (Men) 2023 (or thereabout), including all athletes who are under a WPC-approved pro league or NCAA Program.

Factors that will be considered in assembling the Paris athlete talent pool include:

- Previous and current performance in international competition
- Previous and current performance outside of international competition (i.e. Canadian club system, National Championship League, university/college (NCAA), national training center, high performance or pro leagues, etc.)
- Present and projected development and / or improvement
- Technical Ability
- Tactical Ability
- Physical Ability
- Intangible qualities including but not exclusive to: composure, attitude, work ethic, peer influence, leadership skills, team dynamics, travel mentality, coachability, performance under pressure;
- Demonstrated commitment to a lifestyle conducive to the training and preparation for, and playing of, international water polo;
- Demonstrated ability to play within a team environment, including contribute to and enhance team performance.
- Adherence to the Senior National Team monitoring protocol
- Ranking in depth chart (by position)
- Compliance with WPC Athlete Agreement and Code of Conduct

The above factors are not weighted, are not listed in an order of importance and may be revised from time to time to ensure short term and long-term success in international competition for Canada.

Documents such as Water Polo Canada's internal depth charts, team evaluations and Gold Medal Profiles shall be considered to support the selection of the Paris athlete talent pool.

Water Polo Canada will communicate the Paris athlete talent pool by November 15<sup>th</sup> 2023.

Changes to the Paris athlete talent pool may be made from time to time at the discretion of the Head Coach of each of the men's and women's teams in collaboration with the HPD. In such cases, centralization will be required for additional athletes named to the athlete pool.

## **6.2 Selection of Water Polo Canada's Olympic Games Team**

Once the Paris athlete talent pool has been established (those selected to the centralized national training center programs), final rosters will be selected for specific competitions up to and including the Olympic Games (for competitions of the 2022-2023 season, see the published Selection Criteria and Process, at:

[https://cloud.rampinteractive.com/waterpoloca/files/National%20Teams/National%20Team%20Selection%20Criteria%20%26%20Process/WPC%20Sr%20National%20Team%20Selection%20Criteria%20Process\\_2022-23\\_ENG.pdf](https://cloud.rampinteractive.com/waterpoloca/files/National%20Teams/National%20Team%20Selection%20Criteria%20%26%20Process/WPC%20Sr%20National%20Team%20Selection%20Criteria%20Process_2022-23_ENG.pdf)). While some objective criteria will be considered to select

teams, the primary selection criteria will be subjective. The following factors will be considered along with any other factors, which in the sole and absolute discretion of the National Team Head Coach, are deemed relevant. The subjective elements involved in team selection will include, but are not limited to:

- Positional requirements (both starters and reserves),
- Competition requirements (i.e. opponents, location, etc.),
- Team dynamics,
- Attitude,
- Leadership ability & contribution to the overall team chemistry,
- Other such considerations.

Furthermore and more specifically, in selecting athletes for final event rosters, the National Team Head Coach will consider elements in the following areas:

- the dynamics of the team as a whole and how the candidates for selection fit into this dynamic
- individual and team-play characteristics of the candidates for selection
- WPC's objectives for the Paris 2024 Olympic Games
- Personal attributes examples:
  - Demonstrated commitment to playing international water polo for Canada.
  - Demonstrated commitment to a lifestyle conducive to the training and preparation for, and playing of, international water polo.
  - Demonstrated positive attitudes towards the sport, the National Team, and WPC.
  - Demonstrated commitment to travel, training sessions, competitions, and any activities, commitments and functions related to the National Team.
  - Demonstrated cooperative and team-oriented attitudes.
  - Demonstrated positive attitude including coachability, desire to improve personal skills, and desire to contribute to team objectives.
  - Demonstrated self-motivation, confidence, determination and goal-oriented nature.
  - Demonstrated resilience as well as flexibility and adaptability to change.
- Sport Specific Examples:
  - Demonstrated athletic ability, including size, speed, quickness, agility and strength.
  - Demonstrated water polo and position-specific skills
  - Demonstrated field of play decision-making abilities.
  - Demonstrated aggressive and assertive play.
  - Proven competitive experience playing water polo at the international level, including the ability to train and compete through the rigors of international travel, and the ability to handle the emotional and personal demands of extended travel in foreign countries.
- Team Play Examples:
  - Demonstrated ability and willingness to work effectively and cooperate within the team environment.
  - Demonstrated ability to play within a team environment, including the ability to contribute to and enhance team performance.
  - Demonstrated ability to contribute to overall team cohesiveness and to communicate effectively with coaching staff and other players both on and off the field of play.
  - Demonstrated ability and willingness to implement the coaching staff's game plan.

- Demonstrated ability to contribute to the team setting, both on and off the field of play, by attaining the performance standards and expectations established and communicated to the athletes by the Olympic coaching staff.

The evaluation of these elements will be an ongoing process from the identification of the Paris athlete talent pool up to the selection date for the Olympic Games.

The above factors are not weighted, are not listed in an order of importance and may be revised from time to time to ensure short term and long-term success in international competition for Canada.

Documents such as Water Polo Canada's internal depth charts, team evaluations and Gold Medal Profiles shall be considered to support the selection of final rosters for specific competitions.

It is the responsibility of the Head Coach to select the best possible team for each individual competition. To fulfill this responsibility, the Head Coach will have a high degree of discretion and flexibility.

Although selection to events prior to the 2024 Olympic Games will be examined in the selection of the final roster for the 2024 Olympic Games, all objective and subjective criteria will be reviewed by the Head Coach with the goal of selecting the best team for the competition. The National Team Head Coach of each Team, in consultation with coaching staff, will select athletes from the athlete talent pool for the Paris 2024 Games Team, with the objective of putting together the team that will achieve the best result for Canada.

## **7. Dismissal / Removal From The Athlete Pool or From a Team**

In addition to the selection of athletes, the Head Coach will also have final authority over dismissal of any athlete from the Athlete Pool and/or Team. Reasons for dismissal include, but are not limited to:

- Inability to maintain high training standards
- Inability to meet performance expectations in competition
- Inability to perform due to injury, illness or for other medical reason as determined by the National Team medical staff members (see Performance Readiness below)
- Violation of Team rules
- Conduct detrimental to the Team and/or the image of Water Polo Canada or the National Team program
- Failure to adhere to the anti-doping rules or requirements of any anti-doping organization with authority over the athlete
- Any behaviours that require reprimands as per [Water Polo Canada's Code of Conduct and Ethics](#). \*\*

(\*\* = Please note: should any changes be made to Water Polo Canada's Code of Conduct and Ethics subsequent to the publication of this INP, it shall be the more recent version of the hyperlinked document that will apply.)

## **8. Appeals**

Notwithstanding the deadline to file an appeal indicated in the Water Polo Canada Appeal Policy, appeals regarding Olympic selection that are to be heard under the Appeal Policy must be filed no later than June 15, 2024. Decisions rendered under WPC's Appeal Policy may be appealed to the Sport Dispute Resolution Centre of Canada (SDRCC) and must be filed no later than July 1, 2024.

Notwithstanding the aforementioned, if all parties agree, and provided that an appeal has otherwise been filed in accordance with the Water Polo Canada Appeal Policy, WPC's internal appeal process may be bypassed and the appeal may be heard directly before the SDRCC as a first and final appeal instance.

A final decision in any appeal must be made no later than July 8, 2024 4:59pm EST. For the avoidance of doubt, a decision is considered to be final where there is no further right of appeal or the party(ies) have waived their right to a further appeal before the SDRCC.

## **9. Confirmation of Entries and Roster Change Deadlines (including Late Replacement)**

The Team will be nominated to the Canadian Olympic Committee no later than June 1, 2024.

Changes to the final roster of 11 athletes (Aa) and 1 alternate athlete (Ap) may be permitted up to the technical meeting, however all substitutions after the nominations have been submitted to the COC on June 1, 2024 will also be subject to COC, IOC and WAQ regulations and procedures, including the IOC and OCOG Late Replacement Policies. No changes are permitted after the technical meeting for any reason.

It will be the WPC High Performance Manager's responsibility to confirm the final roster of twelve athletes to the event organizers and WAQ Technical Water polo Committee at the technical meeting.

## **10. Performance Readiness**

The Canadian Men's and Women's National Team Medical Staff (Physiotherapist and/or Doctor), in consultation with the Head Coach of each respective team, will be responsible for the assessment of performance readiness with regard to injury or illness while at the Games and leading up to the Games. On an ongoing basis, all Team members will be evaluated by the Team Medical Staff and will be required to complete the appropriate medical questionnaires.

Should an athlete be judged to be unfit to participate in the competition, he/she may be replaced by an alternate at the discretion of the Head Coach.

Prior to the Games, all pool athletes are expected to communicate any/all injury and illness issues to the Head Coach, High Performance Manager and to the High Performance Director prior to the

selection of the final roster. Should injury or illness occur following Team selection, but prior to departure for the Games, this must be communicated to the Head Coach, High Performance Manager and to the High Performance Director immediately in order for an alternate to be selected, should this be required.

An injured athlete may be selected to the final roster for the Olympic Games if the Head Coach, in consultation with the medical staff, have a reasonable expectation that the athlete will return to competition during the event and assist the team in attaining its goals.

### **11. Alternates**

It is the responsibility of the Head Coach to determine the athletes that are to be named as an alternate (Ap athlete), should it be necessary to replace an athlete named to the final roster. All those athletes that constitute the Athlete Pool for this Team can be considered by the Head Coach as potential nominations for alternates. "Ap" alternate athletes could become competing athletes only under the conditions outlined in the IOC/Paris 2024 Late Athlete Replacement policy.

### **12. INP Publication**

Announcement of the Internal Nomination Procedures for the Water Polo Canada Paris 2024 Olympic Games Team will be made public through posting on our website ([www.waterpolo.ca](http://www.waterpolo.ca)). The first version of this INP will be posted no later than July 25<sup>th</sup> 2023.

### **13. Amendments and Unforeseen Circumstances**

Changes to the Internal Nomination Procedures will only take place with the approval of the HPD of Water Polo Canada and Canadian Olympic Committee. All changes will be communicated via the Water Polo Canada website, and will be communicated directly to all affected parties.

Furthermore, situations may arise that do not allow this Internal Nomination Procedure to be modified or applied as written due to time constraints or other exceptional and unforeseen circumstances. In such situations, any decision, including nomination decisions, will be made by the individual(s) with decision-making authority, as stated in this Internal Nomination Procedure, in consultation with the relevant individual(s) or committee(s) (as applicable), and in accordance with the stated performance objectives and selection philosophy and approach as stated herein. Should it be necessary to make any decision in this manner, WPC will communicate with all affected individuals as soon as possible.

In the event of unforeseen circumstances beyond the control of Water Polo Canada that prevent the Head Coach from fairly implementing these Internal Nomination Procedures as written, the Head Coach will provide his/her recommendation to the HPD, who shall have the full discretion to resolve the matter as they see fit, taking into account factors and circumstances that they deem relevant. All amendments to the Internal Nomination Procedures must conform to the Canadian Olympic Committee guidance with regards to restrictions to amendments.



### **13.1 Cancelled or Postponed Events**

Should it be necessary to cancel or postpone any event specified in this INP that is conducted under the authority of WPC, such decision shall be made by the relevant person(s) or body within WPC under whose authority the event was originally to be held, which in the case of WPC may be either the CEO or the High Performance Director, as applicable.

Should any event specified in this INP be canceled, postponed, rescheduled or replaced, WPC shall update the nomination procedures indicated in this INP, as applicable, as soon as reasonably possible and shall communicate any modifications to all impacted individuals, as well as publish the modified INP on its website, prior to the postponed, rescheduled or replacement event.

Decisions made pursuant to this clause shall not be subject to appeal and do not apply to the cancellation of events that are conducted under the authority of organizations other than WPC.

### **13.2 Event Participation**

WPC may be required, in the best interests of athlete, athlete entourage and staff safety, to not travel to and participate in events indicated in this INP that will be used for nomination to the Paris 2024 Olympic Games Team, even in circumstances when the event may proceed as planned. Any such decisions will be made in consultation with relevant experts, including medical and public health safety experts, and will be communicated to all impacted individuals as soon as possible.

In such circumstances, WPC will determine if alternate events may be attended as a substitute for the event that WPC has decided not to participate in and, if so, will modify this INP accordingly (if required), and inform all impacted individuals as soon as possible.

When making decisions regarding WPC's travel to and participation in events for safety reasons, WPC will endeavour to minimize any impact of such decisions on Olympic qualification, obtaining Olympic quota spots and domestic nomination to the Paris 2024 Olympic Games Team. However, depending on the circumstances, athlete, athlete entourage and staff safety may be prioritized based on the advice of medical and public health safety experts.

WPC recognizes that athletes, athlete entourage and staff may, for safety reasons, also decide not to travel to and participate in events indicated in this INP that will be used for nomination to the Paris 2024 Olympic Games Team, even in circumstances when the event may proceed as planned, and even when WPC has decided that it will travel to and participate in the event because it has decided, following consultation with appropriate experts and authorities (such as medical and public health safety experts), that it is safe to do so.

In such circumstances, athletes will be responsible for any impact that their decision may have on their Olympic qualification and on their ability to obtain domestic nomination to the Paris 2024 Olympic Games Team.

## 14. Funding

WPC will aim to cover, for selected athletes, all costs and expenditures related to participation in qualification events and team preparation events leading up to the Paris 2024 Olympic Games. Such support will, however, remain budget dependent, and athletes could be required to cover portions of these costs. Selection of team athletes for each event will be determined in accordance with the process and criteria outlined in Section 6 above. Should an originally selected athlete decline the invitation onto an event-specific team due to their inability to assume related costs (if applicable), such refusal will not be considered for nor have any direct impact on subsequent team selections.

## 15. Coach and Support Staff Selection

### Coaching & Support Staff Eligibility Requirements:

In order to be eligible for selection on the Canadian Olympic Team, support staff members must:

- I. Be a member / registrant in good standing with Water Polo Canada
- II. Hold a valid passport that does not expire for a period of 6 months beyond these Games (on or before 11 February, 2025).
- III. Be in compliance with all relevant World Aquatics and IOC requirements for eligibility.
- IV. Have signed and submitted (and comply with) the COC Support Team Agreement and Organizing Committee (OCOG) Conditions of Participation form no later than June 24, 2024.
- V. Where applicable, comply with the vaccination policies and vaccination requirements of WPC, the COC, World Aquatics, the IOC and the host country of the event.
- VI. Comply in all respects with the Anti-Doping Rules of World Aquatics, the Canadian Anti-Doping Program (“CADP”) and the Anti-Doping Rules of any other Anti-Doping Organization that has authority over them, and must not be serving a period of ineligibility or provisional suspension for an anti-doping rule violation at the time of nomination or during the Games;
- VII. Must have acknowledged that he or she is aware of and agrees to be bound by WPC’s Code of Conduct, as well as any other relevant and applicable policies, including, but not limited to, any COC Safe Sport policies or Code of Conduct.
- VIII. Coaches: Be registered Coaches with the Coaching Association of Canada by June 24, 2024.

Appointment of all Head Coach positions for Men’s and Women’s National Water Polo Teams is the responsibility of the Water Polo Canada HPD. As such, the Head Coach for the Men’s and Women’s National Water Polo Teams are also named as Head Coaches for the 2024 Olympic Games.

WPC nominated Team Leaders must satisfy the expectations and requirements of the Canadian Olympic Committee’s [Team Leader Position Description](#).

Each Head Coach will be responsible for nominating their respective team’s coaching and technical staff including Assistant Coaches, Physiotherapist, massage therapist, Doctor, IT Specialist, etc. to the Water Polo Canada HPD for approval, in accordance with the accreditation allocation as

provided by the COC. The support staff will be selected based on the principle of sending a team of specialists that is best capable of assisting athletes in achieving podium performances at the Games. All selections are subject to COC approval.

Where applicable, all staff (Coaches, administrative personnel, volunteers, IST, technical officials, etc ) must comply with the vaccination policies and vaccination requirements of WPC, the COC, World Aquatics, the IOC and the host country of the event.

All staff will be selected no later than May 31<sup>st</sup>, 2024 and the selection is subject to change at the discretion of the HPD.

## 16. Contact

For clarifications or questions regarding the contents of this INP, please contact WPC's High Performance Director Mr. Olivier Pineau, at: [opineau@waterpolo.ca](mailto:opineau@waterpolo.ca) .

## 17. Timelines Summary

Date	Examples
May 23 (Women) & June 5 (Men) 2023	Teams centralized
July 14, 2023- February 18, 2024	WAQ Qualification period
July 14-30, 2023	World Aquatics Championships (Fukuoka, Japan- first qualification event)
25 July 2023	INP published/circulated
October 20- November 5, 2023	Pan American Games, Santiago, Chile (America's Olympic Continental qualifier)
November 15 <sup>th</sup> 2023	Paris Athlete Talent pool named
February 2-18, 2024	World Aquatics Championships (Doha, Qatar - Final qualification event)
February 13, 2024	Accreditation Deadline
June 1 <sup>st</sup> , 2024	Latest date on which WPC nominates Paris 2024 Olympic Team(s) to the COC and announces selection to athletes
June 15 <sup>th</sup> 2024	Deadline for filing appeal
June 17, 2024	Date of formal Team announcement(s)
June 24, 2024	Deadline to have signed the NSO Athlete Agreement, Code of Conduct, and submitted any required documents
June 24, 2024	Date to sign and return the COC Athlete Agreement and Conditions of Participation Form
July 8, 2024	Deadline for final appeal decisions (no later than 4:59pm EST)
July 26 – August 11, 2024	XXXIII Olympiad, Paris 2024