



## SWIMMER AND COACH NOMINATION CRITERIA 2019 Pan American (Pan Am) Games – Pool

---

Tour Dates:	August 1-11, 2019
Competition Dates:	August 6-10, 2019
Location:	Pan Am Aquatic Centre Lima, PER
Team Size:	Maximum of <b>16</b> swimmers
Eligibility notes:	Second Priority Senior Event <ul style="list-style-type: none"> <li>- Swimmers selected to the 18<sup>th</sup> FINA World Championships 2019, Gwangju KOR Pool team are not eligible for nomination to the Canadian Olympic Committee (COC) for the Pan Am Games Pool Team.</li> <li>- Swimmers selected to the FINA World Junior Swimming Championships 2019, Budapest HUN are not eligible for nomination to the COC for the Pan Am Games Pool Team</li> <li>- Nomination to the COC for selection to the Pan Am Games Team will take priority over selection to the 2019 FISU Games Naples, ITA. Swimmers nominated to the COC for the Pan Am Games Team are not eligible to be selected to the 2019 FISU Games Team</li> </ul>
Team Leader:	Swimming Canada's Senior Manager NextGen High Performance Pathway Coach will be appointed as the Team Leader
Head Coach:	Applications for nomination as Head Coach shall be accepted by Swimming Canada (see Appendix B)
Number of Coaches:	Up to two additional Coaches will be nominated for appointment
Nomination Event:	2019 Canadian Swimming Trials April 3-7, 2019 Toronto Pan Am Sport Centre

### **Note:**

- 1. Nomination is subject to qualification requirements outlined by Union Americana de Natacion (UANA) and the Pan Am Sports Organization (PASO), and approval of the Canadian Olympic Committee (COC). Swimming Canada will submit all nominations to the COC and will be notified in June 2019 of acceptance of the nominees.*
  - 2. Athlete quota or team size is dependent on final allocation from the COC and subject to change.*
- 

## **I. INTRODUCTION & OBJECTIVES**

The purpose of this document is to set out the criteria to be used by Swimming Canada to identify athletes for nomination to the Canadian Olympic Committee (COC) for selection to Canada's 2019 Pan Am Games Team. In addition, this document sets out the criteria to identify coaches eligible to be appointed to the Swimming Canada's 2019 Pan Am Games Team. Swimming Canada will be sending a team of athletes focused on achieving podium results and who will have the potential to impact the Olympic Team in 2020 and 2024.

## **II. GENERAL INFORMATION – Swimmers**

Only Swimmers identified by these criteria will be considered for nomination. The following conditions must be satisfied to be eligible to be nominated to the COC for the 2019 Pan Am Games Team:

1. A Swimmer must be eligible to represent Canada in accordance with the eligibility requirement rules set out by FINA ([GR 1](#)), Swimming Canada ([CGR 1.2.1](#)) and PASO, and must hold a Canadian passport, which expires no earlier than February 11, 2020.



2. A Swimmer must declare him/herself available for nomination prior to the Nomination Event Meet Entry deadline (date TBD) using the form at the following link. Any Swimmer who does not declare themselves eligible by this deadline may not be considered for selection to this team.
3. Swimmers will be required to attend Swimming Canada Post-Trials Team meetings at the conclusion of the Trials. (April 8, 2019 in Toronto, location tbc) Swimmers must plan and book flights accordingly. Swimming Canada is not responsible for the cost of flight changes.
4. Nomination does not guarantee selection. Selection is subject to the COC approval.
5. Nominated Swimmers must sign the 2019 Swimming Canada Athlete Agreement upon nomination and prior to May 1, 2019. Where the Swimmer is under the age of 18 years, the Swimmer's parent or guardian must also sign this agreement. Copies of the Swimming Canada Athlete Agreement are available upon request to Swimming Canada.
6. Nominated Swimmers must sign, submit and comply with the COC Athlete Agreement and the LIMA 2019 Eligibility and Conditions Form upon selection, and prior to May 1, 2019. Where the Swimmer is under the age of 18 years, the Swimmer's parent or guardian must also sign this agreement.
7. Nomination in a specific event does not guarantee specific event entry. The Team Leader and the Team Head Coach will determine individual entries and relay team composition. All nominated team members are eligible for relays.
8. Only performances in Olympic Events, where qualifying times are available, are eligible for nomination purposes. (see Appendix A)
9. Results from the Nomination Event are eligible to be ranked, including A Finals, B Finals, preliminaries, and timed finals. Results from time trials or official splits in an individual or relay event are not eligible.
10. Where ranking is referenced in this document, the World Rankings downloaded from FINA database on December 31, 2018 will be used.
11. If nomination is declined or not approved by the Canadian Olympic Committee the nominated performance of the Swimmer will be disregarded for the purpose of these Criteria.

### III. NOMINATION CRITERIA – Swimmers

#### Priority 1 - Individual Nomination:

Eligible Swimmers achieving the Pan Am Games 'A' time standard will be ranked and nominated in rank order to a maximum of 12 Swimmers.

#### Priority 2 - Relay Nomination:

After individual nomination through Priority 1 is complete, the High Performance Director has the sole discretion to choose any additional swimmers for nomination as required for the relay events to a maximum of 16 Swimmers, inclusive of Priority 1.

#### Priority 3 - Discretionary Nomination:

At the end of the Nomination Event, the Swimming Canada High Performance Director at his sole discretion may choose additional Swimmers to be nominated to the team up to the maximum of 16 Swimmers, inclusive of priority 1 & 2.

### IV. TIE BREAKING – Swimmers

1. Where there is a tie in the ranking process for the 12<sup>th</sup> nominee in Priority 1 above, the tied Swimmer's preliminary swims in the respective event will be ranked to break the tie. Should a tie still exist, the Swimming Canada Selection Committee and the Swimming Canada High Performance Director shall then have full discretion to determine a tie breaking method, which they will apply.

### V. COMPETITIVE READINESS - Swimmers



1. “Competitive readiness” is defined as the ability of the swimmer to achieve equal or superior performance(s) at the scheduled event, as compared to the performance(s) the athlete achieved in qualifying.
2. Swimmers who do not remain competitively ready by reason of lack of fitness, injury, or illness may be removed from the team. Swimmers and their personal coaches are required to immediately report any injury, illness or change in training that could affect their ability to compete at their highest level at the 2019 Pan Am Games, to Swimming Canada’s High Performance Director and the Team Leader in writing via email.
3. The High Performance Director and the Team Leader will make the final decision on competitive readiness in concert once nomination process is completed. These two individuals will have absolute discretion about which factors they will consider in making the final decision.
4. In the case of injuries or illnesses, the High Performance Director and the Team Leader will consider recommendations made by the National Team Physician in making the final decision.
5. Injured or ill swimmers may be subject to a proof of readiness test to be determined by the High Performance Director and the Team Leader in consultation with the swimmer’s personal coach. This test will consist of a controlled performance such as a competition or observed test or time trial. These swimmers will not travel with the team until this requirement has been satisfied. If it is determined that the swimmer is not competitively ready once onsite at the event, he or she may be asked to return home immediately.

## **VI. REMOVAL OF A SWIMMER FROM TEAM**

1. Swimming Canada may, at any time, disqualify a swimmer from being considered for nomination to the Canadian Team or remove a swimmer after selection based on current or past behavior of the swimmer that is inconsistent with Swimming Canada’s Code of Conduct. A copy of this document is available upon request to Swimming Canada.
2. A swimmer will be removed from being considered for nomination to the Canadian Team or be removed after selection if he/she is found to be in violation of any anti-doping policy or procedure as outlined by Swimming Canada, World Anti-Doping Agency (WADA), and the Canadian Centre for Ethics in Sport (CCES).
3. Prior to Team nomination to the COC, Swimming Canada will have the final authority over final removal of a swimmer. Following nomination, any such removals are subject to the approval of the COC Team Selection Committee.

## **VII. GENERAL INFORMATION – Coaches**

1. To be eligible for appointment a Coach must:
  - a. have been resident in Canada and duly employed as a swimming coach by a Swimming Canada affiliated organization for 90 days prior to the first day of the Nomination Event;
  - b. be a fully registered coach and member in good standing with the CSCTA and Swimming Canada as of October 15, 2018;
  - c. be a minimum NCCP Senior Coach Level 3 In-training or be a Chartered Professional Coach with the Professional Coaching Department of the Coaching Association of Canada;
  - d. provide a valid Police Record Check (PRC) to Swimming Canada;



- e. declare him/herself available for appointment prior to the Nomination Event meet entry deadline (date TBD) using the form at the following link. Any Coach who does not declare him/herself eligible and available for appointment by this deadline may not be considered to be appointed as a coach for this event
  - f. hold a passport that can be used for travel to Peru for Visa processing within Canada, and which expires no earlier than February 11, 2020
  - g. abide by the CADP Agreement and WADA Code and have never had a violation of either the CADP or WADA code.
  - h. Coaches who are nominated to the Team will be required to attend Swimming Canada Post-Trials Team meetings at the conclusion of the Trials. (April 8, 2019 Toronto) Coaches must plan and book flights accordingly. Swimming Canada is not responsible for the cost of flight changes.
2. All Coaches identified by these criteria must be a registered member of the Professional Coaching Department of the Coaching Association of Canada on or before May 30, 2019 either as a Chartered Professional Coach or as a Registered Coach.
  3. All Coaches identified by these criteria must agree with and sign the 2019 Swimming Canada Team Staff Agreement and COC Support Team Agreement. Copies of the Team Staff Agreement are available upon request to Swimming Canada. Failure to do so will render the Coach as having officially declined their eligibility for nomination.

#### **VIII. APPOINTMENT – Coaches**

1. An eligible Coach can apply to be nominated as the 2019 Pan Am Games Team Head Coach. Applications will be accepted by the Team Leader (see Appendix B). The successful nominee shall be the appointed at the sole discretion of the Swimming Canada High Performance Director.
2. The Swimming Canada High Performance Director has the authority and sole discretion to appoint the additional Team Coaches to the 2019 Pan Am Games Team.

#### **IX. AMENDMENTS AND UNFORESEEN CIRCUMSTANCES**

##### **Unforeseen Circumstances**

1. Should the Swimming Canada Selection Committee determine that unforeseen or unusual circumstances have arisen during the process of applying these Criteria, the Selection Committee shall have the full and absolute discretion to resolve the matter as it sees fit, taking into account factors and circumstances that it deems relevant.
2. Any such exercise of discretion shall be subject to the Canadian administrative law principles of fairness.

##### **Changes to this Document**

3. Swimming Canada reserves the right to make changes to this document, which in its discretion are necessary. No such changes shall be made after the commencement of the Nomination Events unless the changes relate to the Swimming Canada Selection Committee exercising its discretion under the “Unforeseen Circumstances” provisions above.



4. Swimming Canada reserves the right to review and modify these Criteria or a decision related to the qualification process in the case of rule or policy changes from COC, PASO, UANA or FINA that affect the criteria set out in this document.
5. Any changes to these Criteria shall be communicated directly to all Swimming Canada Carded Swimmers and Coaches, and athletes/coaches who declared themselves eligible for selection and published to the Swimming Canada website forthwith.

## **X. APPEALS**

1. The Swimming Canada "Complaints, Disciplinary Action and Dispute Resolution Policy" and the Swimming Canada "Appeals Policy" govern all decisions made by Swimming Canada, including issues pertaining to selection. For a copy of these policies please contact Swimming Canada or refer to the following link: <https://www.swimming.ca/en/resources/board-governance/board-policies/>

---

*These criteria were duly created and approved by the Swimming Canada Selection Committee, which by its terms of reference have been properly delegated to perform this task by the Chief Executive Officer of Swimming Canada.*

**Contact:** For questions or clarification on the contents of this document, please contact Kirsty Hahto, [khahto@swimming.ca](mailto:khahto@swimming.ca)

Appendices follow:



APPENDIX 'A'  
PAN AM GAMES QUALIFYING TIMES

Men's Standards	Qualification Standards	Women's Standards
A – 2 Entries		A – 2 Entries
22.68	50m Freestyle	25.89
49.80	100m Freestyle	56.56
1:49.66	200m Freestyle	2:03.55
3:54.44	400m Freestyle	4:16.91
8:10.19	800m Freestyle	8:50.99
15:43.36	1500 Freestyle	16:50.89
56.49	100m Backstroke	1:03.36
2:02.89	200m Backstroke	2:18.45
1:02.26	100m Breaststroke	1:11.11
2:17.52	200m Breaststroke	2:34.43
53.73	100m Butterfly	1:01.25
2:00.54	200m Butterfly	2:14.13
2:04.43	200m Ind. Medley	2:19.99
4:27.69	400m Ind. Medley	4:57.99



**APPENDIX 'B'**

**Head Coach (Pool) – 2019 Pan Am Games Application Process**

**Overview**

Swimming Canada is seeking applications for the position of Head Coach (Pool) – 2019 Pan Am Games. Swimming Canada will be sending a team of athletes focused on achieving podium results and who will have the potential to impact the Olympic Team in 2020 and 2024. Applications will be accepted from all interested coaches who meet the requirements listed within this document.

**Details**

Location: Lima, Peru  
Tour Dates: August 1, 2019 to August 11, 2019 (TBC)  
Competition Dates: August 6, 2019 to August 10, 2019 (TBC)

This is a volunteer position that will include a per diem while with the team.

Swimming Canada employees and individuals contracted by Swimming Canada are eligible to apply for this position in a volunteer capacity.

**Key Responsibilities**

- Attend the Swimming Canada Post-Trials Team Meetings (April 8, 2019) and participate as required
- Participate in the pre-Games planning process as required
- Lead and work in collaboration with the Swimming Canada Pan Am Games coaching staff
- Work with the Team Leader on any coaching related issues
- Coach one of the three groups of athletes as determined by the HPD and Team Leader
- Work in collaboration with the Team Leader to set the overall direction for the team
- Make all relay team selections in consultation with the Team Leader
- Support all Swimming Canada team protocols and expectations
- Be focused, professional, relaxed and adaptable

**Requirements:** to be eligible to apply, a coach must;

- be a resident in Canada and be duly employed as a swimming coach by a Swimming Canada affiliated organization at the time of application
- be a fully registered coach and member in good standing with the CSCTA and Swimming Canada as of October 15, 2018
- be a registered member of the Professional Coaching Department of the Coaching Association of Canada on or before October 15, 2018 either as a Chartered Professional Coach or as a Registered Coach.
- be a minimum NCCP Senior Coach Level 3 In-training or be a Chartered Professional Coach with the Professional Coaching Department of the Coaching Association of Canada as of October 15, 2018
- provide a valid Police Record Check (PRC) to Swimming Canada
- hold a valid passport that can be used to travel to Peru for VISA processing within Canada, and which expires no earlier than February 11, 2020



- abide by the CADP Agreement and WADA code and have never had a violation of either the CADP or WADA code

### Process

- All applications must include a CV as well as a personal statement of no more than 500 words that describes the applicant's reasons for why they would like to be the 2019 Pan Am Games Head Coach (Pool) and what makes them a good fit for the position.
- Telephone interviews will take place November 6, 2018. Due to the volume of applicants, not all applicants may be eligible for an interview.
- The announcement of the Head Coach will be made on November 16, 2018.

### Application Deadline

- Applications will be accepted until October 15, 2018.
- Interested candidates can forward their applications to Iain McDonald ([imcdonald@swimming.ca](mailto:imcdonald@swimming.ca))
- Indicate "Head Coach (Pool) – 2019 Pan Am Games Application" in both the subject line of your email and your personal statement.