

Athlete Selection Policy – Women’s National Team

The Selection process for the Women’s National Team will be communicated through Baseball Canada official publications, posted on the Baseball Canada website.

Purpose

The objective of the selection policy is to outline a clear and fair process on how athletes are identified and selected to the national team.

This selection process has two objectives:

1. Select eligible athletes to an Athlete Pool. Athletes in the Pool are those identified by Baseball Canada as having demonstrated potential to earn a position on a current or future national team. At any given time, the Athlete Pool represents a ‘snapshot’ of Canadian talent in baseball.
2. From the Pool, select the best possible team for specific events. While some objective criteria will be used to select the team, it is also recognized that there is a significant subjective element. Subjective elements include such factors as previous and current performance, experience, positional requirements, leadership qualities and team cohesion.

For clarifications or questions on the contents of the Selection Process, please contact:

Adam Morissette, Director Women’s Program adam@baseball.ca

SECTION 2 – ELIGIBILITY

An athlete is eligible for selection to the Athlete Pool so long as they are: (1) in good standing with Baseball Canada, and (2) a Canadian Citizen holding a Canadian passport, a person eligible for Canadian Citizenship who is actively pursuing Citizenship, or a person with a Canadian Citizenship card.

To be eligible to be selected to a National Team, the athlete must be a Canadian citizen as defined by the World Baseball Softball Confederation and have a valid Canadian passport that does not expire within 6 months of the scheduled competition.

Once selected to the Athlete Pool or to a National Team, all athletes will be expected to be training towards competition level play and participating in all athlete pool activities. These standards on their own will not be used to include or exclude an athlete from consideration for the Pool or a Team, but they will be used by Baseball Canada to measure and monitor an athlete's training, progress and preparation.

SECTION 3 – AUTHORITY FOR SELECTION

The Board & CEO has delegated authority for all decision making under this policy to the Director/Manager of National Teams who will work closely with the Head Coach of the team.

The Director/Manager has final authority for all selection decisions, including selecting athletes to the Athlete Pool, adding additional athletes to the Athlete Pool, selecting National Team from the Athlete Pool, removing athletes from the Athlete Pool or from a National Team, and selecting replacement athletes to a National Team where applicable. In making selection decisions, the Head Coach will consult with the Director/Manager of the National Team.

SECTION 4 – ATHLETE SELECTION PROCESS

Athlete Pool Selection

The Women's National Team will name up to 40 athletes to the National Team athlete pool on or before December 1st of a given year. In addition to the athlete pool, the coaching staff will monitor athletes competing in association, provincial and other competition.

The selection of the pool will be based on:

- Previous and current performance
- Experience
- Positional requirements
- Present and projected development and/or improvement
- Leadership/Contribution to team chemistry

National Team Selection

Athletes from the Athlete Pool will be selected to the National Team, with the goal being to put together the best possible team for any event. Factors that will be considered in this selection include physical and technical aspects of the game, as well as team dynamics.

These factors, which will be assigned weight by the Director/Manager & Head Coach, as they deem appropriate for the decision-making process, include:

- Previous and current performance
- Experience
- Positional requirements (primary and backup)
- Present and projected development and/or improvement
- Leadership/Contribution to team chemistry
- Availability for competition and training
- The depth chart, as developed from the evaluation criteria in Appendix B

It is understood that in making selections to create the best possible team, it is possible that the best individual athletes may not be selected. It is at the discretion of the Director/Manager & Head Coach to name an athlete to a National Team even though that athlete may not have participated in evaluation camps, selection camps or other National Team events.

The timelines that will be followed in selecting the Athlete Pool and selecting athletes for the 2024 WBSC World Cup are listed in Appendix A. Note that specific events, dates and times may be subject to change.

UNFORESEEN CIRCUMSTANCES/CHANGES TO THE DOCUMENT

If unforeseen circumstances arise which do not allow for this selection process or the above timelines to be implemented as outlined in this document, Baseball Canada reserves the right to identify an alternate process or alternate timelines. Should this occur, all athletes in the Athlete Pool will be notified of these changes in a timely manner.

Should any event specified in this selection process be canceled, postponed, rescheduled or replaced, Baseball Canada shall update selection procedures indicated in this process, as applicable, as soon as reasonably possible and shall communicate any modifications to all

impacted individuals, as well as publish the modified selection process on its website prior to the postponed, rescheduled, or replacement event.

SECTION 5 – REMOVAL FROM THE ATHLETE POOL OR FROM A NATIONAL TEAM

Upon selection to the Athlete Pool or Team, an athlete must:

- Provide Baseball Canada with all required documents (passport information, doping education certification, UCCMS participant consent form);
- Participate in Team events, activities and meetings, as directed by the Director/Manager & Head Coach;
- Ensure they wear proper equipment and clothing;
- Obey all rules established by the Head Coach and/or Baseball Canada;
- Assist Baseball Canada in public relations and fundraising projects where required;
- Comply with off-season daily training environment training requirements as identified by the Director/Head Coach;
- Not be under suspension or any other sanction by any recognized body for any doping or doping-related offence;
- Be available for sample collection and have provided up-to-date whereabouts information on a regular basis as directed by Baseball Canada, World Baseball Softball Confederation and/or Canadian Centre for Ethics in Sport (CCES) pursuant to the Canadian Policy.

An athlete may be removed from the Athlete Pool or from a National Team where the athlete:

- Is unable to meet performance expectations – performing below the level and expected standards, on-field, that earned them the nomination to the national team;
- Is unable to perform due to injury, illness or for other medical reason as determined by Baseball Canada’s medical staff;
- Is unable to commit to National Team Program activities and events (note that an athlete may obtain an exemption from the Head Coach and Baseball Canada);
- Violates team rules and/or Baseball Canada’s policies and procedures;

- Exhibits conduct that is detrimental to the image of the National Team program of Baseball Canada;
- Voluntarily withdraws;
- Is removed by a Baseball Canada Discipline and/or Appeal panel; or
- Fraudulently misrepresents themselves.

SECTION 6 – SUBSTITUTION OF ALTERNATES

Where necessary and appropriate, an athlete removed from a National Team may be replaced by an alternate from the Athlete Pool. Deadlines to replace athletes at WBSC competitions will follow the WBSC rules.

SECTION 7 – APPEALS

Baseball Canada's selections may be appealed (within 3 days of the selection) in accordance with the procedures set out in the Baseball Canada Appeals policy. [Baseball Canada Appeals Policy](#)

SECTION 8 – COACHING SELECTION

To be recognized as a coach in the National Team Coaching Pool, a coach must be a member in good standing with Baseball Canada, be selected by the Head Coach, and be approved by the Director/Manager of National Teams and Baseball Canada CEO. Coaches from the Coaching Pool are eligible to participate at National Team events as requested by Baseball Canada and the Head Coach.

SECTION 9 – TEAM LEADER/SUPPORT STAFF SELECTION

The Director/Manager in consultation with the Head Coach will recommend all other support staff positions to the CEO for their approval. 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 competitions.

Appendix A

- On or before December 1 of each year – Baseball Canada will name the Athlete Pool
- April - June – Baseball Canada & Women’s National Team Coaches will monitor provincial team selections, provincial play or inter-provincial play to identify additional athletes. Provincial HP coaches will assist with identifying players for the current year and/or future years.
- July 3 – July 7 - Final Selection camp to be held with athletes named from the athlete pool and other players as identified by Baseball Canada.
- July 18 - or before – Baseball Canada will name the final roster of 20 players for the WBSC World Cup.

Athletes are required to attend all National Team events. Exemption from events may be granted for illness/injury (supporting documentation required) or special circumstances. The Director & Head Coach, in consultation with the coaching staff, has the discretion to consider any special circumstances.

Alternates may be added to the team to replace an athlete removed from the team pursuant to section 5. The addition of alternates to the team is at the sole discretion of the Director & Head Coach and will be in keeping with the philosophy of fielding the best possible team.

Appendix B

Baseball Canada uses the following qualitative and quantitative system for evaluation in selection:

Qualitative - In Baseball an Athlete is graded on 5 physical tools.

1. Hitting
2. Power
3. Throwing
4. Fielding
5. Running

Quantitative - In Baseball a number grade is placed on each qualitative ability.

1. Excellent
2. Very Good
3. Above Average
4. Average
5. Below Average
6. Well Below Average
7. Poor

Intangibles - Qualitative and Quantitative Results are combined with the talent evaluator's assessment of the mental characteristics of the player to formulate the final selection decision.