



PAN AMERICAN SENIOR CHAMPIONSHIPS AND PAN AM GAMES, 2020 - 2023 SELECTION CRITERIA

Approved April 12, 2023

BACKGROUND:

The Pan Am Games are held every 4 years. The FPS (Pan American Squash Federation) hosts a Pan American Championship annually with the fourth year serving as the qualifying event for the Pan Am Games of the same year. Squash Canada's selection model over the 4-year cycle is:

YEAR	PANAMERICAN EVENT	TEAM EMPHASIS
Year 1*	Pan American Championship	Developmental Team
Year 2 *	Pan American Championship	Developmental Team
Year 3 *	Pan American Championship	Developmental Team
Year 4	Pan American Championship (same year as Games)	Strong Team (Qualification and Seeding event for the Pan Am Games later in same year)
	Pan Am Games	Games Team (strongest team)

*** NOTE:** *Based on the organization's budget, Squash Canada reserves the right, in its sole discretion, to send or NOT send a team to the Pan American Championship in year 1 through 3.*

PURPOSE:

1. This policy governs Squash Canada's selection of the Pan American Championships and Pan Am Games.

COMMUNICATION:

2. This Policy and any amendments to this Policy will be posted on the Squash Canada website.

ELIGIBILITY CRITERIA:

3. To be eligible for selection to Pan American Championships/Pan Am Games Team, a player must:
 - a) Be a member in good standing with his/her provincial/territorial squash association and a player in good standing with Squash Canada as outlined in the athlete agreement; and
 - b) Be eligible to represent Canada in the Pan Am Championship or Pan Am Games.
 - c) In the case of a Pan American Championship, be a Citizen of Canada, or a Permanent Resident of Canada, or be a resident of Canada for at least three (3) years continuously immediately preceding the World Team Championships (provided that residents who are in Canada as students or who are temporary workers are not eligible). Notwithstanding the foregoing, a junior who is a student but who is residing in Canada with a parent who is a Permanent Resident

of Canada or who has been a resident of Canada for at least three (3) years, will not be so disqualified.

- d) In the case of the Pan American Games or the specific Pan American Championships that serve as the qualifying event for the Pan Am Games, be born in Canada or be a citizen of Canada as outlined by the Pan American Games eligibility policy.
- e) Have not represented another country in the three (3) years preceding the start date of the Pan American Championships / Pan Am Games in a recognized international Squash Championship in any age group. Thereafter, s/he may represent Canada only with the prior approval of the WSF Competitions Committee;

In the case of the Pan American Games, sign, submit, and comply with the COC Athlete Agreement and Organizing Committee (OCOG) Conditions of Participation form (Eligibility Conditions form for Pan Am Games) no later than September 15, 2023 (*no later than COC registration requirements deadline*). Where the athlete is under the age of 19 years, the parent or guardian must also sign these agreements.

- f) Have signed the Squash Canada athlete agreement covering the period of the Championships and/or Games.
- g) Meet all relevant IF and Panam Sports requirements for eligibility for entrance and participation, and applicable Canadian Olympic Committee and Squash Canada COVID-19 vaccination policies as may be applicable.
- h) In the case of the Pan American Games, have a valid Canadian passport that does not expire on or before May 8, 2024.
- i) Be prepared to comply with any potential vaccination requirements.

SELECTION AUTHORITY

- 4. As approved by the Squash Canada Board of Directors, these criteria are under the jurisdiction of the High Performance Committee (HPC), who may delegate certain decision making authorities.
- 5. Selection decisions are at the discretion of the HPC upon majority vote, exercised in accordance with the criteria set out below
- 6. If circumstances require an at-Games decision (i.e. late athlete replacement), in the interest of timing the Director of Athlete Development shall have the authority to make such decisions.
- 7. The Director of Athlete Development, or the attending, respective National Coach, if applicable, in consultation with the Director of Athlete Development, shall have the authority to determine playing order and team composition for singles, doubles and team events as the case may be.
- 8. For clarifications or questions on the contents of this document, please contact Jamie Nicholls, Squash Canada Director of Athlete Development, jamie.nicholls@squash.ca.

SELECTION CRITERIA:

A) Developmental Team

9. Selection to Years 1, 2 and 3 of Pan American Championships Teams may include less established High Performance squad and/or NextGen Squad, or elite senior or junior athletes having limited or no senior team experience. The goal of these teams is to develop players for future competition.
10. Selection to the Pan American Championships Team in Years 1, 2 and 3 will require submission of Declaration of Interest form by a stated deadline.
11. Selection for the **Developmental Team** will be based on the following:
 - a. Top two (2) ranked PSA players based on the February 1st PSA rankings of the applicable year;
 - b. Two (2) High Performance Committee (HPC) discretionary picks based on the following:
 - i. PSA ranking and/or recent notable world ranking improvement, number of PSA events played, and commitment to PSA;
 - ii. National (Junior, NextGen, Senior) Squad status;
 - iii. Results including Head-to-Head results in the 6 months preceding the Championships/Games;
 - iv. Canadian Club Locker Ratings;
 - v. Eligibility and potential for future international competitions including the Pan American Games and World Championships

B) Strong Team – Year 4 Pan American Championships

12. Selection to Year 4 Pan American Championships Team and the Pan Am Games Team will represent most of our best players. Year 4 of the Pan American Championships is the Games ‘qualifying and seeding year’ so the goal of these teams is to send a very strong team with a view to podium finishes, qualifying a full athlete quota and preferential seeding for the Pan Am Games.
13. For the Year 4 Pan American Championships, depending on available budget, there will be 3 or 4 athletes per men’s and women’s team.
14. Selection for the 3 or 4 athletes on the team will be based on the following criteria, and will be complete by May 4th, 2023:

<u>Men’s Team</u>	<u>Women’s Team</u>
<ol style="list-style-type: none">1. The highest two (2) Professional Squash Association (PSA) ranked players:<ol style="list-style-type: none">a) As at April 1, 2023; andb) On the condition that the players are ranked in the top 110 players.	<ol style="list-style-type: none">1. The highest two (2) Professional Squash Association (PSA) ranked players:<ol style="list-style-type: none">a) As at April 1, 2023; andb) On the condition that the players are ranked in the top 60 players.
<ol style="list-style-type: none">2. The 3rd player (and 4th player if budget allows) and non-travelling reserve, and any additional selections required if step 1 above does not fill the first two spots, shall be a discretionary decision of the HPC in May 2023. In making such decision, the Committee shall consider:<ol style="list-style-type: none">a) A player(s) who, in their opinion, will yield the most prominent of and volume of medals across the singles, doubles and team events. It is the position of the High Performance Committee that the nature of the doubles event is such that the next ‘best’ singles player	

<p>may not necessarily combine to form the best gold or other medal potential in that event. Previous doubles experience, doubles technical and tactical abilities, and complimentary partnership characteristics will be considered. It may therefore be that the top 3 or 4 ranked/placed singles players may not necessarily be nominated.</p> <p>b) Such performance considerations as player ability, PSA ranking, Canadian ranking, head to head results, Canadian Squash Championship results, previous World Team Championship, World Doubles Championships and Pan American Games performance and experience, team cohesion, performance on demand in pressure situations, injury or extenuating circumstance that may have affected PSA rankings or performance in the previous 12 months, and any other such factors in order to field the strongest Canadian team.</p>
<p>3. At the sole discretion of the HPC, the Committee may request that a game, or a series of games, or a trials in any matter as prescribed be contested amongst a small number of candidates to assist with discretionary selections in step 2 above.</p>

Note: Athletes will have 48 hours to accept their position upon notice of selection.

C) Games Team (Strongest Team) – Year 4 Pan Am Games

15. The 2023 Pan American Games will be held on October 22 to November 5, 2023 in Santiago, Chile.

16. For the Pan Am Games, the Canadian Olympic Committee (COC) is responsible for team selection. Nomination to the COC for athlete selection to the Pan American Games Team will represent the best eligible players. The goal for these teams is podium finishes.

The team size is determined by the Pan Am Sports Organization (PASO) [Qualification System](#). In the event of changes by PASO to the selection and eligibility criteria, Squash Canada is bound by these changes and will inform high performance athletes as soon as possible.

According to PASO, qualified countries may only send a team of 3 players per men's and women's team.

17. The goal of this team is to medal in all events (men's and women's individuals, doubles and teams), with priority given to athletes with potential to win gold medals.

18. Providing that Canada qualifies a full team per the PASO qualification system, the HPC will nominate the three (3) players on each of the men's and women's team and a respective non-travelling reserve as follows, by August 30th, 2023.

<u>Men's Team</u>	<u>Women's Team</u>
<p>2. The highest two (2) Professional Squash Association (PSA) ranked players:</p> <p>c) As at July 1, 2023; and</p> <p>d) On the condition that the players are ranked in the top 110 players.</p>	<p>2. The highest two (2) Professional Squash Association (PSA) ranked players:</p> <p>b) As at July 1, 2023; and</p> <p>b) On the condition that the players are ranked in the top 60 players.</p>

3. The 3rd player and non-travelling reserve, and any additional selections required if step 1 above does not fill the first two spots, shall be a discretionary decision of the HPC in July 2023. In making such decision, the Committee shall consider:
 - c) A player(s) who, in their opinion, will yield the most prominent of and volume of medals across the singles, doubles and team events. It is the position of the High Performance Committee that the nature of the doubles event is such that the next 'best' singles player may not necessarily combine to form the best gold or other medal potential in that event. Previous doubles experience, doubles technical and tactical abilities, and complimentary partnership characteristics will be considered. It may therefore be that the top 3 ranked/placed singles players may not necessarily be nominated.
 - d) Such performance considerations as player ability, PSA ranking, Canadian ranking, head to head results, Canadian Squash Championship results, previous World Team Championship, World Doubles Championships and Pan American Games performance and experience, team cohesion, performance on demand in pressure situations, injury or extenuating circumstance that may have affected PSA rankings or performance in the previous 12 months, and any other such factors in order to field the strongest Canadian team.
4. At the sole discretion of the HPC, the Committee may request that a game, or a series of games, or a trials in any matter as prescribed be contested amongst a small number of candidates to assist with discretionary selections in step 2 above.

Note: Athletes will have 48 hours to accept their position upon notice of selection.

19. Squash Canada will work with the COC for publicly announcing the team after August 1, 2023. Until then, selection is to remain confidential.
20. Upon nomination and/or selection the player will be expected to maintain performance readiness. Under the direction and decision of the Director of Athlete Development, selection is contingent upon the player maintaining or improving fitness levels and ensuring that competitive readiness is maintained at a high standard appropriate for competition at the Games, and participating in all designated pre-Games training programs, competitive activities, evaluation activities and reporting procedures. If a player is unable to maintain demonstrable competitive readiness the Director of Athlete Development shall replace the player with a designated reserve.
21. Squash Canada may, at any time, and at their discretion, remove an athlete from the Canadian Team if, after following the relevant and applicable disciplinary process, the athlete has been found to have violated the Squash Canada's Code of Conduct. Squash Canada will advise the affected athlete, in writing, of their decision to remove them from the Canadian Team.
22. As applicable, an athlete may not be nominated or will be removed from the Pan American Games Team if, they have been subject to a period of ineligibility or a provisional suspension by any anti-doping organization with authority over the athlete and the period of ineligibility or provisional suspension will be in force during the qualification period or the Games.
23. Prior to Team Nomination to the COC on September 26, 2023, Squash Canada will have the final authority over removal of any athlete from the athlete pool and/or *2023 Games* Team. Following nomination to the COC, any such removals are subject to the approval of the COC Team Selection Committee. Reasons for removal may include, but are not limited to:
 - Inability to maintain high training standards
 - Inability to meet performance expectations in competition
 - Failure to respect any conditions indicated in the athlete's declaration of interest
 - Inability to perform due to injury, illness or for other medical reasons as determined by Squash

- Canada's medical staff and in consultation with COC Chief Doctor once on-site
- Detrimental conduct to the team and/or the image of Squash 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

Post Nomination, Squash Canada reserves the right to withdraw an athlete's nomination from the Canadian Team:

- If the athlete has not taken part in the mandatory training camps organised by Squash Canada prior to the event.
- If the athlete has not fulfilled their responsibilities as identified in Squash Canada's Athlete Agreement
- If the athlete has not fulfilled their responsibilities as identified in Squash Canada's Code of Conduct.
- If the athlete has not followed any previously communicated training program and/or competition requirements
- If the athlete fails to respect any other conditions of nomination as specified by Squash Canada at the time of nomination
- After the athlete has been nominated to the Canadian Team, the COC may remove an athlete from the Team if, after following the relevant and applicable disciplinary process, the athlete is found to have violated the COC's Code of Conduct, the terms of the COC Athlete Agreement or any other relevant and applicable COC policy

24. Substitutions on or after September 29, 2023, are subject to PASO / Host Organizing Committee's Late Athlete Replacement Policy.

25. Nomination decisions taken in respect of this selection criteria may be appealed in accordance with Squash Canada's Appeals Policy. If both parties are in agreement, the Squash Canada Appeals Policy can be bypassed and the matter brought immediately before the Sport Dispute Resolution Centre of Canada (SDRCC) who will then manage the appeals process. Appeals information is located here in the Governance tab: <https://squash.ca/policies-procedures/>

26. Final nomination of the (Games Year) Pan American Games Team will be made following a conference call held by the HPC by a specified timeframe closer to the Games. The Canadian Olympic Committee will formally announce the Team selections.

ALTERNATES:

27. The HPC may name a non-travelling reserve or reserves.

CHANGES TO THIS DOCUMENT:

28. The HPC reserves the right to make changes to this document, which in its discretion are necessary to ensure selection of the best teams possible for the Pan Am Games. Any changes to this document shall be communicated directly to all High Performance Squad Members through e-mail. This clause shall not be used to justify changes after a competition or trials which formed part of the internal nomination procedure unless it is related to an unforeseen circumstance. The purpose of this section is to allow for changes to this document that may become necessary due to a typographical error or a lack of clarity in a definition or wording before it has an impact on athletes. The purpose of such changes must be in order to avoid disputes over the meaning of the provisions of this

document rather than to allow changes to be made to justify selection of different athletes than would have otherwise been selected. Such changes must be reasonably justifiable in accordance with fundamental principles of natural justice and procedural fairness. If these Criteria have been submitted to COC as required in the lead up to the Pan American Games, and the HPC wishes to affect a change to this document “Squash Canada” shall inform the Canadian Olympic Committee as soon as possible of the changes and the reasons for those changes.

The High Performance Committee of Squash Canada reserves the right to review and modify any selection criteria or decision related to the selection process in the case of rule or policy changes from the WSF or the International Olympic Committee that affect the selection criteria set out in this document. In the event that the selection criteria is modified, Squash Canada will promptly post an announcement on its website announcing the changes.

COVID-19 CLAUSE:

29. Squash Canada is carefully following the evolution of the coronavirus on the global and domestic level and how it may impact obtaining quota spots for the Pan American Games and/or domestic nomination of athletes for the Pan American Games. Unless otherwise required by exceptional and unforeseen circumstances related to the impact of the coronavirus, Squash Canada will respect these published Internal Nomination Procedures as written.

However, situations related to the coronavirus pandemic may arise that require this Internal Nomination Procedure to be modified. Any modifications will be made promptly and as often as required following developments that directly impact the Internal Nomination Procedure. In such circumstances, any modifications will be communicated to all affected individuals as soon as possible.

Further, 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, Squash Canada will communicate with all affected individuals as soon as possible.

As a result of the COVID-19 pandemic, Squash Canada 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 Santiago 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, Squash will determine if alternate events may be attended as a substitute for the event that Squash Canada has decided not to participate in and, if so, will modify this INP accordingly, and inform all impacted individuals as soon as possible.

When making decisions regarding Squash Canada’s travel to and participation in events for safety reasons, Squash Canada will endeavour to minimize any impact of such decisions on Games qualification, obtaining Games quota spots and domestic nomination to the Santiago 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.

Squash Canada recognizes that athletes, athlete entourage and staff may, for safety reasons related to the COVID-19 pandemic, also decide not to travel to and participate in events indicated in this INP that will be used for nomination to the Santiago Games Team, even in circumstances when the event may proceed as planned, and even when Squash Canada has decided that it will travel to and

participate in the event because it has decided, following consultation with medical and public health safety experts, that it is safe to do so.

INFORMATION

30. Timelines 2023

- a. April 1st, 2023 - Pan Am Championships ranking selection
 - b. By May 20th, 2023 - Pan Am Championships team selection (confidential prior to announcement)
 - c. Athletes have 48 hours to accept their position from being informed of selection
 - d. By May 31st, 2023 - Pan Am Championships public team announcement
 - e. Non-selected athletes have 14 days from the date they receive notice to appeal
 - f. July 1st, 2023 - Pan Am Games ranking selection
 - g. By August 30th, 2023 - Pan Am Games team selection (confidential prior to announcement)
 - h. Athletes have 48 hours to accept their position from being informed of selection
 - i. After August 30th, 2023 - Pan Am Games public team announcement
 - j. Non-selected athletes have 14 days from the date they receive notice to appeal
 - k. By September 15th, 2023 – Sign and submit COC Athlete Agreement and Santiago 2023 Condition of Participation form.
31. Staff selection: Coaches will be selected by May 2023 after distributing a Call for Coaches in early 2023 and receiving applications from interested coaches. Any attending staff members will be determined closer to the events. All staff must sign and comply with the COC Support Staff Agreement.

APPEALS:

32. Decisions taken in respect of this selection criteria may be appealed in accordance with Squash Canada's Appeals Policy as posted in the Governance tab at: <https://squash.ca/policies-procedures/>