



**NATIONAL MEN'S RUGBY 7'S PROGRAM**

**ATHLETE ASSISTANCE PROGRAM**

**PROCESS, ELIGIBILITY & CRITERIA FOR NOMINATION**

**2024-2025 SEASON**



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### HEAD OFFICE

Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



## 1. PURPOSE

The purpose of this document is to describe the process and criteria that will be used by Rugby Canada (RC) to nominate athletes for Sport Canada's Athlete Assistance Program (AAP).

## 2. GOAL

The goal of the Athlete Assistance Program (AAP) is to provide financial support to athletes to train and compete successfully for Canada at Olympic Games and World Cup.

## 3. PROGRAM DESCRIPTION

The Athlete Assistance Program (AAP), funded by Sport Canada, ensures identified high-performance athletes are afforded the necessary resources to achieve international success. The program contributes to improving Canadian performances at major international sporting events such as the Olympic Games and World Cup.

Athletes who are nominated for funding, and who are approved by Sport Canada for AAP financial support are referred to as 'carded' athletes, and AAP funding is referred to as 'carding'.

The financial assistance provided to identified Canadian athletes comes in the form of a monthly living and training allowance and, where applicable, post-secondary school tuition support. This assistance helps athletes with their training and competition needs, as well as assisting in preparing for a post-sport career. This assistance is provided directly to the athletes.

An athlete's carding status is subject to the obligations and commitments as detailed in Rugby Canada's Athlete Agreement and Sport Canada policy and procedures which govern the AAP and the establishment and application of criteria.

## 4. QUOTA

The 2024-25 carding cycle will be 13 months long running from September 1, 2024 through September 30, 2025.

In 2024-2025, Rugby Canada is eligible to receive seventeen (17) Senior Cards or \$390,065. This allocation may be split into Senior or Development Cards. The number of cards allocated by Sport Canada is subject to change – in which case, there may need to be adjustments to the allotment of cards.

### HEAD OFFICE

Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



## 5. TYPES OF CARDING

Athletes approved by Sport Canada for the AAP may be eligible for a living and training allowance, tuition support (in a Sport Canada approved University, College program or other post-secondary institution) and deferred tuition support. This allowance is usually paid in advance every two months. Athletes funded through the AAP receive a monthly financial stipend as follows:

Carding Type	Monthly Allowance
Senior Card (SR1, SR2, SR)	\$1,765
Senior Card Injury/Illness (SRI)	\$1,765
Development Card (D)	\$1,060
Development Card Injury/Illness (DI)	\$1,060

### Notes:

- A) Approved athletes must be nominated a minimum of 4 months, and up to a maximum of 13 months.

## 6. ELIGIBILITY STANDARDS

To be eligible to be considered for support through the AAP, an athlete must:

- The athlete must be a **Canadian citizen** or **permanent resident of Canada** at the beginning of the carding cycle for which the athlete is being nominated. Permanent residents must live in Canada for the full year preceding the carding cycle for which the athlete is being considered for AAP support;
- Under the eligibility requirements of the sport's International Federation (IF) as it pertains to citizenship or residency status, the athlete must be eligible to represent Canada at major international competitions at the beginning of the carding cycle for which the athlete is being nominated;
- For athletes in Olympic sports who have been permanent residents of Canada for three years or more, continued eligibility to receive AAP support is contingent on the athlete becoming eligible to represent Canada at the Olympic Games;
- The athlete must meet the published Rugby Canada-approved, AAP-compliant sport-specific carding criteria;

**Note:** Athletes are usually required to live and train in Canada. Assistance for athletes living and training outside Canada may be approved by Sport Canada, if justified by the NSO for academic or athletic reasons.

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Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



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## 7. DECISION MAKING PROCESS

- The men's national team coaching staff and management team will recommend nominations for the Sport Canada Athlete Assistance Program (AAP) to the High-Performance Leadership Group (HPLG)
- The High-Performance Leadership Group (HPLG) will have final approval for nominations of the Athletes. HPLG will consist of a minimum of 3 of the following individuals from Rugby Canada:
  - Chief Executive Officer, Rugby Canada
  - High Performance Director, National Programs
  - Managing Director, Rugby Operations
  - Head Coach of the National Senior Men's Team
  - Head Coach of the National Senior Women's Team
- Sport Canada reviews all nominations put forward by Rugby Canada and approves them in accordance with the Athlete Assistance Program (AAP) policies and Rugby Canada approved carding criteria.
- Special allowances may be made for athletes in extraordinary cases who may not have fully participated in the selection process but whom have exhibited the potential to be a National Team Program member, and whose potential will be most enhanced through financial support. In such cases, funding would only be allocated if it is available.
- Athletes that do achieve the standards are not guaranteed to be awarded a card. Final selections for the Athlete Assistance Program (AAP) will be based on the Gold Medal Profile (GMP) rankings and players who exhibit characteristics conducive to team cohesion, learning and contribute to a positive culture.

## 8. CARDING CATEGORIES & DEFINITIONS OVERVIEW

### A. Senior International carding criteria (SR1/SR2):

In team sports, athletes must be on the roster of the team that finishes in the top 8 and top half of the field at the Olympic Games. Athletes who meet the International Criteria are eligible to be nominated by Rugby Canada for two consecutive years; the first-year card is referred to as SR1; the second, SR2.

- Athletes currently carded at SR1 and who meet the criteria in the current season may maintain their SR1 Card.
- Eligibility for an SR2 card is contingent on the athlete maintaining a training and competitive program outlined in Section 10 Rugby Canada Carded Athlete Requirements as approved by Rugby Canada (RC), on being re-nominated by RC, on signing an Athlete/RC Agreement and completing an AAP Application Form for that year.

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Victoria Office / Bureau de Victoria  
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Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



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contact@rugby.ca

\*In Olympic years, nominations for carding at the SR1 level will only be based on results in the Olympic Summer Games.

**B. Senior National carding criteria (SR):**

Senior National Carding Criteria is established by Rugby Canada based on in competition performance assessment utilizing the Gold Medal Profile evaluation criteria. SR carded athletes are eligible for up to one year of AAP support.

**C. Development Card carding criteria (D)**

Intended to support the development needs of younger athletes who clearly demonstrate the potential to achieve the Senior Card international criteria but are not yet able to meet the Senior Card criteria. Development carded athletes are eligible for up to one year of AAP support.

Athlete who meets one of the following criteria is eligible for nomination at the D card level:

- A centralized senior national team athlete that does not qualify for senior carding due to their priority ranking in the nomination process.
- National Development Program prospects who are involved in competition and training programs with the backing and support of Rugby Canada for a minimum of 30 days per year.
- Players named to the National Development Program and listed as members of the National Athlete Pool, in compliance with the requirements of the Canadian Centre for Ethics in Sports (CCES).
- Exceptional cases may be made for specialty players who play a pivotal role within the Senior National Team Depth Chart but do not meet the targeted qualifications for Development Program carding.
- In the above cases, athletes who accept Development card funding agree to:
  - a. Participate in National Team Programs as directed by Rugby Canada;
  - b. Participate in seasonal training programs and in periodic testing and regular monitoring as directed by Rugby Canada.

The number of months of support offered at the Development Card level will vary depending on:

- The athlete's gold medal profile evaluation and/or position on the depth chart
- The intensity and duration of the program and required athlete commitment.
- Player health and fitness.
- The need for Rugby Canada to manage the carding budget across multiple players.

**Number Of Years An Athlete May Be Carded At The Development Level**

**HEAD OFFICE**

Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



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contact@rugby.ca

- An Athlete may be carded at the Development Level for a maximum of 5 years so long as they continue to show high-performance potential towards Senior National Carding Criteria.
- Normally, an athlete previously carded at the Senior Card level (C1, SR, SR1, SR2) for more than two years cannot be nominated for a Development Card. An exception may be made, at Sport Canada's sole discretion, for an athlete carded at the Senior Card level for more than two years.

Note: DI carding will not count towards an athlete's years of D carding

#### D. Health-Related Circumstances

At the end of a carding cycle during which an Athlete has, for strictly health-related reasons, not achieved the standards required for the renewal of carded status, they may be considered for re-nomination for the upcoming carding period under the following conditions:

- The athletes' previous GMP Evaluation ranks them in the current depth chart for carding as per the Priority Rankings outlined in the Nomination Process.
- The carded athlete has fulfilled all reasonable training and rehabilitation requirements aimed at a speedy return to full high-performance training and competition during the period of their injury, illness, pregnancy or other health-related circumstance, or is continuing a rehabilitation program approved by Rugby Canada.
- In the view of Rugby Canada (RC), the Athlete's failure to attain the applicable carding standards is strictly due to health-related circumstances.
- RC, based on its technical judgment and that of a RC chief medical officer or equivalent, indicates in writing the expectation that the Athlete will achieve at least the minimum standards required for carding during the upcoming carding period.
- The Athlete has demonstrated and continues to demonstrate their long-term commitment to high performance training and competition goals, as well as their intention to pursue full high-performance training and competition throughout the carding period for which they wish to be renewed despite not having met the carding criteria.
- The carded athlete signifies in writing their intention to return to full high-performance training and competition at the earliest date possible following the illness, injury, pregnancy, or other health-related circumstance.
- Rugby Canada will nominate an athlete for SRI or DI carding for a maximum of 13 months this carding cycle.

#### HEAD OFFICE

Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



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contact@rugby.ca

#### E. Athletes Competing on Professional Teams

Athletes on a contract or regularly competing in leagues may be eligible for nomination for AAP support under the following circumstances:

- The NSO can demonstrate that each Eligible Athlete nominated for AAP support is an active member of the NSO's high performance and national team program;
- The NSO can demonstrate that each Eligible Athlete nominated for AAP support has an individualized annual training program that includes significant daily training activities and is based on year-round training principles; and
- The NSO formally monitors and evaluates each athlete's training and competitive programs while they are participating in the professional league. The NSO must designate a national coach or a person with equivalent qualifications and status (e.g., High Performance Director) to perform these tasks

#### F. Non-Carded Athletes Named to an Olympic Team

If the national team has qualified for the Olympics, athletes who are not carded but who are named to the Canadian Olympic team by the Canadian Olympic Committee (COC) will be carded by Sport Canada at the senior national level (referred to as OLY) for a period of four months prior to the beginning of and including the Olympic Games. For summer Games, this support will be provided during May, June, July, and August. This applies to athletes who may not be carded for reasons such as living and training outside of Canada, or those unable to commit to the national team program under the regular NSO carding criteria.

Such athlete funding may be approved before the COC names its Olympic Team if the following requirements are met:

- The NSO demonstrates that the athlete has met all the requirements for participation in the upcoming Olympic Games including the:
  - International Federation (IF) eligibility criteria;
  - COC eligibility criteria; and
  - NSO team selection criteria.
- The NSO confirms in writing that the athlete will be nominated for Olympic Team selection; and
- The COC confirms in writing that, if nominated, the athlete meets all criteria for team selection and would, barring unforeseen circumstances, be named to the Olympic Team.

Athletes receiving this 4-month SR card will be eligible for the following AAP financial benefits during the months in which they are carded:

- Tuition (which may be deferred)
- Child Dependent Allowance

**Note: Non-Carded Athletes Named to an Olympic Team are funded by Sport Canada and do not affect the Men's 7's Rugby Quota.**

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Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770

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## 9. NOMINATION PROCESS

Because of the limited card quota available, the number of months an athlete is nominated for carding will be based on the following:

- A. The card quota established by Sport Canada
- B. The player's position in the national depth chart according to the GMP Evaluation Criteria (see section 10) with consideration given to body of work, positional needs, level of opposition and trajectory;
- C. The potential of an Athlete to compete in the Olympic Games. This assessment will be based on the year in the quadrennial (e.g., number of years to the next Olympic Games), an assessment of the improvement demonstrated by the Athlete in the past season, the position in the depth chart compared to the previous season and they demonstrated commitment to training on and off-pitch;

Nominations will be provided to Sport Canada in the following Priority Rankings order:

RANKING	CRITERIA
PRIORITY 1	Athletes meeting the SR1 Criteria
PRIORITY 2	Athletes meeting the SR2 Criteria
PRIORITY 3	Athletes meeting the Health-Related Circumstances Criteria who were carded at a Senior International (SR1 or SR2) carding level in 2022-23.
PRIORITY 4	Top 8 available athletes based on the Depth Chart devised from the GMP Evaluation nominated for Senior (SR) carding.
PRIORITY 5	Exceptional Positional Player(s): If there is an elite positional skill that's required for the senior national team that none of the Top 8 athletes possess a national senior team athlete outside of the Top 8 Rankings that provides this skill can be nominated. The need for this will be determined by the winning style of play key performance indicators. Possible positional requirements could include, yet are not restricted to, kicker, aerialist, set piece specialist, game changer, or speedster. Only 2 athletes can be nominated for Senior (SR) carding in PRIORITY 5.
PRIORITY 6	If an athlete(s) from outside of the 7's centralized environment is currently participating in international or domestic competitions within the calendar year commits to Rugby Canada's 7's national team, they may be eligible if; after a GMP Evaluation based on their recent performances on their team ranks in the Top 8 Ranking in the Depth Chart. Rugby Canada will consider body of work, ranking in position, trajectory, and seasonal commitment (15's, university, pro team, etc.) in determining carding. A maximum of the

### HEAD OFFICE

Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
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Tel / Tél: 778-379-5770



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	equivalency of 2 Senior (SR) cards can be nominated as either Senior (SR) or Development (D) cards in PRIORITY 6.
PRIORITY 7	Top 9-12 athletes available on the Depth Chart based on the GMP Evaluation. Athletes can be nominated as either Senior (SR) or Development (D) cards in PRIORITY 7. Rugby Canada will consider body of work, ranking in position, trajectory, and seasonal commitment (15's, university, pro team, etc.) in determining carding. A maximum equivalency of 16 SR cards can be nominated by PRIORITY 7.
PRIORITY 8	Exceptional Positional Player: If there is an elite positional skill that's required for the senior national team that none of the Top 12 athletes possess a national senior team athlete outside of the Top 12 Rankings that provides this skill can be nominated. The need for this will be determined by the winning style of play key performance indicators. Possible positional requirements could include, yet are not restricted to, kicker, aerialist, set piece specialist, game changer, or speedster. Only 1 athlete can be nominated as either Senior (SR) or Development (D) cards in PRIORITY 8. Rugby Canada will consider body of work, ranking in position, trajectory, and seasonal commitment (15's, university, pro team, etc.) in determining carding.
PRIORITY 9	If an athlete(s) from outside of the 7's centralized environment is currently participating in international or domestic competitions, RBC Training Grounds within the calendar year commits to Rugby Canada's 7's national team they may be eligible if; after a GMP Evaluation based on their recent performances on their team ranks in the Top 12 Ranking in the Depth Chart. Athletes can be nominated for either a Senior (SR) or Development (D) card in PRIORITY 9. Rugby Canada will consider body of work, ranking in position, trajectory, and seasonal commitment (15's, university, pro team, etc.) in determining carding. A maximum equivalency of 3 SR cards can be nominated in PRIORITY 9.
PRIORITY 10	SRI - Athletes meeting the health-related circumstances who were ranked in Top 12 in Depth Chart in 2023-24
PRIORITY 11	Athletes under the age of 26 years ranked 13-18 on the Depth Chart based on the GMP Evaluation. Carding will be prioritized based ranking (i.e., 13 <sup>th</sup> before 14 <sup>th</sup> ). Athletes can be nominated for either a Senior (SR) or Development (D) card in PRIORITY 11. Rugby Canada will consider body of work, ranking in position, trajectory, and seasonal commitment (15's, university, pro team, etc.) in determining carding. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 12 months

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Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
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Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



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contact@rugby.ca

	in the provided that there are sufficient funds remaining in the carding quota balance.
PRIORITY 12	Athletes 26 years of age or older ranked 13-18 on the Depth Chart based on the GMP Evaluation. Carding will be prioritized based ranking (i.e., 13 <sup>th</sup> before 14 <sup>th</sup> ). Athletes can be nominated for either a Senior (SR) or Development (D) card in PRIORITY 12. Rugby Canada will consider body of work, ranking in position, trajectory, and seasonal commitment (15's, university, pro team, etc.) in determining carding. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 13 months in the cycle provided that there are sufficient funds remaining in the carding quota balance.
PRIORITY 13	A Rugby Canada centralized athlete under the age of 26 showing progress in the GMP Evaluation is eligible for nomination for D carding. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 12 months in the cycle provided that there are sufficient funds remaining in the carding quota balance.
PRIORITY 14	SRI - Athletes meeting the health-related circumstances who were ranked in Top 13-18 in Depth Chart in 2023-24
PRIORITY 15	Exceptional Positional Player: If there is an elite positional skill that's required for the senior national team that none of the Top 18 athletes possess a national senior team athlete outside of the Top 18 Rankings that provides this skill can be nominated. The need for this will be determined by the winning style of play key performance indicators. Possible positional requirements could include, yet are not restricted to, kicker, aerialist, set piece specialist, game changer, or speedster. Only 1 athlete can be nominated for Senior (SR) or Development (D) carding in PRIORITY 15. Rugby Canada will consider body of work, ranking in position, trajectory, and seasonal commitment (15's, university, pro team, etc.) in determining carding. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 12 months in the cycle provided that there are sufficient funds remaining in the carding quota balance.
PRIORITY 16	If an athlete(s) from outside of the 7's centralized environment is currently participating in international or domestic competitions, RBC Training Grounds within the calendar year becomes available and commits to Rugby Canada's 7's national team they may be eligible if; after a GMP Evaluation based on their recent performances on their team ranks in the Top 18 Ranking in the Depth Chart. Athletes can be nominated for either a Senior (SR) or Development (D) card in PRIORITY

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Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



rugby.ca  
contact@rugby.ca

	<p>16. Rugby Canada will consider body of work, ranking in position, trajectory, and seasonal commitment (15's, university, pro team, etc.) in determining carding. The primary purpose, yet not restricted to, of this priority is to add athletes to the centralized program after the initial carding cycle has begun. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 13 months in the cycle provided that there are sufficient funds remaining in the carding quota balance.</p>
PRIORITY 17	<p>A Rugby Canada Pride centralized athlete(s) focused on Rugby 7's under the age of 25 showing progress in the GMP Evaluation is eligible for nomination for Development (D) carding. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 13 months in the cycle provided that there are sufficient funds remaining in the carding quota balance.</p>
PRIORITY 18	<p>An athlete(s) showing senior national team potential via the GMP Evaluation identified in USport, 15's Rugby, Club, Academy, Canada Summer Games, RBC Training Grounds, Rugby Provincial Programming, or through a crossover sport is eligible for a Development (D) card. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 13 months in the cycle provided that there are sufficient funds remaining in the carding quota balance.</p>
PRIORITY 19	<p>If an athlete(s) from outside of the 7's centralized environment is currently participating in international or domestic competitions, RBC Training Grounds within the calendar year becomes available and commits to Rugby Canada's 7's national team they may be eligible if; after a GMP Evaluation based on their recent performances ranks them on the depth chart with current carded athletes or ranks them on the depth chart as one of the next athletes to receive carding. Athletes can be nominated for either a Senior (SR) or Development (D) card in PRIORITY 19. Rugby Canada will consider body of work, ranking in position, trajectory, and seasonal commitment (15's, university, pro team, etc.) in determining carding. The primary purpose, yet not restricted to, of this priority is to add athletes to the centralized program after the initial carding cycle has begun. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 13 months in the cycle provided that there are sufficient funds remaining in the carding quota balance.</p>

**HEAD OFFICE**

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Vancouver Office / Bureau de Vancouver  
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Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



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## 10. RUGBY CANADA DEPTH CHART DEVELOPMENT

Rugby Canada will establish a seasonal National Men's Rugby 7's Depth Chart following the completion of the Rugby 7's season (typically May of each season however in this Olympic year it will be mid-August. Final decisions on the Depth Chart will be determined by the High-Performance Director (or equivalent) and the Senior National Team Head Coach.

Rugby Canada's Men's 7's Assistant Coaches and the National Men's Academy Head Coaches and Assistant Coaches will be consulted prior to final decisions. The Men's 7's Gold Medal Profile Evaluation Criteria [Appendix A](#) will form the basis of building the National Men's Rugby 7's depth chart with consideration given to body of work, positional needs, level of opposition and trajectory. The athletes considered will include the following:

- all athletes who were involved in the Rugby 7's High Performance Program from the season that just concluded
- Non-Rugby 7's High Performance Program players evaluated over the course of the season may be included in this list.
- Position specific requirements for the team will be a consideration in the nomination of athletes for carding.

Invitations to summer training sessions and the National Summer Showcase\* will be derived from this list of athletes.

- Prior to submitting the final nominations for carding to Sport Canada a 'Final Depth Chart' will be established at the conclusion of the summer training sessions and annual National Summer Showcase\*.
- Ranking in the Men's 7's High Performance Program Depth Chart will be based on:
  - Depth Chart created from the Gold Medal Profile Rankings from previous season
  - Depth Chart created from the Gold Medal Profile Rankings from the National Summer Showcase\*
  - Roster Design: Position specific requirements for team success
  - On and Off-Pitch testing results / commitment to prescribed training program
  - Character Evaluations: Possess a positive attitude including coachability, desire to improve personal skills, and desire to contribute to team objectives

Note: Senior National Team players ranked in the Top 8 in the Depth Chart may be exempt from participating in the National Summer Showcase as directed by Rugby Canada.

**\* The National Summer Showcase is dependent on year-to-year budgeting. If the budget does not afford for it to operate the depth chart will be based on the athlete's performance in competition and training within the season.**

### HEAD OFFICE

Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
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Tel / Tél: 778-379-5770

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contact@rugby.ca

## 11. CARDING MINIMUM REQUIREMENTS

Minimum Standards: To be eligible to receive full funding at any carding level (13 months of living and training allowance plus tuition where applicable), the following minimum standards must be in place:

Participation in a National Team program (Development Programs apply) for a minimum duration of sixty (60) days. This minimum duration includes:

1. National Rugby Team Events, Camps and Hub Training (Development Program applies)
2. Athletes must comply with individualized year-round intensive training programs that are supervised or monitored by the National Team Exercise Physiologist (or designated approved affiliate), and the National Team Strength & Conditioning Coach.
3. In accordance with the above, athletes are required in the Daily Training Environment (DTE) to routinely 'log' their prescribed training plan.

A reduced quantity of months of AAP Living and Training support may be allocated to athletes involved in at least thirty (30) days of National Team programming.

## 12. RUGBY CANADA CARDED ATHLETE REQUIREMENTS

In order to receive and maintain their AAP support, carded Athletes must:

- Commit to train full time and be part of a national training program based at the National Training Centre in Langford, BC. This includes a commitment to undertake all training requirements as put in place by Rugby Canada OR at the discretion of the High-Performance Leadership Group, may be approved to train for a period of time in a decentralized daily training environment. This will be determined on a case-by-case basis and depend on:
  - The athletes training age;
  - The athlete's education and/or occupational situation;
  - Coaching and training resources available in the decentralized daily training environment.
  - The athletes extenuating circumstances
- The athlete must be available to represent Canada in major international competitions including Olympic Games
- Attend all scheduled activities they are invited to participate in (e.g., once invited an Athlete must attend all camps, events, or training sessions) unless the athlete has extenuating circumstances that may prevent 100% attendance. All circumstances will be considered on an individual basis and must be approved by the High-Performance Leadership Group;

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Victoria Office / Bureau de Victoria  
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Tel / Tél: 778-379-5770



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- Avoid any action or conduct that would reasonably be expected to significantly disrupt or interfere with a competition or the preparation of any Athlete for a competition.
- Perform all health and fitness testing as prescribed by the program established by Rugby Canada;
- Follow their prescribed, individualized training programs as provided by Rugby Canada;
- Submit their training and wellness logs as reasonably requested, as prescribed by the program established by Rugby Canada and its affiliated Integrated Support Staff – in accordance with the ‘Compliance Policy’ (e.g., training logs must be submitted to Rugby Canada and/or designated staff);
- The athlete must sign a Rugby Canada Athlete Agreement, complete the Athletes Assistance Program application form for the year in question and abide by all Rugby Canada regulations and protocols including but not limited to conduct, anti-doping, Safe Sport;
- Complete all CCES and World Rugby anti-doping education, True Sport Clean 101 and Sport Canada - Athlete Assistance Program courses, at the beginning of each new carding cycle and at times thereafter as required by Sport Canada;
- Abide by specific Sport Canada and Federal Government policies that Rugby Canada and carded athlete must comply with, including the following:
  - The Canadian Anti-Doping Program;
  - The Canadian Policy Against Doping in Sport
  - Completion of the AAP anti-doping education module(s) as requested and available on the Canadian Centre for Ethics in Sport website;
  - The AAP policies and procedures (this document);
  - The Cannabis Act
  - The Federal Government Official Languages Act; and
  - The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).
- Rugby Canada reserves the right, in its sole discretion, to request further documentation or information from the carded athlete any time after the September 1<sup>st</sup>, 2023.

Rugby Canada will implement and facilitate a monitoring plan for each Athlete that will allow an evaluation of each Athlete's individual training plan, provide feedback and measure progress accomplished by the Athlete.

Notwithstanding Sport Canada policy for special situations described in Section 11 of the AAP policy (‘Withdrawal of Carded Status’), if a carded Athlete fails to meet training or competition commitments or fails to perform any other requirement as assigned by Rugby Canada (within the deadlines set), then the following process will be applied:

## HEAD OFFICE

Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



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- a. Provide an oral warning to the athlete, including the steps and timelines to remedy the situation and the consequences of a failure to heed the warning.
- b. Follow-up with a written warning to the athlete if the oral warning is not heeded.
- c. Written notification advising the Athlete that a member of the High-Performance Leadership Group recommend to AAP withdrawal of carded status following the procedures outlined in Section 11 Withdrawal of Carded Status.

<https://www.canada.ca/en/canadian-heritage/services/funding/athlete-assistance/policies-procedures.html#a13>

### 13. APPEAL PROCESS

Appeals of Rugby Canada AAP nomination/re-nomination decision or of a Rugby Canada's recommendation to withdraw carding may be pursued only through the Rugby Canada's review process, which includes an application to the Sport Dispute Resolution Centre of Canada (SDRCC). Appeals of AAP Decision made under Section 6 (Application for and Approval of Cards) or Section 11 (Withdrawal of Carding Status) may be pursued through Section 13 of the AAP Policies, Procedures and Guidelines

<https://www.canada.ca/en/canadian-heritage/services/funding/athlete-assistance/policies-procedures.html#a15>

#### HEAD OFFICE

Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



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contact@rugby.ca





## 14. LIST OF ABBREVIATIONS

AAP – Athlete Assistance Program  
 CADP – Canadian Anti-Doping Program  
 CCES - Canadian Centre for Ethics in Sport  
 COC - Canadian Olympic Committee  
 CTE – Centralized Training Environment  
 DTE – Daily Training Environment  
 D – Development carding  
 HPD – High-Performance Director  
 HPLG – High-Performance Leadership Group  
 IOC – International Olympic Committee  
 IST – Integrated Support Staff  
 NSO – National Sport Organization  
 NSO/IF – International Federation  
 OSG – Olympic Summer Games  
 OTP – Own The Podium  
 RC – Rugby Canada  
 SR1 – First year of International Criteria carding  
 SR2 – Second year of International Criteria carding  
 SR – Senior carding  
 SDRCC – Sport Dispute Resolution Centre of Canada  
 WADA – World Anti-Doping Agency  
 WC – World Cup

### HEAD OFFICE

**Victoria Office / Bureau de Victoria**  
 3019 Glen Lake Road  
 Langford, BC CANADA V9B 4B4  
 Tel / Tél: 250-483-1202

**Vancouver Office / Bureau de Vancouver**  
 Suite 450 - 375 Water Street  
 Vancouver, BC CANADA V6B 5C6  
 Tel / Tél: 778-379-5770


Canada



[rugby.ca](http://rugby.ca)  
[contact@rugby.ca](mailto:contact@rugby.ca)

## APPENDIX A

## RUGBY CANADA MEN'S 7'S GMP EVALUATION CRITERIA

 <b>GOLD MEDAL PROFILE EVALUATION TOOL</b>				
<b>TECHNICAL COMPONENTS (8)</b>				
GMP #	PERFORMANCE INDICATORS	SUBJECT DESCRIPTOR	RATING	COMMENTS
1	TURNOVER WINNING	Rarely turns the ball over in defense (ex: poach, counter-ruck, etc.)	1	
		Sometimes turns the ball over in defense (ex: poach, counter-ruck, etc.)	3	
		Always or consistently turns the ball over in defense (ex: poach, counter-ruck, etc.)	5	
2	DEFENSIVE PERFORMANCE	Rarely effective as an individual or team defender. Rarely manages time and space, rarely demonstrates in-depth knowledge of structured defensive system and in unstructured defensive situations.	1	
		Sometimes but inconsistently effective as an individual or team defender. Inconsistently manages time and space, sometimes demonstrates in-depth knowledge of structured defensive system and in unstructured defensive situations.	3	
		Always or consistently effective as an individual or team defender. Always manages time and space, consistently demonstrates in-depth knowledge of structured defensive system and in unstructured defensive situations.	5	
3	TACKLE EFFECTIVENESS	Rarely completes effective tackles and/or often concedes tackle penalties	1	
		Inconsistently completes effective one-on-one tackles	3	
		Consistent and highly effective in completing one-on-one tackles	5	
4	POSSESSION RETENTION	Ineffective and rarely retains possession in attack (ex: ball in contact, ball placement, receiving passes, ball protection, security in breakdown etc.)	1	
		Sometimes effective but inconsistently retains possession in attack (ex: ball in contact, ball placement, receiving passes, ball protection, security in breakdown)	3	
		Highly effective and consistently retains possession in attack (ex: ball in contact, ball placement, receiving passes, ball protection, security in breakdown)	5	
5	ATTACKING PERFORMANCE	Rarely scans and ineffectively communicates prior to receiving and catching the ball (Strategic). Sporadically demonstrates effective distribution and/or re-distribution, executing skills (Technical/Tactical)	1	
		Sometimes scans and communicates effectively prior to receiving and catching the ball (Strategic). Inconsistently demonstrates effective distribution and/or re-distribution, executing skills (Technical/Tactical)	3	
		Always or consistently scans and communicates effectively prior to receiving and catching the ball (Strategic). Always demonstrates effective distribution and/or re-distribution, executing skills (Technical/Tactical)	5	
6	LINE BREAK / DEFENDERS BEATS	Rarely effective use of evasion, speed or power to beat defenders and rarely manufactures a line break.	1	
		Sometimes but inconsistently adequate use of evasion, speed or power to beat defenders and sometimes manufactures a line break.	3	
		Consistent and highly effective use of evasion, speed or power to beat defenders and consistently manufactures a line break.	5	
7	PASSING EFFECTIVENESS	Rarely makes a pass that reaches the intended receiver with good timing, accuracy, and decision making	1	
		Inconsistently but sometimes makes a pass that reaches the intended receiver with good timing, accuracy and decision making	3	
		Highly effective and consistently makes a pass that reaches the intended receiver with good timing, accuracy, and decision making	5	
8	RUGBY IQ	Rarely demonstrates rugby IQ in-game. Including but not exclusive of: displayed knowledge of situational outcomes, rarely has recognition of positional abilities of teammates, poor knowledge of self and others in team profile and mastery of the intricacies of laws of the game.	1	
		Sometimes but inconsistently demonstrates rugby IQ in-game. Including but not exclusive of: displayed knowledge of situational outcomes, sporadic recognition of positional abilities of teammates, sometimes displays knowledge of self and others in team profile and mastery of the intricacies of laws of the game.	3	
		Consistently demonstrates a high rugby IQ in-game. Including but not exclusive of: displayed knowledge of situational outcomes, keen recognition of positional abilities of teammates, knowledge of self and others in team profile and mastery of the intricacies of laws of the game.	5	
<b>PHYSICAL COMPONENTS (4)</b>				
GMP #	PERFORMANCE INDICATORS	SUBJECT DESCRIPTOR	RATING	COMMENTS
9	CONDITIONING	Unable to complete half a match at moderate intensity levels. Consistently poor ability to maintain workrate. Notable changes in technical skills and tactical decision making when fatigued in match.	1	
		Good ability to achieve high intensity levels but unable to maintain these levels late into games and over competition weekends. Able to maintain moderate to high workrate and for full games and weekends. Maintains good technical skills and tactical decisions when fatigued in match.	3	
		Elite conditioning. Able to sustain high levels of intensity throughout individual matches and also over competition weekends. Technical skills and tactical decision making does not vary no matter level of fatigue.	5	
10	SPEED	Lack of speed causes issues offensively with line breaks and creating space from opponents, and defensively in missed tackles and an inability to chase down opponents linebreaks. Even when proper decisions are made lack of speed limits on field effectiveness.	1	
		Adequate speed for positive gains when given offensive opportunities and can keep up with and catch some opponents defensively. Any drop off in speed when fatigued leaves the athlete exposed both offensively and defensive. Good acceleration and top end speed.	3	
		Elite speed, regularly breaks away from opponents and is never outrun in a chasedown. Has an exceptional ability to accelerate away from opponents even when space is limited leading to regular self produces offensive opportunities and tries.	5	
11	ABILITY	Unable to use changes of direction to create space and opportunity offensively, often gives up significant opportunities with simple cuts and changes of direction by opponents.	1	
		Has the ability to use footwork and change of direction to create space and opportunities against some defenders. Does not get beat by average footwork, but can be exposed when facing an elite footwork.	3	
		Consistently beats international level defenders with footwork and change of direction in competition. Rarely gets beat in challenging tvl situations due to elite footwork and change of direction. Shows and elite ability to use agility to create opportunities and rarely gets beat.	5	
12	POWER STRENGTH	Often loses collisions, rucks and misses tackles due to lack of power and strength. Inadequate strength and power to be effective.	1	
		Sometimes able to use power and strength to cause missed tackles, win rucks and does not lose collisions often.	3	
		Consistently uses strength to cause missed tackles, rarely loses rucking situations due to power or strength and rarely ever loses 1 on 1 collisions at an international level. At times can take on two opponents and win at the contact point with elite power.	5	

**HEAD OFFICE**

Victoria Office / Bureau de Victoria  
3019 Glen Lake Road  
Langford, BC CANADA V9B 4B4  
Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
Suite 450 - 375 Water Street  
Vancouver, BC CANADA V6B 5C6  
Tel / Tél: 778-379-5770



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MENTAL COMPONENTS (6)				
GMP #	PERFORMANCE INDICATORS	SUBJECT DESCRIPTOR	RATING	COMMENTS
13	COMPETITIVENESS	Does not or rarely aspires to be a world class competitor through their efforts and attitude. Below average work rate on and off the ball. Inconsistent competitiveness on and off the pitch. Obvious lack of determination.	1	
		At times aspires to be a world class competitor through their efforts and attitude. Inconsistent levels of work rate on and off the pitch. Compete in inconsistent in matches & practices dropping off occasionally due to motivation, focus, fatigued or adversity. Inconsistent demonstration of competitive determination on and off the pitch. Competitive but inconsistent.	3	
		Consistently aspires to be world class competitor through their efforts and attitude. Relentless drive to succeed on and off the pitch. Consistent high level competitor in all preparation and competitive environments. Never quit attitude, especially when behind, or in challenging situations. Big match competitor who thrives on the opportunity to make an impact on the outcome.	5	
14	RESILIENCE	The athlete rarely responds positively to setbacks, errors, injuries, and other negative or undesirable experiences. Struggles with adversity - on or off the pitch. Rarely able to control and refocus their emotions and energy appropriately in adverse situations	1	
		The athlete occasionally responds positively to setbacks, errors, injuries, and other negative or undesirable experiences. Sometimes overcomes and manages adversity both on and off the pitch. Sometimes able to control and refocus their emotions and energy appropriately in	3	
		The player always responds positively to setbacks, errors, injuries, and other negative or undesirable experiences. Always overcomes adversity on with unwavering determination and perseverance. Always able to control their emotions and energy appropriately in difficult situations.	5	
15	COMMUNICATION	Inability / ineffective communicator with staff and teammates on & off the pitch. Non verbal language easily dictated by mood or circumstance. Slow or unresponsive with staff and team mates.	1	
		Inconsistent communicator - able to pass detailed info. with staff and teammates but inconsistent. At times is receptive to feedback from staff and team-mates. Eudes positive body language when not experiencing pressure. Is selective when to engage in discussions on and off the pitch,	3	
		Highly effective communicator - Individual & unit roles with teammates to ensure cohesion, during comp. - constant in game small-talk, detailed and even while fatigued, after comp. - unit reviews, well and always effectively listens to instructions; very good non-verbal communicator even	5	
16	COACHABILITY	Rarely humble and receptive of feedback given by staff and teammates. Unable to follow coach instruction, defensive when receiving feedback, limited source of positivity for team-mates, does not demonstrate commitment to the team by going away from the game plan. Rarely or slowly	1	
		At times humble and receptive of feedback given by staff and teammates. Occasionally listens to coaches but sometimes doesn't provide meaningful feedback and takes an extended period to adapt their new learnings into their game play. Will ask for support and willing to work with team-mates to develop their game. Rarely positive or encouraging but can get frustrated when the situation or competition becomes	3	
		Consistently humble and receptive of feedback given by staff and teammates. Actively listens to constructive work-ons from coaches and applies that feedback in practice and competitions. Also pro-actively seek feedback from staff. A source of positivity and encouragement for teammates. Demonstrates commitment to the team and the game-plan. Always or immediately demonstrates learning or desired change in	5	
17	SELF REGULATION	The player can rarely effectively organise and manage themselves as a world class athlete in relation to their preparation and performance during competition. The athlete does not show the ability to control their emotions and behaviors to deliver their best performances. Never or rarely demonstrates world class habits in rest, recovery, nutrition, game preparation, etc. Requires significant attention and management from others.	1	
		At times the player can effectively organise and manage themselves as a world class athlete in relation to their preparation and performance during competition. Occasionally the athlete has the ability to control their emotions and behaviors to deliver their best performances. Sometimes demonstrates world class habits in rest, recovery, nutrition, game preparation, etc. Requires little attention and management from	3	
		The player can consistently effectively organise and manage themselves as a world class athlete in relation to their preparation and performance during competition. Has the ability to control their emotions and behaviors to deliver their best performances. Demonstrates world class habits in rest, recovery, nutrition, game preparation, etc. Never requires significant attention and management from others.	5	
18	POSITIVE TEAM DYNAMIC	The player rarely contributes positively to the team, providing support to the group and strategic direction. Rarely committed to the team success channelling their energies towards the common goals. Not a good role model on and off the pitch during positive and negative situations.	1	
		The player occasionally contributes positively to the team, providing support to the group and strategic direction. At times is committed to the team success channelling their energies towards the common goals. At times can be a good role model on and off the pitch during positive and negative situations. Demonstrates respect for the needs or opinions of others	3	
		The player consistently contributes positively to the team, providing support to the group and strategic direction. Continually committed to the team success channelling their energies towards the common goals. Great role model on and off the pitch during positive and negative situations. Consistently demonstrates respect for the needs or opinions of others	5	

SPECIALIZED COMPONENTS (6)				
GMP #	PERFORMANCE INDICATORS	SUBJECT DESCRIPTOR	RATING	COMMENTS
19	KICKER	Rarely accurate	1	
		Sometimes but inconsistently accurate	3	
		Highly consistent and always accurate	5	
20	KICK OFF CLEAN UP	Rarely anticipates the path of the ball and reacts quickly when an opportunity presents itself.	1	
		Sometimes but inconsistently anticipates the path of the ball and reacts quickly when an opportunity presents itself.	3	
		Highly consistently or always anticipates the path of the ball and reacts quickly when an opportunity presents itself	5	
21	AERIALIST (SOLO OR DUO)	Rarely or never wins the ball in the air.	1	
		Inconsistent but sometimes wins the ball in the air.	3	
		Highly consistent or always winning the ball in the air.	5	
22	LIFTER	Rarely effectively lifts and returns the jumper to the ground	1	
		Inconsistent but sometimes lifts and returns the jumper to the ground	3	
		Always & consistently effectively lifts and returns the jumper to the ground	5	
23	SCRUM	Rarely or never technically effective in their functional roles (including feeder) in the scrum - Attack (provide solid platform) and defense scrums	1	
		Sometimes but inconsistently technically effective in their functional roles (including feeder) in the scrum - attack (provide a solid platform and defense scrums (disrupt & apply pressure)	3	
		Always & consistently technically highly effective in their functional roles (including feeder) in the scrum - attack (provide a solid platform) and defense scrums (disrupt & apply pressure)	5	
24	LINE-OUT	Rarely or never technically effective in their functional roles in the lineout (including thrower) - Attack (provide quality possession) and defense	1	
		Sometimes but inconsistently technically effective in their functional roles in the lineout (including thrower) - Attack (provide quality possession) and defense lineouts (disrupt & apply pressure)	3	
		Always & consistently technically effective in their functional roles in the lineout (including thrower) - Attack (provide quality possession) and defense lineouts (disrupt & apply pressure)	5	

GMP EVALUATION CRITERIA – SCORING  
 5 – World Class level on the International Stage.  
 4 – Consistently execute on the International Stage  
 3 – Elite execution at the National Stage / Average International execution  
 2 – Average execution at the National Stage.  
 1 – Developing skills, room to improve nationally

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Victoria Office / Bureau de Victoria  
 3019 Glen Lake Road  
 Langford, BC CANADA V9B 4B4  
 Tel / Tél: 250-483-1202

Vancouver Office / Bureau de Vancouver  
 Suite 450 - 375 Water Street  
 Vancouver, BC CANADA V6B 5C6  
 Tel / Tél: 778-379-5770



rugby.ca  
 contact@rugby.ca

