



RUGBY CANADA INTERNAL NOMINATION PROCEDURES 2020 TOKYO OLYMPIC GAMES WOMEN'S 7S TEAM

This version of the Women's Rugby 7s INP was approved on April 28th 2021 and replaces the version of the INP approved on July 15th, 2020 and any other previous version of this INP as it relates to the Tokyo Olympic Games

Rugby 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 2020 Tokyo Olympic Games and/or domestic nomination of athletes for the 2020 Tokyo Olympic Games. Unless otherwise required by exceptional and unforeseen circumstances related to the impact of the coronavirus, Rugby 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, Rugby Canada will communicate with all affected individuals as soon as possible.

Introduction

The purpose of this document is to set out the process that will be used by Rugby Canada to select athletes to the 2020 Tokyo Olympic Games Rugby 7s team.

This selection process has two objectives:

- Select eligible Players to a Player Pool.
- From the Pool, select the best possible Teams for specific events. While some objective criteria will be used to select Teams, it is also recognized that there is a significant subjective element. Subjective elements include such factors as previous and current performance, experience, positional requirements, and leadership and team culture.

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International Federation Criteria

The team will consist of 12 players, 1 Ap accredited athlete (13th athlete). In the event of a discrepancy between the Rugby Canada Internal Nomination Procedure and the Qualification Criteria as published by World Rugby, World Rugby shall prevail. In the event World Rugby makes any changes to their Olympic Games Qualification Criteria, Rugby Canada will be bound by those changes and if such a change necessitates other changes to this internal nomination procedure, Rugby Canada shall make those changes and inform all affected athletes and the Canadian Olympic Committee at the earliest opportunity.

[World Rugby Tokyo 2020 Qualification System](#)

Responsibilities of Rugby Canada, Coaches and Players

Rugby Canada: to recognize the importance of having a sound team selection policy; the importance of communicating the selection criteria to athletes; and appropriate implementation of the policy.

Coaches: to be aware of criteria performance to be evaluated and use their expertise and technical knowledge to support Rugby Canada in the development of clear and comprehensive team selection policies.

Players: to understand selection criteria carefully and, if necessary, immediately request further information from the coaching staff and Rugby Canada to ensure they clearly understand the requirements for team selection.

Player Eligibility

In order to be eligible for nomination to the 2020 Tokyo Olympic Games all athletes must:

- Be Canadian Citizens as per Rule 41 of the Olympic Charter.
- Have a valid passport that expires no sooner than December 31st, 2021
- Be a member in good standing of Rugby Canada
- Sign and submit the 2020-2021 Rugby Canada Athlete Agreement
- Be in compliance with all relevant World Rugby requirements for eligibility
- Sign and submit the COC Athlete Agreement and Tokyo 2020 Conditions of Participation Form no later than June 30th, 2021.
- Must not be serving a period of ineligibility for an anti-doping rule violation or be under a provisional suspension following the assertion of an anti-doping rule violation by either Rugby Canada, the Canadian Centre for Ethics in Sport or any other Anti-Doping Organization.

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Selecting the Pool of Athletes: (Talent Identification)

The Head Coach of Rugby Canada's 7s program, in consultation with assistant coaches and team staff will select and identify a pool of players who meet the selection criteria below

Note: National team talent identification and selection is an on-going process. A summary of the 2020-2021 selection by month is found in Appendix 1.

Selection Tournaments (2017-2021)

- World Rugby Women's Sevens Series events
 - Colorado, Dubai, South Africa, Las Vegas, New Zealand, Sydney, France, Langford, Japan or Hong Kong
- Major Games, including:
 - 2018 Commonwealth Games
 - 2018 Rugby Sevens World Cup
 - 2019 Pan American Games
- Maple Leaf's sevens events, including but not limited to:
 - French Invitationals (Montpellier and Nice 7s)
 - Oceania 7s
 - Hokkaido 7s
 - Okinawa 7s
 - Central Coast 7s
 - Nice 7s
 - San Diego 7s
 - Any Additional Maple Leaf's tours that may occur
- University 7s Competitions / FISU 7s
- U18 7s Maple Leaf Tournaments, and international competitions including but not limited to:
 - Youth Olympic Games
 - Youth Olympic Games Qualifiers
 - Youth Commonwealth Games
 - U18 Invitational
 - Rugby Canada Development Academy and CSA ON Academy competitions

Players with potential may be identified in the following manner:

- Performance at National Championships – Age Grade and Senior
- Performance at other domestic competitions including University 7s
- Recommendations from Provincial / Regional HP Coaches
- Members of our Ontario and British Columbia based development academies
- National team selection camps and open try-outs.
 - The national coach shall have complete discretion in determining which athletes will be invited to national team try-outs.

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Team Selection Criteria

In order to be considered for selection, athletes must meet the attributes as per below and as indicated in the Player Evaluation System in Appendix 2:

OFF FIELD ATTRIBUTES

- Demonstrated commitment to a lifestyle conducive to the training and preparation for/and playing of international rugby.
- Demonstrated positive attitudes towards the sport, teammates, staff and Rugby Canada.
- Demonstrate commitment to travel, training sessions, competitions, and any activities, commitments and functions related to the national team and the High-Performance program.
- Exhibit the ability to adapt to new training environments, e.g., coaches, support staff, venues, etc.
- Demonstrate commitment to participating in injury reduction and management programs, as well as, recovery, nutrition and analysis
- Demonstrated self-motivation, confidence, determination and goal-oriented nature.
- Demonstrated flexibility and adaptability to change.

ON FIELD ATTRIBUTES

- Meet and maintain the fitness requirements as determined by the National Team Head Coach, Strength and Conditioner and Medical team staff.
- Demonstrated athletic ability, including size, aerobic capacity, speed, speed endurance, strength and power (Capability).
- Consistently, executes and performs in internal and external scrimmages. Individuals have positive impact on their team performance.
- Demonstrated rugby skills and techniques including passing (on and off the floor), catching, tackling, contact skills, unit skills (scrums and lineout's), restarts and kicking; attacking and defensive skills
- Demonstrates the ability to play within a team environment, contributes and enhances team performance.
- Demonstrates in game situational adaptiveness, decision-making abilities, aggressive/assertive play, mental toughness.
- Demonstrated positive attitude around coachability, which includes a willingness to develop new habits to improve performance in athletic ability and rugby ability, exhibit a desire to improve personal skills, and desire to contribute to team objectives.
- Proven optimal aerobic and anaerobic fitness, as well as optimal power, strength, quickness, speed and flexibility (Capacity).

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PERSONAL ATTRIBUTES:

- Demonstrates a positive attitude with the ability to contribute to overall team cohesiveness and positive team culture.
- Communicates clearly, as soon as needed, with constructive language to create solutions with teammates and coaching staff both on and off the field.
- Athletes are coachable, can listen to feedback and also take instruction.
- Demonstrate co-operation in the team environment with a desire to improve their interpersonal skills.
- Demonstrates flexibility and adaptability to change, self-motivation, confidence, determination, high standards and a goals-oriented nature.

FOR NON-CENTRALIZED ATHLETES

- Commit to NSW7s training programs
- Commit to compete at sevens competitions
- Commit to training and assessment

Non-Compliance with Selection Criteria

The national head coach may remove a player from the national team at any time if they do not meet the provisions of the selection criteria. In order to remain on the national team, players must commit to the annual training and competitive programs as outlined by the national coach. In regard to injuries, the national coach may remove a player after consultation with team medical personnel. A written report may be provided upon request.

Players will be invited to the centralized program (August 2020-July 2021). This group will be involved in the training environment and be the primary selection pool for the World Rugby Women's Sevens Series events and invitational tournaments. Along with periodic physical, technical, tactical and psychological assessments, these tournaments will be used to determine the selection pool for the 2020 Tokyo Olympic Games.

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Final Team Selection

On **June 12th, 2021** the Head Coach 7s, in consultation with their Assistant Coaches and High-Performance Leadership Group, shall select a pool of 16 players for continued consideration for the 2020 Tokyo Olympic Games. Selection will be based on continued observation using the criteria listed above.

The final selection of the 12 players, and 1 Ap accredited athlete, shall be made by the Head Coach 7s, in consultation with his Assistant Coaches and High-Performance Leadership Group, no later than the COC team nomination deadline of **June 30th, 2021**.

From July 1-4, 2021 Any athlete substitution is subject to COC Team Selection Committee. July 5th, 2021, and onward any athlete substitution is subject to the LARP and COC Team selection Committee. Selection will be based on continued observation using the criteria listed above.

Note: Until the official roster is submitted players can added or removed from the team for:

- (i) Not meeting the standards listed in the criteria above (both on and off the field) that earned them the nomination to the team
- (ii) An injury or illness that would prevent them from participating in any or all of the rugby matches during the Olympic Games, as determined by the Rugby Canada medical personnel.

Late Athlete Replacement Policy

Any athlete replacement after nomination to the COC is subject to the approval of the COC Team Selection Committee. Any such substitutions after July 5th, 2021 are also subject to the International Olympic Committee Late Athlete Replacement Policy.

Decision Making Authority

The Head Coach of Rugby Canada's Women's 7s Team, with consultation from the High-Performance Leadership Group, has final decision-making authority on all player selections.

On-site Decision-making Authority at the 2020 Olympic Games

During the training and competition period, all final decision-making authority will reside with the Head Coach of Rugby Canada's Women's 7s Team with consultation from the on-site team officials.

Should anything happen to the Head Coach of Rugby Canada's Women's 7s Team during the training and competition period and they are unable to execute decisions on behalf of the team, all final decision-making authority will reside with the senior Assistant Coach with consultation from the on-site team officials

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Unforeseen Circumstances

This INP is intended to apply as drafted and, specifically, where no athletes are prevented from competing because of an unforeseen injury or other unanticipated or unforeseen circumstances. Situations may arise where unforeseen circumstances or circumstances beyond Rugby Canada's control do not allow competition or nomination to take place in a fair manner or in the best interests of the priorities and general principles for selection as indicated in these criteria, or do not allow the procedure for nomination as described in this document to be applied.

In the event of such unforeseen circumstances the Head Coach of Rugby Canada's 7s Team will, where possible, consult with Rugby Canada High Performance Leadership Group to determine if the circumstances justify competition or nomination should take place in an alternative manner. In such circumstances, the Head Coach of Rugby Canada's 7s Team shall communicate the alternative selection or nomination process to all impacted individuals as soon as possible.

Changes to this document

Rugby Canada reserves the right to make changes to this document, which in its discretion are necessary to ensure selection of the best players possible to represent Canada for the 2020 Tokyo Olympic Games. Any changes to this document shall be communicated directly to all national team members in the centralized training environment and updated on the Rugby Canada website (www.rugby.ca). This clause shall not be used to justify changes after competitions, camps or trials, which form 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 players. 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 players than would have otherwise been selected. Such changes must be reasonably justifiable in accordance with fundamental principles of natural justice and procedural fairness. In the event of a change to this document Rugby Canada shall inform the COC and Rugby Canada stakeholders of the changes and the reasons for those changes as soon as possible.

Appeals

Rugby Canada's nominations to the COC for the 2020 Tokyo Olympic Games may be appealed in accordance with the procedures set out in the Rugby Canada Appeals Procedures as outlined in the Rugby Canada athlete agreement. Any dispute relating to the Rugby Canada Internal Nomination procedures for the 2020 Tokyo Olympic Games must be brought forward according to said protocol or may be brought directly to the Sport Dispute Resolution Centre Canada.

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Appendix 1: Final Evaluation Process to Select 2020 Tokyo Olympic Squad

As a result of the COVID-19 pandemic, *Rugby 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 *Tokyo Olympic 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, *Rugby Canada* will determine if alternate events may be attended as a substitute for the event that *Rugby 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 [NSO]'s travel to and participation in events for safety reasons, *Rugby Canada* will endeavour to minimize any impact of such decisions on Olympic qualification, obtaining Olympic quota spots and domestic nomination to the *Tokyo Olympic 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.

October 2019

- World Series Stop 1: Colorado
- Continued Training in DTE

November 2019

- Oceania 7s
- Continued Training in DTE

December 2019

- World Series Stop 2 – Dubai, UAE
- World Series Stop 3 – Cape Town, SA
- Continued Training in DTE

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January 2020

- World Series Stop 4 – Hamilton, New Zealand
- Continued Training in DTE and testing

February 2020

- World Series Stop 5 – Sydney, Australia
- Continued Training in DTE

March 2020

- Montpellier 7s, French Invitational
- Continued Training in DTE

April 2020 - July 2020

- Decentralized Training. Following programs set out by coaches, strength and conditioning staff and medical

August 2020 - December 2020

- Centralized Training at the Al Charron Centre in Langford, BC
- Inter-squad scrimmages
- World Series South Africa TBD

January 2021

~~World Series – Hamilton, New Zealand~~
CANCELLED

- Continued Training in DTE and testing

February 2021

~~World Series – Sydney, Australia~~
CANCELLED

- Continued Training in DTE

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March 2021

- ~~World Series Hong Kong CANCELLED~~
- Continued Training, Inter Squad Scrimmages and Testing in DTE

April 2021

- ~~Maple Leaf's Invitational Tournament TBD CANCELLED~~
- ~~World Series Colorado, USA CANCELLED~~
- Dubai Invitational 7s Tournament or equivalent – TBD
- Continued Training & Inter Squad Scrimmages in DTE

May 2021

- ~~World Series Langford, BC CANCELLED~~
- ~~World Series Paris, France TBD CANCELLED~~
- Continued Training & Inter Squad Scrimmages in DTE

June 2021

- Continued Training & Inter Squad Scrimmages in DT

July 2021

- Ongoing evaluation and training of selected athletes
- Olympic Prep Camp – Travel dates TBD
- Tokyo 2020 Olympics – Travel dates TB

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Appendix 2: Player Evaluation System

The National Senior Women's Sevens team has a refined talent identification and player assessment protocol. The current evaluation system analyses athletes in 4 categories: technical, tactical, physiology, and external considerations. The following factors will be considered, along with any other factors, which in the sole and absolute discretion of the national team Head Coach, he deems relevant. These will be evaluated and communicated to athletes through individual review meetings throughout the 2020-2021 season.

Technical:

- A high standard and consistency in the execution of the basic skills at speed and under pressure. These skills include; passing (on and off the floor), catching, tackling, contact skills, unit skills (scrums and lineouts), restarts and kicking (drop kicks / drop outs and out of hand) and scoring tries.
- Ability to apply skills to the game situation
- Ability to maintain possession and play
- Appropriate selection and application of general and position specific skills in the context of thesevens game.
- Specific set play skills – re-starts, line outs, scrums and penalties / free kicks

Tactical:

- Ability to 'read' cues and respond to game situations
- Ability to make correct decisions under pressure
- Understanding of individual, positional and team tactics
- The ability to play in more than one position

Physiology:

- Aerobic and anaerobic fitness
- Ability to demonstrate power and quickness
- Speed and Agility
- Level of flexibility that allows for performance of advanced technique

External Considerations:

- Leadership
- Experience
- Specialty
- Potential
- Attitude & positive contribution to team dynamics

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