



CWFHC TEAM LEADER POLICY

1. Definition

The Team Leader is the person appointed to accompany and lead the Canadian weightlifting team at international competitions (e.g., IWF World Championships, Continental Championships, FISU World Championships, Commonwealth Championships)

2. Selection and Appointment

- a. Where the Executive Committee deems a Team Leader to be beneficial for the Canadian team, the Committee shall issue a call for declarations of interest for individuals to serve in that role. The declaration can be for a specific competition, or it can be for a time period designated by the Committee for the purposes of forming a roster of potential Team Leaders from which one could be selected for a given competition.
- b. To be eligible for selection, potential Team Leaders must be members in good-standing in the Provincial/Territorial Sport Organization and have the requisite experience and abilities to effectively serve in that role. If a member of the CWFHC Board of Directors declares an interest in serving as a Team Leader for a particular competition, he or she cannot participate in that selection.
- c. After the deadline for declarations of interest has passed, the Executive Committee shall select a Team Leader based on the criteria set out in Schedule A.
- d. If the Executive Committee receives no declarations of interest for the position of Team Leader, it may appoint a duly qualified individual who is willing to serve in that role and who otherwise meets the established criteria.

3. Role of the Team Leader

- a. The Team Leader is to provide on-site leadership to the team and to help ensure the well-being of all members of the team throughout event, including logistics, providing timely information to the coaches, athletes, and other support personnel, serving as the first point of contact between the team and the Executive Committee, providing reasonable assistance to the coaching staff, effectively handling any

disciplinary matters that arise during the course of the event, and other duties stipulated by the event organizers, Canadian Olympic Committee, Commonwealth Games Canada, or other governing body.

- b. The Team Leader shall submit a written competition report (the "Report") to the Executive Committee on the Team's performance, including with respect to conduct, within 30 days following the conclusion of the Event.
- c. The Team Leader shall not be eligible for reimbursement of expenses until such time as he or she submits the Report to the Executive Committee.

4. Team Conduct

- a. The Team Leader is expected to be familiar with the CWFHC Conduct Policy and able to identify any violations of that Policy by team members during the event. If the Team Leader witnesses or learns of any violations of the Conduct Policy, he or she report on those violations to the Executive Committee as soon as reasonably practicable.
- b. The Team Leader is responsible for ensuring that the athletes respect and conform to the ceremonial protocol of the event, if any.

5. Anti-Doping

- a. The Team Leader must be familiar with applicable Anti-Doping policies and protocols in place for the event so as to properly advise and assist the athletes and coaches who are selected for doping control.
- b. The Team Leader must be willing to serve as the representative of any athlete who is selected for Doping Control and document any violations of anti-doping protocols by doping control officers and/or chaperones at the competition.

6. Representation

The Team Leader must attend all meetings related to a specific competition (Technical Meeting, etc.) or otherwise appoint a coach or coaches to fulfill that role, unless the Executive Committee has appointed another individual to perform those duties.

SCHEDULE A

SELECTION CRITERIA

The CWFHC Executive Committee will select Team Leaders based on the criteria listed below:

- Membership in a provincial sport organization that is a member of the CWFHC
- Organizational skill
- Communication skills
- Local knowledge and/or language skills for the competition location
- Availability to be at the competition for the entirety of the Canadian team's presence at the competition
- Ability to manage Team Canada finances on-site, when necessary
- Demonstrated leadership abilities
- Knowledge of and familiarity with anti-doping policies and procedures
- Ability to help resolve conflict
- Ability to assist the Canadian team's coaches during the competition
- Familiarity with the competition regulation and applicable IWF Rules
- Willingness to assist team members at any point during the competition

NOTE: Where the governing organization (e.g., the Canadian Olympic Committee) has established selection criteria and on-site duties for Team Leaders, those criteria shall take precedence over the criteria listed above to the extent they are not aligned.