



COACH SELECTION POLICY

Purpose

1. The purpose of this policy (the “**Policy**”) is to provide a fair, transparent, and objective coach evaluation and selection process for international competitions and/or training camps (each a “**Competition**”).
2. WCH aims to ensure that Head Coaches and Assistant Coaches are selected based on an established set of coach qualification criteria so that the national team is supported by the best candidates available.
3. WCH is committed to ensuring that Coaches are selected in a manner that is consistent with Safe Sport principles, WCH policies, NCCP certification and any other qualification criteria imposed by the International Weightlifting Federation, Commonwealth Weightlifting Federation, or other governing bodies for Major Games.

Eligibility

4. To be eligible for appointment as Head Coach or Assistant Coach for a Competition or training camp, the Coach must:
 - a. be a citizen or permanent resident of Canada;
 - b. currently reside in Canada;
 - c. be a member of a WCH-affiliated Provincial Sport Organization in good standing;

- d. be a fully registered coach and member in good standing with the Coaching Association of Canada at the time of selection;
- e. be certified as an NCCP Competition Development coach or NCCP Level 2 coach. Coaches who have received provisional certification at the NCCP Competition Development level may be considered for appointment.
- f. provide a current, valid Vulnerable Sector Check record or Police Record Check in accordance with WCH's Safe Sport requirements;
- g. have completed the following required training programs for coaches and support staff:
 - (i) "Respect in Sport for Activity Leaders" by Respect Group Inc.;
 - (ii) "True Sport Clean" by the Canadian Centre for Ethics in Sport (CCES), including signing the CCES Canadian Anti-Doping Program Agreement;
 - (iii) "Athlete and Athlete Support Personnel Guide to the List 2022" or the most recent equivalent through ADEL by WADA;
 - (iv) "Athlete Support Personnel (ASP) Guide to the Code 2021" or the most recent equivalent through ADEL by WADA;
- h. hold a passport which is valid for travel to the host country of the Competition and which expires no less than 6 months after the final date of the Competition;
- i. declare him/herself available for appointment prior to the deadline WCH specifies prior to the Competition. Any Coach who does not declare their availability by the deadline may not be considered for appointment to this event;
- j. abide by the CADP and WADA Code at all times and have not been found to be in violation of either the CADP or WADA Code at any point in the previous 5 years.

Team Staff Agreement

- 5. All Coaches selected under this Policy must sign and return the WCH Team Staff Agreement (the "**Agreement**") upon receipt of the Agreement. If the Coach does not sign and return the Agreement within 72 hours of receipt, WCH will conclude that the Coach has declined the appointment and may name a replacement Coach. A copy of the Agreement will be provided to the appointed Coach upon their respective appointment to the Team Staff for the Competition.

Appointment Process and Criteria

- 6. The WCH Board of Directors has the sole decision-making authority over the selection of a Head Coach and Assistant Coaches.
- 7. WCH may, but is not required to, appoint a Coach Selection Committee to advise WCH on coach selection for Competitions. If so appointed, the Coach Selection Committee will exercise its mandate in accordance with this Policy.

8. WCH shall determine the level of funding to be provided to the Head Coach and Assistant Coach(es) based on its budget priorities.
9. WCH will consider the following criteria in selecting the Head Coach and Assistant Coach(es), in addition to any other criteria it deems relevant in the circumstances:
 - a. The Coach's level of experience commensurate with the level of the Competition at which they will serve;
 - b. Demonstrated conformance to the WCH Bylaws and Policies;
 - c. Strong interest in and commitment to athlete development under the Long-Term Athlete Development Program;
 - d. Maturity and ability to perform well under pressure in support of the National Team;
 - e. Ability to foster a positive team environment;
 - f. Availability and willingness to take part in all pre-Competition team meetings and/or training camps;
 - g. Demonstrated ability to work well with others;
 - h. Commitment to coaching all National Team athletes at the Competition along with any personal coaches in attendance, where permitted;
 - i. Recommendation of the High-Performance Manager;
 - j. Whether the Coach has any athletes on the team;
 - k. Whether the Coach has been the subject of disciplinary proceedings with WCH and the nature of those proceedings;
 - l. Whether the Coach is the subject of an ongoing conduct investigation by WCH or their provincial sport organization and the nature of that investigation.
10. Coaches who are in arrears for payments owed to WCH at the time of selection are not eligible for consideration for selection to the team, nor will they be permitted to serve as personal coaches at the event, even upon a promise to pay the amounts owed.
11. If a Board member cannot participate in the selection process due to a conflict of interest, they may appoint the High-Performance Manager to participate in their place, including the casting of any votes.
12. Board members will select the Coaches at a meeting, whether in person or by video-conference.
13. If the Board does not reach a consensus on the Coach selection, the matter will be determined by majority vote.
14. The Board shall keep a written record of the number of votes tallied for all Coach selections.

15. Where WCH has appointed a Team Leader, the Team Leader has the final decision-making authority other than matters that must be referred to the Board under WCH policy.

Personal Coaches

16. WCH may, in its sole discretion, allow personal coaches ("**Personal Coaches**") to attend the Competition as members of Team Canada.
17. Personal Coaches will act under the supervision of the Team Leader, Head Coach and Assistant Coach.
18. Personal Coaches are required to discuss competition strategies, opening totals, distribution of warm-up passes, and other competition-related matters with the Head Coach and Assistant Coach prior to their Athlete's session. In the event of a disagreement over these matters, the decision of the Head Coach, or, where applicable, the Team Leader, prevails.

Development Coaches

19. WCH may, in its sole discretion, appoint a coach who is not yet certified as a NCCP Competition Development coach to provide additional support to Team Canada (a "**Development Coach**") where doing so aligns with other policy or development objectives of WCH.
20. A Development Coach shall only work in support of the Head Coach, Assistant Coach, and/or Personal Coach, and in no instance shall the Development Coach serve as the lead coach for any Team Canada athlete.
21. Athletes who are competing at the Competition may not serve as Development Coaches.
22. WCH may, in its sole discretion, impose certain qualification criteria on Development Coaches, such as completion of certain stages of NCCP qualification by certain deadlines before the Competition.

Coaching Athletes from Other Teams / Countries

23. No Coach, whether a Head Coach, Assistant Coach, personal coach, Development Coach, or athlete wanting to assist as a coach, may coach an athlete on another team at the competition without the expressed and prior consent of the WCH Board of Directors, which consent may be arbitrarily withheld.

24. Under no circumstance may any Coach, athlete, or support staff member from Team Canada coach an athlete on a different team against a Team Canada athlete, whether that Team Canada athlete is in the same session or another session within the same weight category.
25. WCH may enter an agreement with another national federation (e.g., USA Weightlifting, British Weightlifting, etc.) prior to a competition whereby each team agrees to provide back-up coaching support if the other team's coach or coaches fall ill and need coaching support. In such case, WCH will advise the Team Leader or Head Coach in advance to establish the parameters of back-up coaching support. Notwithstanding this section 25, in no circumstance may a Team Canada coach violate section 24.
26. A member of Team Canada who violates sections 23 and/or 24 will be subject to disciplinary action by WCH for breach of policy and face sanctions, which may include immediate removal from the team and/or being deemed ineligible to coach for Team Canada at future events.

Non-Team Canada Coaches

27. Coaches who are not part of Team Canada shall not provide coaching to Team Canada athletes without the express and prior consent of the WCH Board of Directors at the request of the athlete. WCH shall not approve any such request without the consent of the non-Team Canada coach's governing federation. If the WCH Board consents to the request, it shall establish the parameters of such coaching support in advance and communicate those parameters to the athlete, Head Coach, and Team Leader. WCH may arbitrarily withhold such request. In no instance shall non-Team Canada coach serve as the lead coach unless no Team Canada coach is available.

Amendments and Unforeseen Circumstances

28. Should WCH determine that unforeseen or unusual circumstances have arisen during the process of applying the criteria set out in this Policy, WCH shall have the full and absolute discretion to resolve the matter as it sees fit, taking into account whatever factors and circumstances it deems relevant. Any such exercise of authority shall be subject to Canadian administrative law principles of fairness.

Changes to this Document

29. WCH reserves the right to amend or make changes to this document when it determines, in its sole discretion, that the amendments or changes are necessary.

WCH will not make such changes after the start date of the relevant Competition, unless the changes relate to WCH exercising its discretion under section 28 above.

30. WCH reserves the right to review and modify these criteria or decisions related to the selection process in the case of rule or policy changes from the International Weightlifting Federation, Commonwealth Weightlifting Federation, or other governing authority for weightlifting.
31. WCH shall notify all WCH AAP "carded" Athletes and athletes/coaches who declared themselves eligible for selection to the National Team for the Competition of the Changes made under sections 29 and 30 above as soon as reasonably practicable and shall post the changes to the WCH website.

Appeals

32. The WCH Discipline and Complaints Policy and Procedure the WCH Appeals Policy and Procedure governs decisions WCH makes under this policy. For a copy of these policies please contact WCH or refer to the following link:
<https://weightliftingcanada.ca/resources/policies/>