



Internal Nomination Procedures

Pan-American Junior Games 2025



Canada's National Junior Women's Handball Team

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1. General

The Head Coach of the Junior Women's National Team, in consultation with the High-Performance Director and the National Teams Manager, are responsible for implementing the internal nomination procedures.

2. Introduction

The Internal Nomination Procedures (INP) will provide the criteria for selecting athletes to form a team for the 2025 Pan American Junior Games that has demonstrated its ability to achieve the best possible result for Canada.

2.1 Performance objective: The internal nomination procedures were designed to select the best team that could finish in the top 3.

2.2 Team size: determined by the Pan-American Sports Organization, currently 14 players.

3. Decision-making authority (DA):

The head coach has the final mandate to make the final selection of athletes for the national team. He may consult his associate coaches, but the final decision rests with him.

3.1 On-site decision-making authority: During the actual competition period at the 2025 Games venue, all final decision-making authority will rest with the head coach or team leader in the head coach's absence.

4. International Federation criteria:

These internal nomination procedures are based on the rules and regulations of the International Handball Federation (IHF) as they are currently known and understood, and on the latest information available to the Canadian Team Handball Federation. Find here on this website:

https://www.panamsports.org/en/documents/?doc_category=games.

Any changes to selection criteria and procedures necessitated by a change in IHF rules and regulations will be communicated to the athletes concerned as soon as possible. Should such a circumstance occur, the Canadian Team Handball Federation will review and amend these internal nomination procedures to conform to the new rules or conditions. However, any changes

made to the rules and regulations of the International Handball Federation will come into effect on the date specified by the IHF, regardless of the date on which this INP was modified. Changes to this document will be communicated directly to the athletes concerned.

5. Athlete eligibility

- Be a Canadian citizen
- Born between 2005 and 2009
- Have a valid Canadian passport that does not expire on or before February 23, 2026
- Comply with all relevant COC, IHF and Pan Am Sports eligibility requirements
- Sign, submit and comply with the COC Athlete Agreement and the PASO Eligibility Form no later than June 26, 2025. When the athlete is under 19 years of age, the parent or guardian must also sign these agreements
- Be a member in good standing of the Canadian Team Handball Federation
- Where applicable, comply with the vaccination policies and requirements of the NSO, COC, IHF, Pan Am Sports, IOC and event host country doping control requirements: Comply in all respects with the anti-doping rules of the International Federation, the Canadian Anti-Doping Program (CADP) and the anti-doping rules of any other anti-doping organization having authority over them, and not be serving a period of ineligibility or provisional suspension for an anti-doping rule violation at the time of nomination or during the Games; and be available for sample collection and have regularly provided accurate and up-to-date whereabouts information, as instructed by the IHF and/or CCES.

6. Canadian Team Handball Federation Athlete Selection Criteria and Process:

6.1 Qualification period: Junior Pan American Games Qualifier, Scheduled from March 31st to April 4th, 2025. If Team Canada qualify for the Junior Pan American Games, the INP will be finalized after Phase 5 (see below).

6.2 Process to be used: This team will be selected in five phases:

- **Phase 1 before February 15, 2025:** Identification of eligible athletes on provincial elite programs, and athletes playing in other country by the head coach.

- **Phase 2 (February 23rd):** Pre-selection of 21 athletes and 5 non-travelling alternates for a tour or preparation camp.
- **Phase 3:** Follow-up and evaluation of athletes' work and performances from February to end of March 2025 in the various provincial championships.
- **Phase 4:** Monitoring and evaluation of athletes selected for the Junior Pan American Games Qualifier, Scheduled from March 31st to April 4th, 2025
- **Phase 5:** Camp for national teams from June 21 to June 26th 2025.

6.3 **Selection criteria:** The head coach, in consultation with the coaching staff, will select athletes for the 2025 Junior Pan American Games team, with the objective of forming the team that will achieve the best result for Canada. Factors that will be considered in this selection include team dynamics, physical, technical and mental aspects of the sport.

These factors include:

- Personal characteristics -Considerations specific to team sports
 - Physical considerations
 - Technical and tactical skills
 - Mental preparation
 - Other considerations (see below)
- The National Team Head Coach of the Canadian Olympic Federation is responsible for nominating athletes to the 2025 Canadian Junior Pan American Games Team. The National Team Head Coach may consult with Assistant Coaches and other National Team support staff, but the final decision on nominations to the Games Team rests with the Head Coach. The athlete evaluation process consists of assessing the needs of the team and the perceived relative strengths and weaknesses of the athletes, in order to select the best possible team for a given competition. In making selection decisions, the head coach will have a high degree of discretion and flexibility. The following factors will be considered, along with any other factors the Head Coach deems relevant, at his sole and absolute discretion. The head coach is free to assign different weightings to the importance of the factors considered in his or her decision-making process, as he or she deems appropriate to achieve the goal of assembling the best possible team for the 2025 Pan American Junior Games. In selecting athletes for the national team, the national team coaching staff will consider the following two elements:

- The dynamics of the team as a whole, and how candidates for selection fit into this dynamic.
- The individual characteristics of candidates who fit into the team game.

As a result, it is understood that in making selections to create the best team, it is possible that the best individual athletes will not be selected.

Personal characteristics:

- Demonstrated commitment to travel, training sessions, competitions and all activities, commitments and duties related to the national team
- Demonstrates a cooperative attitude and team spirit, and understands that the team takes precedence over the individual
- Demonstrated positive attitude, including ability to train, desire to improve personal skills and willingness to contribute to team goals
- Demonstrate self-motivation, confidence and determination focused on team objectives
- Flexibility and adaptability to change
- Demonstrates aggressive, assertive play and mental toughness.

Team sports considerations

- Demonstrated ability to contribute to team cohesion and chemistry and to communicate effectively with coaching staff and other players, both on and off the field of play
- Demonstrated ability and willingness to work effectively and cooperatively as part of a team
- International experience at junior and/or senior level
- Ability to modify individual preferences and change to meet the needs of the group and adapt to the coaches' strategies
- The dynamics of the team as a whole and how the candidates to be selected fit into this dynamic.

Physical considerations:

- Compliance with weekly fitness training requirements (2-3 times a week running and 2-3 times a week weight training, depending on program)
- Demonstrated athletic ability such as speed, explosiveness, quickness and strength. A look at improvement in physical tests.

Technical skills

- Current level and potential level
- Individual skills (shooting efficiency, ball loss, etc.)

- Position-specific skills
- Team needs by position.

Tactical skills

- Ability to read the game, anticipate and respond to different situations
- Ability to make the right decision under pressure
- Incorporation of individual position and team tactics requested by coaches
- Flexibility and ability to adapt to all situations.

Mental preparation

- Compliance with all mental preparation requirements (exercises, video viewing, homework assignments, meetings, active participation in discussions, openness, etc.) and all other requests from the mental coach;
- Performance under pressure.

Other considerations

- Adopt a lifestyle that meets the demands of training, preparation and international competition
Compliance with all deadlines set by the coaches and support team;
- Compliance with injury-related treatments, exercises, preventive measures, instructions and so on
- Provide their activity calendar to the coach every 1^{er} of the month (starting January 2025)
- Recognize the responsibilities that come with your commitment as an individual and as a member of the national team program, as well as the potential and importance of being a role model for the sport and the country
- Past and present performance
- Current or planned developments or improvement
- Practice handball at least 2 times a week and participate in provincial camps unless exemptions are requested
- Participate in competitions and all other activities of the national team (in its category) during the current 2024-2025 season.
- An athlete may apply to the head coach for an exemption. The head coach will decide whether or not to grant the exemption.

6.4 Team nomination date:

Selection will take place on July 6th, 2025. The athlete will have 3 days following the nomination (until July 9th, 2025) to accept

her selection. The date of the public announcement will be decided in conjunction with the COC.

6.5 Replacement athletes: The head coach will identify through team priorities the possible substitution of a nominated athlete, in the event of an exceptional situation. This process is subject to COC guidelines and PASO rules. Replacement will be based on the following criteria:

- Player in the group who has met the minimum training and other selection criteria.
- The needs of the team and the player's ability to fit into the system and team chemistry.
- The position on the field of the dismissed or injured player.

Prior to the team's appointment to the COC, the head coach will have final authority over the removal of any athlete from the athlete pool and/or the 2025 Pan American Junior Team. After appointment to the COC, any dismissal is subject to the approval of the COC Team Selection Committee. After July 9, 2025, any replacement athlete is also subject to the 2025 Pan American Junior Games athlete late replacement policy. Reasons for dismissal include, but are not limited to:

- Inability to maintain minimum training and level requirements.
- Inability to meet competition performance expectations.
- Inability to work due to injury, illness or other medical reasons as determined by the team's medical staff
- Conduct detrimental to the team and/or the image of the CTHF name or national team program.
- Non-compliance with all WADA, CCES and COC anti-doping protocols, policies and procedures, including participation in out-of-competition testing as required by WADA, CCES and COC regulations.

6.6 Absence of an athlete:

The absence of an athlete for a period or at a camp/competition may be considered and authorized by the head coach. An official letter of request for exemption may be required from the athlete.

7. Performance preparation and injuries

7.1 Performance preparation:

Athletes being considered for selection to the 2025 Pan American Junior Games team must confirm their willingness to comply with the team's preparation plans as established by the head coach and to make themselves available if selected. Requests for exemption may be made to the head coach. The decision to accept or refuse an exemption rests with the head coach.

7.2 Injuries:

Once selected, athletes whose preparation for performance is compromised due to their state of health, lack of fitness or ability to train and/or perform may be withdrawn from the team at any time. After appointment to the COC, such withdrawals are subject to approval by the COC Team Selection Committee. Athletes are required to report immediately any injury, illness or training change that may affect their ability to compete at their highest level at the 2025 Pan American Junior Games. Notification must be sent to the team's head coach and medical director.

8. Withdrawal of an athlete

Prior to the team's appointment to the COC, the Head Coach will have final authority over the removal of any athlete from the 2025 Games athlete pool and/or team. After appointment to the COC, such withdrawals are subject to approval by the COC Team Selection Committee. Reasons for withdrawal may include, but are not limited to:

- Inability to maintain high training standards
- Inability to meet performance expectations at competition time
- Inability to work due to injury, illness or other medical reasons as determined by the team medical staff and in consultation with the COC Chief Medical Officer once on site
- Violation of the National Team Code of Conduct
- Behavior detrimental to the team and/or the image of the Canadian Team Handball Federation or the national team program
- Violation of anti-doping rules or the requirements of any anti-doping organization having authority over the athlete.

9. Registration confirmation

No later than July 6, 2025, the Head Coach will determine which athletes (and non-travelling alternate athletes) will be nominated to the COC for positions on the 2025 Junior Pan American Games Canadian Team. Subject to any review required by an athlete's decision to decline nomination as a

member of the 2025 Canadian Junior Pan Am Games Team or by an athlete's inability to compete at a competitive level due to reduced activity for health reasons, the Head Coach will submit to the COC his list of athletes and non-travelling alternates nominated for the 2025 Canadian Junior Pan Am Games Team by the date required by the COC.

9.1 IOC/Panam Sports Late Athlete Replacement Policy:

Replacements after nomination to the COC are subject to approval by the COC Team Selection Committee. Any replacement after July 19th, 2025 is also subject to the Panam Sports Late Athlete Replacement Policy for the 2025 Junior Pan Am Games.

10. Changes and unforeseen circumstances

Any changes to this document must be communicated directly to all athletes in the group concerned. This clause should not be used to justify changes after a competition or trials that are part of these internal nomination procedures, unless this is related to an unforeseen circumstance. It is to allow changes to this document that may become necessary due to a typographical error or lack of clarity in a definition or wording before it affects athletes. Should any changes be made to this document, the CTHF will inform the COC of the changes and the reasons for them as soon as possible.

11. Appeal

Internal appeals must be made in writing to the CTHF to the attention of the High-Performance Director. Appeals must follow the CTHF appeal procedures in effect at the time the team is announced.

The appeal committee will be made up of 3 people from the CTHF:

- High-Performance Director
- National team manager
- Director of the Ethics Committee

12. INP publication:

Internal nomination procedures for the 2025 Pan American Junior Games will be posted on the CTHF website and distributed by e-mail to CTHF National Team members.

13. Personnel selection

The Head Coach must be 18 years of age or older and in good standing with the Coaching Association of Canada's Professional Coaching Program, in accordance with the COC's Coaching Recognition Policy, and must also have met any safe sport training requirements communicated by the CTHF or COC before June 26, 2025. He must also be in compliance with all relevant COC, IF, and Panam Sports requirements for eligibility.

The Head Coach has full discretion to select the support staff (assistant coach, mental coach, medical support, team manager, video analyst) for the 2025 Pan American Junior Games. Support staff will be selected based on the principle that the CTHF's objective is to send a team of specialists who will be the most competent to help athletes reach the podium at the Games. All selections are subject to COC approval and the number of staff to be subsidized by the COC.

All team members must have a valid passport with an expiry date on or after February 23, 2026.

Sign, submit, and comply with the COC Support Staff Agreement and Local Organising Committee (LOC) Eligibility form no later than June 26, 2025.

14. Summary of deadlines

Date	Elements
November 28, 2024	Submit our draft INP to the COC for review
January 1, 2025	Identification of the group of athletes with the broadest performance profile concerned by this competition
February 9, 2025	Final INP published and sent to athletes
March 31 – April 4	JUNIOR Women NACHC Qualification Championship towards the JUNIOR PANAMERICAN GAMES
April 8, 2025	Deadline for sending COC accreditation information
June 26, 2025	Deadline for COC registration requirements
July 6, 2025	ONS team appointment deadline
July 9, 2025	Deadline for submitting calls to ONS
July 15, 2025	Deadline for COC team nominations
July 19, 2025	Deadline for registration by name for Asuncion 2025
August 9, 2025	Opening ceremonies of the Asuncion 2025 Games

15. **Financing**

Athletes must be able to pay all expenses related to the various competitions, training camps and groups. Athletes may be required to pay expenses not covered by the COC for the 2025 Pan American Junior Games.

16. **Contact**

For any clarification or question on the content of the INP, please contact the National Teams Manager:

Christian Latulippe at c.latulippe@handballcanada.ca.