

Tennis Newfoundland and Labrador Canada Summer Games 2017 Selection Criteria and Program Outline

Introduction

Tennis Newfoundland and Labrador (TNL) is the sanctioning body for the sport of tennis in Newfoundland and Labrador and is mandated with the responsibility to oversee the selection and training of the Canada Games team. TNL is governed by the duly elected Board of Directors and the named executive and has prepared this document to inform all interested athletes and parents on its selection criteria and program outline for the 2017 Canada Summer Games.

The Summer Canada Games are held every four years, and are meant to showcase provincial athletes in the various sanctioned sports including the sport of tennis. The protocol and specific team composition is mandated by the Canada Games technical package and all Provinces and Territories must adhere to this. The composition of the team and the actual event are controlled by The Canada Games. TNL's mandate is to develop a training program and selection criteria for the team that is fair and transparent whilst meeting the stated objectives and values as determined by the TNL board.

The TNL board in cooperation with, the coaching staff has designed this program to ensure a fair and transparent process that respects the individual's right to participate and the objectives and values that TNL has presented

At the 2013 Canada Games, Team NL finished in 7th place and while this was a valiant effort we believe we have the potential to exceed this accomplishment and do so in a manner that promotes the values we have presented.

The 2017 Canada Summer Games will be held in Winnipeg, Manitoba and will provide for a unique experience for the selected athletes to represent our Province and the tennis community both as competitors and as ambassadors for the Province.

Enclosed please find our selection criteria and training program outline. We publish this with the intention to ensure a high level of transparency and fair selection criteria for all interested athletes and parents.

Objectives and Values

TNL is desirous to develop a competitive team with the objective to improve our results from previous years and to do so in a manner that provides for a fair and inclusive process. The values that TNL wishes to bring to the Canada Games team are, to field the most competitive team from the eligible athletes, to develop a positive team experience for all our potential athletes, and to provide a positive experience for all potential athletes.

TNL values the competitive nature of the Canada Games and our athletes' ability to succeed but also believes that a cooperative and team building experience is part of that process for the long term benefit of the sport.

Questions

The purpose of this document is to provide all potential participants with a clear understanding of the selection criteria and expectations of participants. Any questions should be directed to the TNL Executive Director Alan Mackin.

Email: tennis@sportnl.ca

Telephone: (709) 722-3840

Team Composition

TNL will choose its initial training pool in December 2015 and this pool of players will commence training train during the 2016 winter session. All participants will be notified and informed of the training programs and expectations. There will be a further selection process as outlined below to determine the final team and this will be completed by the final week of June 2017.

The final team will consist of four (4) male and four (4) female players. The rules for age eligibility are as follows:

2 males and 2 females under 16 as of January 1, 2017 (Born 2001 or later)

2 males and 2 females under 18 as of January 1, 2017 (Born 1999 or later)

There will be two (2) singles players and two (2) doubles players within each gender as this is the format of play prescribed by the Canada Games Technical package for tennis.

There will be one(1) male and one(1) female alternate selected to train with the team but under Canada Games protocol the alternate shall not travel to the event or be eligible for official Canada Games team uniforms.

The 2017 Winnipeg, Canada Summer Games Tennis Technical package outlines all of the eligibility criteria for the event. It can be found at:

<http://www.canadagames.ca/content/Sports/2017-technical-packages.asp>

Team Staff

One male coach and one female manager.

Selection Committee

The TNL board has established a three (3) person selection committee for the 2017 Canada Summer Games Tennis team. It is comprised of Executive & Technical Director for TNL (Alan Mackin) who serves as the head coach, the Assistant Coach (Dennis Keaveney), and one independent TNL Board Member (Brett Williams). The TNL Board has removed itself from the selection process and all decisions of the Selection Committee have been duly authorized by the TNL Board to be final subject only to the provided Appeal Process.

The coaching staff will determine the individual player roles for singles or doubles and this will be considered as part of the selection process to ensure the most competitive team is fielded. It should be noted that doubles players will be selected based upon their ability to play in that format and as a team, not necessarily on personal singles ability/achievements. The Selection Committee will have the final decision making authority on these matters.

Selection Criteria

1. Head to head results in sanctioned events including, provincial tournaments, regional tournaments, Canada Games Ranking events, Tennis Canada tournaments, or any other sanctioned tournaments.
2. Head to head results will, where applicable, be considered against players from other Provinces as this may be indicative of potential results in the Canada Games format.
3. The player's demonstrated commitment, work ethic, team spirit, positive attitude and attendance at Canada Games training programs and commitment to participation in selection events (Indoor & Outdoor TNL provincial qualifying events).

Special Exemption Selection Criteria

1. In the special circumstance an athlete is unable to commit to the regular training program the concerned athlete must demonstrate to the satisfaction of the Head Coach through head to head play with other participants that they possess the skill level and competitive ability to significantly improve the prospects of the team's results in order to secure their place on the final travelling team. Please refer to Special exemption section of this document for further information.

Key Timelines

Event	Date	Notes:
1. Larger pool is selected for training program	December 2015	Players and Parents engaged/informed
2. Evaluation and training continues	December 2015 – September 2016	Player participation and evaluation continues
3. Participation in Canada Games ranking events or other tournaments as available	Throughout 2015-2016 annual tournament calendar period and as dictated by head coach.	Participation <u>is</u> mandatory in all Canada Games and TNL Ranking Tournaments
4. Evaluation and training continues	September 2016-June 2017	Player participation and evaluation continues
5. Participation in Canada Games ranking events or other tournaments as available	Fall 2016- Winter 2017	Participation <u>is</u> mandatory in all Canada Games and TNL Ranking Tournaments
6. Final Team Selection	By end of June 2017	Core team and alternatives are named
7. Team competes in regional tournaments	June /July 2017	Final travelling team is confirmed
8. Team competes in Canada Games	August 2017	8 players travel and compete

December 2015 – September 2016

During the 2015-2016 periods the full pool of invited participants will train as a team. It is expected that all participants attend the sessions and extra training/tournament activities provided. This will form part of the evaluation criteria as outlined in the evaluation criteria selection process.

Maintaining the larger group is designed to allow the full pool to have the opportunity to improve and benefit from any subsidized training and access the other off court activities such as fitness training and sports psychology sessions.

September 2016 – June 2017

The training program will continue with the full pool of invited participants. Participants will train as a team. It is expected that all participants attend the sessions and extra training/tournament activities provided. This will form part of the evaluation criteria as outlined in the evaluation criteria selection process.

Maintaining the larger group is designed to allow the full pool to have the opportunity to improve and benefit from any subsidized training and access the other off court activities such as fitness training and sports psychology sessions.

June- July 2017

The final team selection will be made by the end of June 2017. The purpose of this selection of the individual players is to allow for more focused training for the players respective format being either singles play or doubles play. The alternates will be named at that time and are only expected to be included in the travelling team in the event of an injury or some unexpected removal or departure of the core team members.

The selected final pool members including alternates will be required to participate in the scheduled tournaments including, any provincially sanctioned tournaments, regionally sanction tournaments (ATA) or nationally sanction tournaments (TC) as prescribed by the head coach.

Players not selected in the final team selection process will be encouraged to participate in these events however participation shall not be mandatory.

The full pool of players will be included in any pre Atlantics training events on a voluntary basis to ensure they have the best possible preparation and training available.

After the Atlantics the team training will include only those final travelling team selected players and alternates.

Compliance for Selected Athletes

All selected athletes are expected to participate fully in the Canada Games training program and/or other Tennis Development program approved by the Selection Committee. Players who do not participate fully in an approved program without the head coach's approval or demonstrate poor team attitude or disruptive behavior shall be subject to potential removal from the team. If such a non compliance is determined the Selection Committee will provide a first written notice, a warning, to the athlete outlining the concerns of the Selection Committee. If after a reasonable time the Selection Committee is not satisfied that the athlete has corrected the non compliance issues outlined in the first written notice a second and final notice shall be written to the athlete explaining the non compliance issues still unresolved. If the Athlete does not clearly demonstrate corrective actions to the non compliance issues in a reasonable time period and at the sole discretion of the Selection Committee the athlete will be removed from the core team.

Special Exemptions

A Special Exemption will be considered for athletes under the following circumstances:

The athlete was injured and unable to participate in the programs and can provide evidence from a recognized general practitioner (GP).

The athlete is living out of province, but still meets the eligibility criteria for participation in the Canada Games as outlined in the protocol.

Request for Special Exemptions

1. Athletes can by written notice to the Selection Committee apply for and be considered for a Special Exception within 30 days of public distribution of this selection criteria if an out of province student or if in the instance of an injury/illness within 10 days of such injury/illness occurring. Any request for a Special Exemption must be applied for within the above time frames and shall be considered by the Selection Committee. Written notice shall be provided to the athlete within 20 days of the request. Granting of a Special Exemption does not determine the selection of an athlete to the team but only allows for the athlete to be considered for selection under the selection criteria as stated in the selection criteria section. Any athlete granted a Special Exemption will have to demonstrate that he or she will be available and or injury free to participate in the Canada Games and be available for a reasonable period of time to train with the team if required.

Appendix 1: Appeal Procedure

An appeal shall be heard ONLY on the grounds that the process and/or final decision were flawed, and not because the athlete did not agree with the selection.

The following scenarios would be eligible for appeal if an athlete felt that:

- 1) The Canada Games Selection Committee failed to follow the procedures outlined in the Tennis Newfoundland and Labrador Selection Criteria.
- 2) The Canada Games Selection Committee made a decision that was influenced by bias.
- 3) The Canada Games Selection Committee failed to consider relevant information or took into account irrelevant information in making a decision.
- 4) The Canada Games Selection Committee exercised its discretion for an improper purpose.

Appeal Time Lines

The entire appeal process will allow for the hearing and completion of the appeal no more than 14 days after receipt of the appeal request. The athlete must present their request in writing to the Chair of Appeals Committee of Tennis Newfoundland and Labrador. This written request must be forwarded to the Tennis Newfoundland and Labrador office by mail, courier or e-mail.

Tennis Newfoundland's Appeals Committee shall review the letter and decide whether or not the request has basis for a hearing. They shall also review all selection documentation from the Canada Games Staff.

If there are no legitimate grounds, the Chair of the Appeals Committee shall call the athlete advising him/her of the decision. This will be followed up by a formal letter to the individual.

If the Appeals committee feels that there are grounds for an appeal hearing, the following procedures will take place:

- a) The Chair of the Appeals Committee shall select a designated location, date and time to hear the appeal. This will be completed no more than 72 hours after receipt of the appeal request.
- b) The Appeal Committee shall hear the athlete's complaint. He/she may be accompanied by an advocate (parent, guardian, legal advisor)
- c) The appeals Committee shall hear from the Canada Games Staff.

- d) The Appeals Committee shall make a final decision within three (3) days of the appeal hearing and the decision shall be final and binding.
- e) The Chair of the Appeals Committee will contact the coach no later than 24 hours after the decision has been rendered to advise him/her of the outcome. This will be followed by a copy of the formal letter sent to the athlete and a copy of the appeal findings and recommendations.

The appeal committee shall be comprised of:

- 1) Chair (TNL Board member) (with no conflict of interest)
- 2) One Athlete Representative (former Canada Games Player)
- 3) One other impartial individual

APPENDIX 2: CODE OF CONDUCT

1. All athletes are subject to and must respect the rules of the Tennis Canada Code of Conduct as adopted by Tennis NL.
2. All athletes must respect the curfew as established by the coach.
3. All athletes caught using drugs, alcohol, or any illegal substance will be subject to disciplinary measures.
4. All athletes causing damages during any event will be asked to pay for them and would be subject to disciplinary measures.
5. All athletes must attend all team practices, meetings, and tournaments, and be on time, unless excused by the coach.
6. All athletes engaging in any illegal or criminal activities (such as gambling, smuggling, stealing, assault, etc.) will be subject to disciplinary measures.
7. All athletes with unacceptable language, behaviors, and efforts, judged by the coach and/or manager would be subject to disciplinary measures.
8. All athletes must respect the demands of the coach and show respect at all times.
9. All athletes must respect the Fair Play principles.

ALL ATHLETES, WHO DO NOT ADHERE TO THE CODE OF CONDUCT AS MENTIONED ABOVE, WILL BE SUBJECT TO THE FOLLOWING DISCIPLINARY MEASURES.

First Infraction: Rules (1,2,5,7,8,9)

The athlete will receive an official verbal or written warning, and will have to sign a probation agreement with his or her parents, before being able to participate in any Canada Games Training Team activities.

Rules (3,4,6)

The athlete will be automatically suspended from the Canada Games Training Team for a period of time determined by the coach.

Second Infraction: Rules (1,2,5,7,8,9)

The athlete will be automatically suspended from the Canada Games Training Team for a period of time determined by the coach.

Rules (3,4,6)

The athlete will be automatically suspended from the Canada Games Training team and any Tennis NL activities.

Third Infraction: Rules (1,2,5,7,8,9)

The athlete will be automatically suspended from the Canada Games Training Team and any Tennis NL Activities.



I _____ (print name) have read the Code
of Conduct and fully understand the rules and the discipline measures of
not adhering to the above.

Player's Signature _____

Parent's Signature _____

Date _____