



BOXING CANADA
HIGH PERFORMANCE PROGRAM SELECTION POLICY
2019/2020 PROGRAM YEAR

1. PURPOSE

This document establishes the process and criteria to be used to select and nominate the 2019 Boxing Canada Men's and Women's National Teams and Development Teams.

2. NATIONAL TEAM OBJECTIVE

The objective of the National Team is to win gold medals at the Olympic Games. Attendance at other international competitions is part of the development of the National Team towards achieving that objective. Winning any medal at any of these events is recognized as a considerable achievement but the main objective is to win gold at the Olympic Games.

3. INTRODUCTION

1. This High Performance Program Selection Policy sets out the process of:
 - Identifying the athletes who are eligible for selection to the 2019/2020 High Performance Program; and
 - From this group, determining which athletes shall be offered positions on the 2019 National Team and Development Program.

2. Athletes eligible for selection to the 2019/2020 High Performance Program are identified, ranked and offered National Team and Development Program positions in accordance with the specific procedures set out below.

4. DECISION MAKING AUTHORITY

1. The High Performance Program Selection Policy will be reviewed by the High Performance Advisory Group (HPAG).

2. The High Performance Director (HPD) is responsible for the implementation of the selection policy. The Executive Director (ED) will assist the HPD in ensuring that the process outlined in this document is properly followed and that it is fair and equitable for all candidates.

5. GENERAL CONSIDERATIONS

1. The Boxing Canada High Performance Program's recommendations shall ordinarily be made based on results of the previous 12 months, in accordance with the procedures detailed in this document. Other factors which may be included in determining selections are athlete progress towards established performance objectives (utilizing the Podium Pathway), long term potential (utilizing the Gold Medal Profile), and athlete physical conditioning (utilizing National Team physical testing).



2. All High Performance Program athlete selections are for a one-year period only, unless an athlete voluntarily withdraws, or is removed from the program for failure to meet program expectations & monitoring compliance / submissions.
3. The maximum number of available positions on the national boxing team, subject to available resources, shall be identified at the onset of the selection process.
4. Athlete rankings based on the selection process will ordinarily determine the order of selection for available High Performance Program positions. However, Boxing Canada HPD retains discretion to make extraordinary selection recommendations. In these cases, the HPD will provide written evidence supporting the recommendation. Justifications could include, but are not limited to, evidence such as Gold Medal Profile (GMP) scores, Podium Results, Athlete assessment, National Team Physical Testing data, athlete psychological profiles, or significant results at key competitions.
5. If for any reason an athlete had to change weight category after his/her selection in the High Performance Program, the determination to change weight category will be made on a case by case basis. Such determination is under the authority of the HPD and will be documented accordingly. If the change of weight category is accepted by the HPD, the athlete National Team pool ranking will remain the same in the High Performance Program Selection Policy.

6. MEN'S AND WOMEN'S WEIGHT CATEGORIES

Due to the changes in men's and women's Olympic weight categories please note the modifications highlighted in yellow for athletes eligibility to compete in Olympic or None Olympic weight categories Event.

| Men's | |
|------------------------------------|-------------------------------|
| None Olympic Weight Category Event | Olympic Weight Category Event |
| 49kg | N/A |
| 52kg | 52kg |
| 56kg | 57kg |
| 60kg | N/A |
| 64kg | 63kg |
| 69kg | 69kg |
| 75kg | 75kg |
| 81kg | 81kg |
| 91kg | 91kg |
| +91kg | +91kg |



| Women's | |
|----------------------------|-------------------------------|
| None Weight Category Event | Olympic Weight Category Event |
| 48kg | N/A |
| 51kg | 51kg |
| 54kg | N/A |
| 57kg | 57kg |
| 60kg | 60kg |
| 64kg | N/A |
| 69kg | 69kg |
| 75kg | 75kg |
| 81kg | N/A |
| +81kg | N/A |

7. ATHLETE ELIGIBILITY REQUIREMENT

1. To be eligible for selection to the High Performance Program, an athlete must:
 - a) Be in good standing with Boxing Canada;
 - b) Not have any outstanding fines/fee payable to Boxing Canada that are more than 30-days in arrears or are without an approved payment plan;
 - c) Must be a Canadian Citizen at the time of selection;
 - d) Have done the National Team Physical testing;
 - e) Have read, signed, and return the Boxing Canada Athlete Agreement by the due date. It is a condition of this agreement that the athletes agree to participate in and meet all competition, training and participation requirements as determined by the HPD. No selection will be processed without the signed Athlete Agreement being filed with Boxing Canada;
 - f) Comply with the communication requirement set out in the Section 7.
 - g) Have participated in the applicable selection trials and events unless otherwise exempted;
 - h) Meet the International Amateur Boxing Association (AIBA) requirements to be eligible to represent Canada at major international events.
2. An athlete who does not meet the eligibility criteria from a) to g) above may be considered for selection if she or he meets the conditions of the Extenuating Circumstances provisions set out in section 12.

8. COMMUNICATION

1. Each athlete who will be considered for selection must ensure their full contact details have been provided to Boxing Canada. This information will be used for monitoring the athletes progress, to be able to communicate important information regarding selection, and the administration.
2. At the beginning of the season the HPD will meet with the athletes to discuss their performance goals and their training and competition program.



3. Once the athlete has met with the HPD, it is the ultimate responsibility of the athlete to communicate with the HPD as to the progress of their training and competition program in relation with the performance goal established prior.
4. Any athlete selected for the High Performance Program will need to provide a Yearly Training Plan (YTP) with details indicating the planned preparation leading to each competitions. This plan includes daily boxing training sessions, other types of training such as strength training, mental training as well as performance tests, medical exams, tournaments, training camps or training periods that may take place in Canada or abroad.

9. SELECTION PROCESS

National Team Pool Selection will be based on the following criteria:

National Team Pool “A” – Podium

Intent of Pool “A”: Solidify athlete’s status at the international level and provide a world-leading program that supports Elite athletes to **achieve** and **maintain** podium World Championships and podium Olympic Game’s performances within the season.

Event Focus: World Championships and Olympic Games

With these athletes we strive to:

- Promote core competencies (i.e valuing, leadership, interaction, critical thinking, and problem solving) as per Boxing Canada’s GMP and Long-Term Athletes Development (LTAD) model
- Perfecting the sport specific skills and abilities necessary to be a world-class boxer as per Boxing Canada’s GMP and LTAD model
- Adjusting volume and intensity of training required to be a world-class boxer
- Maintain training’s specialization and performance enhancement

Athlete Commitment:

- Full-time commitment means approximately 40hrs per week of training, recovery, mental preparation and administrative work.

Performance Requirements:

Elite Athletes (born in 2000 or before):

- 1) Podium at Olympic Games
- 2) Podium at Elite World Championships



National Team Pool “B” – Podium Potential

Intent of Pool “B”: Provide a world-leading program that supports Elite athletes **capable of achieving** top 8 World Championships and podium Major Game’s performances within the season.

Event Focus: World Championships, Olympic Games, Pan American and Commonwealth Games

With these athletes we strive to:

- Emphasize a holistic learning approach centered on the athlete’s needs and development
- Promote core competencies (i.e valuing, leadership, interaction, critical thinking, and problem solving) as per Boxing Canada’s GMP and LTAD model
- Optimize the sport specific skills and abilities necessary to be a world-class boxer as per Boxing Canada’s GMP and LTAD model
- Increase volume and intensity of training required to be a world-class boxer
- Emphasize is on specialization and performance enhancement

Athlete Commitment:

- Full-time commitment means approximately 40hrs per week of training, recovery, mental preparation and administrative work.

Performance Requirements:

Elite Athletes (born in 2000 or before):

- 1) Top 8 at Olympic Games (with at least 1 win*)
- 2) Top 8 at Elite World Championships (with at least 1 win*)
- 3) Podium at Pan American Games (with at least 1 win*)
- 4) Podium at Commonwealth Games (with at least 2 wins*)

*** Walk-overs do not count as a win**

National Team Pool “C”- Developing

Intent of Pool “C”: Provide a program aimed at developing Elite boxers to perform consistently at International competitions and Continental Championships and required appropriate levels of support to prepare for it.

Event Focus: International Competition, Continental Competition, Continental Championships, Pan American Games and Commonwealth Games



With these athletes we strive to:

- Develop a holistic learning approach centered on the athlete's needs and development
- Promote core competencies (i.e valuing, leadership, interaction, critical thinking, and problem solving) as per Boxing Canada's GMP and LTAD model
- Develop the sport specific skills and abilities necessary to be an International-class boxer as per Boxing Canada's GMP and LTAD model
- Build in volume and intensity of training required to be an international-class boxer
- Consolidate strengths
- Reduce weaknesses

Athlete Commitment:

- Part-time to full-time commitment means approximately 30hrs to 40hrs per week of training, recovery, mental preparation and administrative work.

Performance Requirements:

Elite Athletes (born in 2000 or before):

- 1) Three (3) Podiums at Elite International Tournament** (with at least 1 wins each event*)
- 2) Podium at Elite Continental Championships (with at least 2 wins*)
- 3) Elite Canadian Trial Champion
- 4) Elite Canadian Champion or 2019 Pan American Games Qualifier Participant
- 5) High Performance Director Discretionary Nomination

*** Walk-overs do not count as a win**

**** Dual matches don't count as an International Tournament**

Development Pool Selection will be based on the following criteria:

Development Pool - Emerging

Intent of Dev. Pool: Develop up and coming Youth and Junior boxers to perform at the Continental and International competitions.

With these athletes we strive to:

- Ensure learning approach centered on the athlete's needs and identified development gaps
- Promote core competencies (i.e valuing, leadership, interaction, critical thinking, and problem solving) as per Boxing Canada's GMP and LTAD model
- Identify and develop the sport specific skills and abilities necessary to be an international-class boxer as per Boxing Canada's GMP and LTAD model
- Build in volume and intensity of training required to be an international-class boxer



Event Focus: Youth World Championships, Youth Olympic Games, Youth Commonwealth Games, International Competitions and Continental Championships

Athlete Commitment:

- Part-time to full-time commitment means approximately 20hrs to 30hrs per week of training, recovery, mental preparation and administrative work.

Performance Requirements:

Youth Athletes (born in 2001 or 2002):

- 1) Podium at Youth World Championships
- 2) Podium at Youth Olympic Games (with at least 1 win*)
- 3) Top 8 at Youth World Championships (with at least 2 wins*)
- 4) Podium at Youth Commonwealth Games (with at least 2 wins*)
- 5) Youth Canadian Champion
- 6) High Performance Director Discretionary Nomination

*** Walk-overs do not count as a win**

Junior Athletes (born in 2003 or 2004):

- 1) High Performance Director Discretionary Nomination

10. HIGH PERFORMANCE DIRECTOR DISCRETIONARY NOMINATION

Elite Athletes (born in 2000 or before):

Discretionary nomination may be used by the HPD during the year of selection to identify and select an athlete considered capable of progressing to at least the National Team Pool “C” categorisation within the next two (2) years.

For the discretionary nomination, the HPD will be using the Boxing Canada Assessment Tool (refer to annex #1).

Youth Athletes (born in 2001 or 2002) and Junior Athletes (born in 2003 or 2004):

Discretionary nomination may be used by the HPD during the year of selection to identify and select an athlete considered capable of progressing to at least the Development Pool categorisation within the next year.

For the discretionary nomination, the HPD will be using the Boxing Canada Assessment Tool (refer to annex #1).



11. FUNDING PRIORITY

Due to the limited amount of funds available, an event funding priority has been established. Boxing Canada will focus its event funding priority order within the events classified in the previous section (Major and Developmental).

1. 2020 Olympic Games
2. 2017, 2018, 2019, 2020 Elite World Team Championships
3. 2019 PANAM Games
4. 2018 Commonwealth Games
5. 2018, 2019 World Youth Championships
6. Developmental Events as designated by the HPD



12. NATIONAL AND DEVELOPMENT TEAM ATHLETE FINANCIAL CONTRIBUTION

Event funding is determined by the Boxing Canada 2019-20 budget. Priority will be given to athletes in the Olympic weight classes. As such, weight classes may not be funded equally and athletes may be required to self-fund. Any funding allocation will be performance based and at the discretion of the HPD. Any funding that is allocated to athletes for national / international training and/or competitive opportunities will be specific to that opportunity only. Funding policies will be communicated prior to each event.

| POOL | ATHLETES CONTRIBUTION | | | | | | |
|---|--|--|--|--|--|--|--|
| | Major Games | World Championships | International Competitions | Continental Championships | Continental Competitions | Dual match | Training camp |
| "A" | Fully Funded to Partially Funded by Boxing Canada | Fully Funded to Partially Funded by Boxing Canada | Fully Funded to Partially Funded by Boxing Canada | Fully Funded to Partially Funded by Boxing Canada | Fully Funded to Partially Funded by Boxing Canada | Fully Funded to Partially Funded by Boxing Canada | Fully Funded to Partially Funded by Boxing Canada |
| "B" | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes |
| "C" | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes |
| Development | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes | Partially Funded by Boxing Canada to Self Funded by the athletes |
| <p>* All the above programs are dependent upon available financial resources and may be subject to change. For athlete's contribution only E Transfers to Boxing Canada will be accepted. Non-payment by the due date will automatically disqualify the athletes from participating in the event.</p> <p>** All the above programs, at the exception of the dual matches and training camp, are eligible for a performance reimbursement and are dependent upon available financial resources and may be subject to change.</p> | | | | | | | |



13. EXTENUATING CIRCUMSTANCES

In considering the performances and results of current National Team Members at events, trials, training camps or other attendances required under this Policy, the HPD may at his discretion, give weight to extenuating circumstances in accordance with this Policy.

1. For the purposes of this Policy, extenuating circumstances means an inability to compete, attend training camps or perform at an optimum level arising from any one or more of the following:
 - a) Injury or illness (documented at the time the incident occurred and accompanied by a certified medical explanation).
 - b) Conflict of date
3. Current National Team Members unable to compete at a Canadian Championships, or other attendances required under this Policy, must advise the HPD of the extenuating circumstances in writing of this fact and the reasons thereof, with as much advance notice as possible (ideally twenty-one (21) days) prior to the commencement of the Canadian Championships or attendances upon which selection may be considered under this Policy.
4. In the case of injury or illness, current National Team Members are required by the HPD to provide a doctor's certificate and/or undergo a medical examination by a medical practitioner/s identified by Boxing Canada and to provide the opinion and/or report of such practitioner to the HPD. A failure to agree to such request will result in the HPD being prevented from considering the injury or illness as extenuating circumstances.
5. The determination of an extenuating circumstance will be made on a case by case basis. Such determination will be made by the HPD; and will be documented accordingly.

14. ALLOCATION OF COMPETITIVE OPPORTUNITIES

1. Selection to the High Performance Program does not automatically provide an athlete with entry into Commonwealth Games, Pan Am Games, World Championship, or Olympic Games competitions.
2. The selection of athletes for participation in the Commonwealth Games, Pan Am Games, World Championship and Olympic Games competitions is done according to separate Selection Protocols, which are available on Boxing Canada's website (www.boxingcanada.org).
3. Boxing Canada may decide at any time in its discretion not to select or enter a Team, or to vary the Team size in any one or more of the events specified in the seasonal calendar. Athletes will be notified as soon as practicable if Boxing Canada decides not to select a Team under this clause.



15. CHANGES TO THIS DOCUMENT

1. Boxing Canada reserves the right to make changes to this document, which in its discretion are necessary to ensure selection of the best athlete possible for the 2019 High Performance Program. Any changes to this document shall be communicated directly to all National Team and Development Team pool members and published on Boxing Canada's website (www.boxingcanada.org).

16. APPEAL PROCESS

1. Appeals of Boxing Canada decisions may be pursued only through Boxing Canada Appeals Policy, which is available on Boxing Canada's website (www.boxingcanada.org).
2. Athletes shall only be permitted to appeal when they are directly affected by a decision. As such, any athlete who was not considered for selection to a Pool shall not have the right to appeal a selection decision.

17. LANGUAGE

1. Where there is a difference in interpretation between the French and English versions of this document, then the English version shall prevail.



ANNEX 1

Boxing Canada Assessment Tool

Athletes eligible for Discretionary nomination will be assessed by the High Performance Director (HPD) using the Assessment tool below:

Scoring guideline:

| Score | Assessment |
|-------|--|
| 0 | Unacceptable or nonexistent |
| 5 | Average, what is expected of a national team athlete |
| 10 | World class, an example to others |

Rubric:

| BOXING ABILITY (70%) | SCORE (0-10) | |
|--|--------------|------|
| Performances in international events forming part of the HPP | | |
| Technical ability | | |
| Tactical ability | | |
| Potential to reach Olympic podium this quadrennial | | |
| Potential to reach Olympic podium next quadrennial | | |
| Potential to reach World Championships podium this quadrennial | | |
| Overall boxing progression in the last 12 months | | |
| Total Score | /70 | /70% |
| ATTITUDE (30%) | SCORE (0-10) | |
| Positive contribution to team environment | | |
| Shares training plans and data with Boxing Canada | | |
| Communication with Boxing Canada | | |
| Attendance and performance at Boxing Canada Event | | |
| Takes personal responsibility for self and results | | |
| Attitude progression in the last 12 months | | |
| Compliance with Boxing Canada policies and standards | | |
| Total Score | /70 | /30% |
| TOTAL (100%) | | |

If the HPD is unable to assess any one area, that will be left blank and won't be included when calculating the average scores. When completing the athletes evaluation in terms of a discretionary pick the HPD will refer to the Boxing Canada Gold Medal Profil and to document shared by athletes to Boxing Canada (ex. yearly training plan, video and monthly training assessment) as a criteria.