

BOBSLEIGH CANADA SKELETON

NATIONAL BOBSLEIGH PROGRAM

2026–27 CREW SELECTION PROCESS & CRITERIA

For the selection and tiering of Canadian bobsleigh crew athletes (push athletes) within the National Bobsleigh Program (NBP) for the 2026–27 season.

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1. Purpose & Guiding Principles

This document — the NBP Crew Selection Process & Criteria ("Crew SP&C") — sets out how the NBP evaluates, tiers, and selects crew for the 2026–27 season. The purpose of this Crew SP&C is to support the BCS mission of developing World and Olympic champions.

Guiding principles:

- **Accountability:** Objective performance data, team cohesion, behavioural standards, and ownership.
- **Transparency:** Communication, standards, dates, and expectations are defined in advance and applied consistently.
- **Athlete Development:** Selection and tier progression are designed to support long-term athlete development and progression towards international podium performance.
- **Independence:** Nomination recommendations are prepared and owned by the High Performance Committee, and ratified by an independent Selection Committee.

2. Definitions

The following terms have the meanings set out below throughout this Crew SP&C.

AAP: Athlete Assistance Program – Sport Canada’s athlete carding program, which provides direct financial support to eligible National Team athletes.

APE: Athletic Performance Evaluation — the BCS scoring table used to convert 30m, 45m, fly, CMJ, and loaded CMJ to a 0–100 score.

Athlete Pathway: The NBP crew development pathway consisting of three tiers: Athlete Pool (non-national team), Development Bobsleigh Team (DBT), and Senior Bobsleigh Team (SBT).

Athlete Pool: Crew athletes who do not meet national team nomination criteria (DBT or SBT Push Standard). The Athlete Pool is not a national team tier. Athletes in the Athlete Pool may be called up to support NBP pilots during pilot school and NBP development sliding activities but do not hold national team status and are not eligible for Athlete Assistance Program (AAP) support. See Section 7.4.

BCS: Bobsleigh Canada Skeleton.

COC: Canadian Olympic Committee.

Competitive Readiness: An athlete's demonstrated ability to train and compete effectively at the standard required for their tier. Full details are in Section 5.4.

DBT: Development Bobsleigh Team — see Section 7.3.

GMP: Gold Medal Profile — the BCS framework evaluating physical, technical, tactical, and psychological readiness competencies.

HPC: High Performance Committee — see Section 3.2.

HPD: High Performance Director (NBP) — see Section 3.1.

HPM: High Performance Manager (NBP).

IBSF: International Bobsleigh and Skeleton Federation.

IST: Integrated Support Team

IOC: International Olympic Committee.

IPP: Individual Performance Plan — the athlete's season plan setting benchmarks, competition and training calendar, milestones, and support requirements.

NBP: National Bobsleigh Program.

Push Standard: The single-push ice-house time standard applicable to a tier, as set out in Appendix A.

SBT: Senior Bobsleigh Team — see Section 7.2.

Selection Committee: The panel of BCS or external stakeholders responsible for ratifying nominations reviewed and submitted by the HPC. Includes the BCS CEO, the High Performance Director – Skeleton, and an external sport representative.

Selection Date: The date on which the HPC finalizes tier nominations for the applicable season, on or before the close of Evaluation Period 1.

Team Leader: The NBP staff member designated to lead the Canadian team at an IBSF event, NBP training, or other activity, and hold final on-site decision-making authority.

Train to Compete: Consistent with the Sport for Life Long-Term Development Framework, athletes at this stage train nearly full-time, compete at the national-team level, and are progressing toward sustained international competition.

Train to Win: Consistent with the Sport for Life Long-Term Development Framework, athletes at this stage are established international competitors who follow highly individualized training and competition plans designed to maximize performance at World Cups, World Championships, and Olympic Games.

3. Decision-Making Authority & Process

3.1 High Performance Director (HPD)

The HPD (NBP) is responsible for interpreting and applying these Crew SP&C, convening the HPC, and communicating nomination outcomes in writing to affected athletes.

3.2 High Performance Committee (HPC)

Composition: HPD (Chair), High Performance Manager (HPM), NBP Head Coach, Start Performance Lead, Development Lead and Integrated Support Team (IST) Lead. Additional NBP technical staff may attend meetings in a non-voting advisory capacity. The HPC may proceed with a minimum of three (3) voting members where a member is unavailable.

Responsibilities: Reviewing all eligible athletes against the published criteria in Sections 6–8; preparing a written recommendation package including eligibility confirmations, tier recommendations, objective data relied upon, and meeting notes; approving and submitting final

nominations to the Selection Committee for ratification; and authorizing in-season adjustments under Section 8.2.

3.3 Selection Committee (SC)

The Selection Committee is the independent body responsible for ratifying nominations submitted by the HPC. It provides the final governance check before tier assignments are communicated to athletes.

Composition: BCS Chief Executive Officer (Chair); High Performance Director – Skeleton (BCS); and an external sport representative, independent of the NBP and free from conflict of interest in relation to athletes under consideration.

Responsibilities: Reviewing and ratifying nominations submitted by the HPC; confirming that the nomination process was carried out in accordance with this Crew SP&C; returning any unratified nominations to the HPC in writing with reasons for reconsideration. The Selection Committee does not conduct independent athlete evaluation — its role is to confirm process integrity and ratify nominations consistent with the published criteria.

3.4 Communication and Transparency

Ongoing feedback, documented benchmarks, and regular communication between coaches and athletes are built into the program. Where performance concerns exist, athletes will be made aware of them with enough time to meaningfully address them before a selection decision is finalized.

The HPD is committed to an open communication strategy and will make themselves available through weekly open office hours during Period 1. Throughout the remainder of the off-season, the HPD remains available to meet with athletes on request. Athletes are encouraged to use that access.

Athletes are required to complete and actively engage with their individual development, specifically addressed through Individual Performance Plans (IPP) throughout the season. The IPP is a living document that reflects athlete development plans, goals, and commitment to the program. Athletes who engage seriously with their IPP — identifying genuine development gaps, setting realistic benchmarks, and actively reporting on progress — are in a better position to understand how they are being evaluated and to advocate for themselves within the selection process. The details of what is expected within the IPP process are outlined in Section 5.5.

3.5 Decision-Making Process

Tier assignments and nomination decisions under this Crew SP&C follow a structured process set out in full in Section 8.1 (Order of Operations). Each step is documented in writing and retained by the NBP. Key governance steps:

1. **Recommendation** — On the Selection Date, the HPC reviews all eligible athletes against the criteria in Sections 6–8 and finalizes tier-assignment recommendations, together with written rationale and supporting evidence.
2. **Ratification** — Approved recommendations are ratified by the NBP Selection Committee (or delegate) prior to publication.

3. Athlete Notification — Following ratification, the HPD notifies each affected athlete in writing of the decision. An athlete may request written clarification from the HPD within seven (7) calendar days of notification; the HPD will respond as promptly as practicable. Requesting clarification is optional and does not pause, shorten, or extend any deadline under the BCS Appeals Policy. Appeals are governed solely by the BCS Appeals Policy, including its grounds, timelines, and filing requirements. No acceptance step is required, and an athlete's continued participation in NBP programming does not waive any right of appeal.

Once an NBP-nominated crew athlete is participating in NBP programming, all final on-site decision-making authority rests with the designated Team Leader.

4. Evaluation Periods

Athlete assessment within the NBP is continuous across the full NBP Evaluation Periods (July 1 – March 31). The three Primary Evaluation Periods structure the key decision points. Athletes are assessed throughout — the full body of evidence, including all components of the Performance Evaluation Framework (Section 5), will be considered.

Period	Dates	Key Activities & Decision Points
Period 1	July 1 – End of Pre-Season Sliding	NBP Camps, physical testing (APE), ice-house push evaluations, IPP development, pre-season sliding. Tier nominations are made by the close of Period 1.
Period 2	Start of International Competition Phase 1 – December Break	Scheduled IBSF competitions and training per IPPs. IPP Review. Mid-season tier review (Performance Evaluation Framework data) and reallocation decisions made at the conclusion of Period 2.
Period 3	Start of Competition Phase 2 – March 31	Continued competition and training aligned with IPPs. IPP Review. Canadian Championships (when applicable). Major Championships.

- Tier nominations are made by the close of Period 1.
- Mid-season reviews are made at the close of Period 2.
- Major Championship nominations are made within Period 3.
- HPC can conduct in-season adjustments across all three Periods.

Testing Note: No additional icehouse testing outside any evaluation period counts towards selection unless pre-approved in writing by the HPD.

5. Performance Evaluation Framework

5.1 Purpose and Scope

The Performance Evaluation Framework is the engine behind every selection, allocation, progression, and deselection decision in the NBP. It brings together four interconnected tools:

- Performance Data
- Gold Medal Profile (GMP)
- Competitive Readiness
- Individual Performance Plan (IPP)

No single tool determines an outcome. They work together to build a complete picture of where an athlete is, how they are progressing, and where the evidence suggests they are capable of going. Athlete performance is monitored continuously across evaluation periods, competitions, and training environments. The HPC may conduct performance reviews at any point in the season to inform allocation, progression, and deselection decisions.

5.2 Performance Data

Performance data is an objective measure of athlete progression through the pathway. It encompasses all results captured in a competition or evaluation environment, including but not limited to:

- NBP Testing or training Camps
- IBSF Competitions
- Any additional performance environments identified by the HPD or HPC as relevant to athlete assessment.

Athletes are accountable for their performance data as a direct demonstration of development. Results are benchmarked against international standards at the Development Circuit, World Cup, and Major Championship levels. Performance data throughout the season is a direct input into Major Championship selection decisions.

5.3 Gold Medal Profile (GMP)

The Gold Medal Profile defines the key performance factors required for success in bobsleigh and is the standard against which all athlete development is measured in the NBP GMP Crew document. The GMP is built around four core performance domains: Physical, Technical, Tactical and Psychological Readiness. Athletes are assessed across all four domains with expectations calibrated to their stage within the pathway. GMP assessments are used to evaluate overall performance capacity, identify strengths and development gaps, and inform progression decisions and Individual Performance Plans.

5.4 Competitive Readiness and Health Status

Athletes must demonstrate Competitive Readiness to be considered for selection, allocation, and continued participation within the NBP. Competitive Readiness is defined as the demonstrated ability to train and compete effectively across all of the following dimensions:

- Physical capacity to train and compete at the required level of their pathway
- Technical and tactical execution consistent with pathway expectations
- Psychological readiness as defined within the GMP
- Consistency of performance in training and competition environments
- Medical health and safety status confirming the athlete is fit to compete

Athletes must promptly report any injury, illness, or health concern that may impact their ability to train or compete.

The HPD, in consultation with the NBP IST Lead, will require medical documentation, fitness testing, and/or modified participation which will determine that an athlete can meet competition readiness. Exemptions from participation may be granted based on medical advice, but do not guarantee selection, retention, or allocation. All Competitive Readiness decisions must be supported by documented evidence.

5.5 Individual Performance Plan (IPP)

All athletes within the DBT and SBT are required to maintain an Individual Performance Plan throughout the season. The IPP is a living document that reflects each athlete's development objectives, performance benchmarks, and commitments to the program. IPPs are:

- Developed collaboratively between the athlete and coaching staff
- Aligned with GMP standards and pathway expectations
- The primary mechanism through which athletes understand what is expected of them and how their progress will be evaluated
- IPP reviews will occur in each Evaluation Period

The IPP must reflect the athlete's current performance reality and be grounded in evidence from the Performance Evaluation Framework. An IPP that does not accurately reflect current performance levels, identify genuine development gaps, or outline specific and measurable action plans will not be accepted.

- The HPC or designee has authority to require revisions to any IPP that does not meet program standards.
- An IPP is not considered complete until it has been reviewed and accepted by the HPC.
- Athletes will receive clear written feedback outlining any required revisions and the reasons for them.
- Failure to engage with the IPP process or failure to submit a revised IPP within the timeframe specified by the HPD will be reflected in evaluation decisions.

6. General Eligibility

Meeting baseline eligibility requirements is the starting point for any consideration within the NBP. Eligibility is not the same as selection. It means an athlete can be considered for selection.

Selection depends on performance, progression, and the comparative assessment of all eligible athletes.

To be eligible for consideration, athletes must meet all of the following:

- Be a member in good standing of BCS and their Provincial Sport Organization (PSO). Athletes who are not in good standing are ineligible until standing has been restored.
- Have a fully executed BCS Athlete Agreement.
- Have an NBP-approved Individual Performance Plan (IPP), except Athlete Pool athletes per 7.4.2.
- Have no outstanding fees owed to BCS.
- Hold a valid passport (valid a minimum of six months past the end of the 2026–27 season).
- Meet all eligibility requirements for an IBSF e-License.
- Be free from any anti-doping sanctions and not serving a period of ineligibility or provisional suspension.
- Have satisfied the attendance and testing requirements for their tier as specified in Section 7, unless exempted in writing by the HPD under Section 6.1.
- Demonstrate Competitive Readiness as set out in Section 5.4.
- Comply with the applicable behavioural standards set out in Section 10.3.

Important: These requirements apply to every athlete, every season — regardless of history or prior team status. Failure to meet any eligibility requirement may result in non-selection, regardless of performance record. Clearing eligibility is the starting point. Athletes must also meet tier-specific criteria for the tier they are targeting.

6.1 Exemption Process

Athletes who cannot attend a required event must submit an exemption request to the HPD in writing at least fourteen (14) days in advance, or as soon as practicable in the case of injury, illness or unforeseen emergencies. Exemptions may be granted for:

- Participation in a major event on the IBSF, COC, or athlete's approved IPP calendar where attendance at the NBP event would materially affect preparation or performance.
- Documented injury or illness preventing participation (supported by a certified medical report from an accredited health professional).
- Other detailed rationale submitted in writing for case-by-case review.

Exemption authority rests with the HPD, in consultation with the HPC. Requesting an exemption does not guarantee approval. Failure to attend without an approved exemption may affect selection, AAP nomination, and tier assignment.

7. Crew Tier Structure & Performance Standards

Tier assignment is determined by the athlete's demonstrated performance against the objective standards below. Each tier has a binding Push Standard. APE benchmarks are published as seasonal performance expectations — they are not eligibility gates.

7.1 Tier Summary

Tier	Pathway	Men Push Standard	Women Push Standard
Senior Bobsleigh Team (SBT)	High-Performance Pathway	≤ 5.10s	≤ 5.50s
Development Bobsleigh Team (DBT)	Development Pathway	≤ 5.40s	≤ 5.80s
Athlete Pool (Non-National Team)	Development (Non-National Team)	≤ 5.60s	≤ 6.00s

7.2 Senior Bobsleigh Team (SBT) | High-Performance Pathway

Purpose: High-performance tier for crew athletes capable of contributing to podium results at World Cup events and Major Championships.

Push Standard: Men ≤ 5.10s | Women ≤ 5.50s.

SBT athletes are characterized by:

- Demonstrated ability to achieve top-8 and top-half-of-the-field World Cup and Major Championship push results.
- A performance trajectory clearly pointing toward top-3 push results at the World Cup level.
- Alignment with Gold Medal Profile standards consistent with the Train to Win stage.
- Consistent demonstration of Athlete Performance Evaluation (APE) scores and standards expected within the Train to Win stage.

Athletes in the SBT are expected to:

- Achieve the SBT Push Standard during Period 1.
- Maintain sustained performance consistent with top-8 and top-half-of-the-field World Cup push results.
- Contribute to a high-performance training and competition environment.
- Achieve a minimum average APE score of ≥ 85 each season. This serves as a performance expectation and accountability benchmark, not an eligibility gate.

Attendance & Testing Requirements:

- Must attend all NBP programming: Camps, Debriefs, Individual Performance Planning meetings, and designated IBSF competitions identified in the athlete's approved IPP.
- Absence from required events without an approved exemption may result in non-nomination to a tier.
- Actively participate in Daily Training Environments when outlined in athlete IPPs.

7.2.1 SBT Nomination Criteria

A crew athlete must meet all of the following to be nominated to the SBT:

- **Push Standard:** Meets the SBT Push Standard within the NBP Period 1. [Appendix A]
- **Competitive Readiness:** Demonstrates Competitive Readiness at the SBT level.
- **Eligibility:** Meets all general eligibility requirements in Section 6.

7.3 Development Bobsleigh Team (DBT) | Development Pathway

Purpose: Crew athletes with demonstrated sprint and power profiles preparing to achieve SBT standards and contribute to the program's international objectives.

Push Standard: Men ≤ 5.40s | Women ≤ 5.80s.

DBT athletes are characterized by:

- Demonstrated ability to achieve top-8 and top-half-of-the-field Development Circuit (NAC/EC) push results.
- Year-over-year progression within areas of the Performance Evaluation Framework.
- Achieve a minimum average APE score of ≥ 70 each season. This serves as a performance expectation and accountability benchmark, not an eligibility gate.
- Alignment with Gold Medal Profile standards consistent with the Train to Compete stage.

Athletes in the DBT are expected to:

- Achieve the DBT Push Standard during Period 1.
- Demonstrate a percentage back from the Development Circuit leader consistent with progression targets.
- Contribute to a high-performance training and competition environment.
- Show progression toward achieving SBT standards.

Attendance & Testing Requirements:

- Must attend all NBP programming: Camps, NBP Debriefs, Individual Performance Planning meetings, and designated IBSF competitions identified in the athlete's approved IPP.
- Absence from required events without an approved exemption may result in non-nomination to a tier.
- Actively participate in Daily Training Environments when outlined in athlete IPPs.

7.3.1 DBT Nomination Criteria

A crew athlete must meet all of the following to be nominated to the DBT:

- **Push Standard:** Meets the DBT Push Standard within the NBP Period 1. [Appendix A]
- **Competitive Readiness:** Demonstrates Competitive Readiness at the DBT level.
- **Eligibility:** Meets all general eligibility requirements in Section 6.

7.4 Athlete Pool (Non-National Team) | Development Pathway

Purpose: The Athlete Pool is a non-national team designation for crew athletes who do not yet meet the DBT or SBT Push Standard but demonstrate potential to develop toward those standards. Athlete Pool crew athletes may be called up by the NBP to support NBP-nominated pilots during pilot school and NBP development sliding activities — giving Athlete Pool crew members meaningful on-ice experience in pursuit of national team standards.

The Athlete Pool is not a national team tier. Athletes designated to the Athlete Pool do not hold national team status and are not eligible for Athlete Assistance Program (AAP) support. Athletes in the Athlete Pool may participate in NBP activities at the discretion of the HPD and subject to available resources.

Push Standard: Men $\leq$ 5.60s | Women $\leq$ 6.00s.

7.4.1 Eligibility

To be considered for the Athlete Pool, an athlete must meet all General Eligibility requirements in Section 6, plus the following:

Athlete Pool Standard: Applies to athletes trying to achieve the minimum DBT push standard who still demonstrate the foundational physical capacity and progression potential towards national team standards.

7.4.2 Conditions of Athlete Pool Status

Non-National Team Status: Athlete Pool athletes do not hold national team status and are not eligible for Athlete Assistance Program (AAP) support. Where applicable, athletes should seek support from their Provincial Sport Organization.

Program Participation: Athlete Pool crew athletes may be invited to support NBP-nominated pilots during development sliding activities. These opportunities are coordinated by NBP staff and communicated in writing as far in advance as practicable. Invitations are based on program needs, athlete availability, and an assessment of readiness. Participation in these activities provides valuable development experience, but does not, on its own, confer National Team status.

Season Cap: Athlete Pool status is limited to a maximum of three (3) consecutive seasons. Exceptions require documented rationale from the HPC reflecting exceptional circumstances.

Attendance: AP athletes must attend a minimum of one (1) NBP testing camp. Upon invitation, Athlete Pool athletes are encouraged to slide in all NBP on-ice sessions.

IPP Exemption: AP athletes do not require BCS-approved IPPs as they do not hold National Team status.

Appeals: Athlete Pool athletes retain full access to the BCS Appeals Policy. Any decision relating to Athlete Pool placement, continuation, or removal is appealable in accordance with Section 11.

7.5 Tier Selection Capacity

Each season, the HPC determines the number of crew athletes nominated to each tier based on program composition needs. The number of available positions in each tier is not fixed and may vary season to season.

- Meeting nomination criteria makes an athlete eligible for tier nomination.
- Tier selections will follow the process outlined in Section 8.
- Final nominations are subject to ratification by the NBP Selection Committee.

8. Selection Process

8.1 Order of Operations

Tier assignments proceed in the following fixed order. Each step must be completed and documented before the next step is initiated:

1. **Eligibility Check** — HPC confirms each candidate meets Section 6.
2. **Testing & Attendance** — HPC confirms attendance and testing requirements are met or a written exemption has been approved.
3. **Push Standard** — HPC confirms each candidate has met the Push Standard for the tier under consideration within Evaluation Period 1.
4. **Tier Assessment** — HPC confirms each candidate meets the tier-specific criteria in Section 7 for the tier under consideration.
5. **Competitive Readiness** — HPC confirms each candidate demonstrates Competitive Readiness (Section 5.4).
6. **Behavioural Alignment** — HPC confirms each candidate meets the NBP Behavioural Standards (Section 10.3).
7. **HPC Recommendation** — HPC finalizes and approves the written recommendation package.
8. **SC Ratification** — NBP Selection Committee ratifies as set out in Section 3.5.
9. **Athlete Notification** — The HPD notifies each affected athlete of the outcome. The notification confirms the athlete's right to request written clarification of the decision and to appeal under the BCS Appeals Policy.

8.2 In-Season Adjustment

In-season adjustments may be made by the HPC where practicable, based on:

- Updated IBSF competition results and race start-time data.
- Documented injury, illness, or Competitive Readiness change.
- IBSF quota changes or force majeure events.
- Documented behavioural standard breach (Section 10.3).

All in-season adjustments must be supported by objective data, approved by the HPC, and communicated in writing to the affected athletes. Once competition has started at an IBSF event, on-site decisions rest with the Team Leader.

8.3 Race Team Composition

Race team composition throughout Periods 1, 2, and 3 is determined through a holistic evaluation of athlete performance and program strategy, conducted by the HPC in alignment with the mission and performance objective of the National Bobsleigh Program.

Race team compositions are informed by the full body of evidence available within the Performance Evaluation Framework in Section 5.

No single metric, ranking, or testing result independently determines race team composition. Decisions are made through an integrated assessment of all relevant performance information, with the objective of maximizing athlete development, competitive performance, and the success of the program.

All race team composition decisions will be communicated to affected athletes as soon as reasonably practicable, and no later than twenty-four (24) hours before the relevant competition. The 24-hour notice may be shortened only where a change is genuinely unavoidable due to: (a) athlete injury or illness; (b) equipment failure or sled availability; (c) a change to the IBSF competition schedule, draw, or quota; or (d) a force majeure event.

9. Major Championship Selection

Crew selection to Major Championships follows pilot selection. Once a pilot has been nominated to a Major Championship, the HPC determines crew assignment for that sled using the same holistic, multi-factor framework as Section 8.3. A quota position being available does not mean it will be filled — the NBP will only send athletes who have demonstrated readiness to compete at a Major Championship.

9.1 World Championships

Eligibility: To be considered for crew selection at the World Championships, an athlete must: (a) be nominated to the SBT or DBT; and (b) meet all General Eligibility outlined in Section 6.

Selection: Crew selection is guided by the NBP Performance Evaluation Framework outlined in Section 5 and the race team composition principles outlined in Section 8.3. The HPC evaluates the full body of athlete performance evidence to determine the crew configurations best positioned to support competitive performance and the performance objectives of the National

Bobsleigh Program. Selection rationale will be documented in the HPC recommendation package prior to SC ratification.

Maintenance of Selection: Major Championship race team composition will follow the process outlined in Section 8.3, and will be communicated to athletes following the completion of the World Championship qualification period. Selection is not final until competition begins. The HPC may adjust or revoke selection where performance declines, readiness is no longer demonstrated, or health or injury limits the athlete's ability to compete. All decisions are communicated in writing.

9.2 Junior World Championships

Eligibility: To be considered for crew selection at the IBSF Junior World Championships, an athlete must: (a) meet all IBSF age eligibility requirements (U26 or U23 category as defined by IBSF); (b) be nominated to the SBT or DBT; and (c) demonstrate readiness for international junior-level competition as determined by the HPC.

Selection: Athletes in both the SBT and DBT are eligible for consideration, provided they meet IBSF age criteria. The HPC determines team composition using the same holistic multi-factor framework as Section 8.3. The HPC is not required to fill all available positions. A crew position will not be filled simply because quota is available.

9.3 Alternate Athletes

The HPC has full discretion over the selection of Alternate Athletes for all Major Championships. Alternates must hold a current SBT or DBT nomination to be eligible for consideration.

Primary Selection Criterion: The primary consideration in selecting an Alternate Athlete is their ability to positively impact the performance environment at the championship — including their readiness to step into a sliding role, positional loading versatility, their contribution to team preparation and training, and their conduct and attitude.

Additional Factors: In making alternate selections, the HPC may also consider elements from the Performance Evaluation Framework outlined in Section 5: Selection of Alternate Athletes will be communicated to athletes following the completion of the World Championship qualification period. Alternates are not guaranteed competition starts and are subject to the same Maintenance of Selection standards as nominated athletes.

10. Standards, Conduct & Deselection

The standards below define the expectations for all athletes seeking nomination to, or participating within, the National Bobsleigh Program. They are intended to promote a safe, respectful, and high-performance environment. Failure to meet these standards may result in the consequences outlined in this section.

10.1 Push Standard

To be selected to a given tier, athletes must achieve the applicable Push Standard during Evaluation Period 1. No additional or out-of-period re-tests will be permitted unless the HPD has granted written exemption.

NBP Programming: Achievement of the applicable Push Standard during Period 1 testing forms the basis for participation in NBP programming. Athletes who do not achieve the applicable standard are not guaranteed participation and may only be considered by the HPC based on athlete availability, program resources, and program objectives.

10.2 Attendance / Testing

Attendance at all required NBP events and testing periods is mandatory. Athletes who are unable to attend must obtain an approved exemption from the HPD in advance.

10.3 Behavioural Standards

Behavioural standards exist to ensure every athlete contributes to a safe, respectful, and professional environment. They are not a mechanism to discourage athletes from raising concerns. These standards are defined by, and assessed against, the following BCS governing documents:

- The BCS Code of Conduct (including the Athletes appendix).
- The BCS Athlete Agreement.
- The Canadian Safe Sport Program (CSSP) and the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).
- Applicable IBSF, COC, IOC, World Anti-Doping Agency (WADA), and Sport Integrity Canada (SIC) rules and policies.
- Commitment to the approved IPP, including competition/training attendance, medical and performance compliance, and timely reporting of injury, illness, or training changes.
- Conduct in media and on social platforms that complies with the BCS Social Media Policy and the BCS Athlete Agreement.
- Professional conduct within the team environment — including professionalism, accountability, coachability, and respectful interactions with teammates and staff.

These behavioural standards are intended to support athletes in raising concerns, and do not limit an athlete's right to: (a) raise concerns, ask questions, or express disagreement with the HPD, NBP staff, or BCS through established BCS processes; (b) make a good-faith report or disclosure under the CSSP, the UCCMS, the BCS Code of Conduct, or any applicable complaints or whistleblower process; or (c) decline to provide information where they have a legal or policy-based right to do so.

Good-faith communication or reporting of this nature will not be treated as a breach of these behavioural standards and will never, on its own, form the basis for a behavioural finding, non-nomination, or deselection. Athletes remain free to express differing views, question decisions, and advocate for themselves or other athletes, provided they do so in a manner that complies with the applicable BCS policies referenced above.

Where a behavioural standard is not met, the matter is addressed through the Accountability Process in Section 10.5. A behavioural concern affects nomination or continued participation only after that process has been followed, and any consequence is proportionate to the breach. Section 10.4 (Zero Tolerance) applies to the conduct listed there. Any behavioural finding must identify the specific standard breached and reference the documented conduct.

10.4 Zero Tolerance

The following result in immediate removal from team activities as an interim measure, pending review through the applicable process:

- Harassment, discrimination, violence, or any form of maltreatment as defined under the UCCMS — referred to Sport Integrity Canada under the CSSP, which holds exclusive jurisdiction.
- Any anti-doping rule violation or provisional suspension — addressed under the Canadian Anti-Doping Program (CADP) / Sport Integrity Canada.
- Conduct that materially endangers the safety of teammates, staff, or other track users — addressed under the BCS Discipline and Complaints Policy.

An interim removal is not a finding and does not replace the applicable process or any appeal right under it.

10.5 Accountability Process

- Behavioural concerns are documented in writing by the HPD or designated staff and communicated to the athlete.
- The athlete will be given a reasonable opportunity to respond in writing before any sanction is formalized. The response period will be stated in the written notice and will be no less than seven (7) calendar days, consistent with the BCS Appeals Policy. “Days” means calendar days, as defined in the BCS Appeals Policy.
- Sanctions — written warning, probationary period, suspension from designated NBP activities, or removal from the NBP — are proportionate to the breach. A single documented incident may be sufficient to affect nomination where the nature or severity is serious.

Conduct and discipline matters are addressed and appealed through the applicable BCS policy — the BCS Discipline and Complaints Policy or the BCS Appeals Policy, as applicable — and, where within its exclusive jurisdiction, the CSSP / Sport Integrity Canada. A conduct-based removal cannot be substituted with performance-based reinstatement.

10.6 Deselection — General Principles

The HPC has the authority to deselect athletes from any NBP designation. All deselection decisions must be:

- Supported by documented rationale.
- Communicated to the athlete in writing.
- Grounded in the evidence.

The communication framework outlined in Section 3.4 — including regular feedback, IPP engagement, and access to the HPD through open office hours — means that athletes should always have a clear understanding of where they stand before any formal deselection process

begins. Nothing in this process should come as a surprise. All deselection decisions are subject to the BCS Appeals Policy.

10.7 Deselection — Performance and Progression

An athlete may be deselected where they fail to meet performance expectations, fail to demonstrate progression over time, or no longer align with the performance trajectory required for their pathway stage. Before a deselection decision is made on performance grounds, the following process will be followed:

1. A formal performance review meeting will be convened between the athlete and the HPC, with relevant HPC members present where appropriate.
2. The athlete will receive a written summary of the performance concerns identified, including reference to specific evidence, benchmarks, and the criteria outlined in this document.
3. The athlete will have seven (7) calendar days to respond in writing and/or to meet with the HPD to present any additional evidence or context they wish the HPC to consider.
4. The HPC will review the full body of evidence, including the athlete's response, and will issue its final decision within seven (7) calendar days of receiving the athlete's response or the expiry of the response period, whichever comes first.
5. The athlete will be notified in writing of the outcome with clear reasons grounded in the documented evidence, in accordance with Section 10.6.

Deselection decisions for performance will consider: longitudinal performance trends, GMP assessments, IPP progression and engagement, and Competitive Readiness relative to pathway expectations.

10.8 Reinstatement

Reinstatement is not guaranteed and will be assessed on a case-by-case basis by the HPC. Any athlete seeking reinstatement following deselection should engage directly through the HPD.

11. Appeals

Athletes affected by a selection or tier-assignment decision may appeal under the BCS Appeals Policy, published at bobsleighcanadaskkeleton.ca.

- The BCS Appeals Policy governs all procedures, timelines, grounds, and filing requirements.
- Where this document and the BCS Appeals Policy conflict, the BCS Appeals Policy prevails.

Appendix A — Crew Push Standards (Single Push, Ice-House)

Tier	Men (sec)	Women (sec)
Senior Bobsleigh Team (SBT)	≤ 5.10	≤ 5.50
Development Bobsleigh Team (DBT)	≤ 5.40	≤ 5.80
Athlete Pool (AP)	≤ 5.60	≤ 6.00

Notes:

6. Times are the best valid attempt in a published testing Period.
7. Invalid attempts include, but are not limited to: false starts, equipment malfunction, staff-observed technical infractions.
8. Retests outside a published testing period require HPD written approval.

Appendix B — Performance Benchmarks and Seasonal Expectations

APE (Athletic Performance Evaluation) is calculated from 30m, 45m, 15–45m fly, Counter Movement Jumps (CMJ), and loaded CMJ testing. Full scoring tables and conversion are published in the BCS APE Reference on the BCS website.

APE benchmarks are seasonal performance expectations — they are not eligibility gates and do not independently determine tier assignment or removal. They inform holistic athlete assessment and Individual Performance Plan target-setting.

Tier	APE Score Expectation (Seasonal Average)
Senior Bobsleigh Team (SBT)	≥ 85
Development Bobsleigh Team (DBT)	≥ 70

- APE uses the best valid single test per exercise within the NBP-Evaluation Period. Retests outside a published testing period require HPD written approval.
- Athletes who fall significantly below the expected APE benchmark may be subject to additional performance review conversations as part of ongoing athlete development and IPP planning.
- APE scores are integral to the Athlete Assistance Program (Carding) nomination process.