

BOBSLEIGH CANADA SKELETON

NATIONAL BOBSLEIGH PROGRAM

2026–27 PILOT SELECTION PROCESS & CRITERIA

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

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1. Purpose & Guiding Principles

This document — the NBP Pilot Selection Process & Criteria ("Pilot SP&C") — sets out how the NBP evaluates, tiers, and selects pilots for the 2026–27 season. The purpose of this Pilot 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 Pilot 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 pilot development pathway consisting of four tiers: Athlete Pool (non-national team), Jr Bobsleigh Team (JBT), Development Bobsleigh Team (DBT), and Senior Bobsleigh Team (SBT).

Athlete Pool: Pilots who do not meet national team nomination criteria. The Athlete Pool is not a national team tier. Athletes can participate in NBP programming but do not hold national team status.

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.

JBT: Jr Bobsleigh Team — see Section 7.4.

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 Pilot 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 Pilot 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 Pilot 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 pilot 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

The NBP utilizes Podium Results Tracking (PRT) and performance data to evaluate athlete performance relative to international benchmarks. They are derived from longitudinal analysis of international performances across multiple Olympic cycles, establishing objective benchmarks for what it takes to be competitive at the international level.

Performance data evaluates two things simultaneously:

- Performance outcome — finishing position
- Performance quality — percent back from the leader

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.

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 Pilot 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 JBT, 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 7.5.
- 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.
- Demonstrate on-ice sliding proficiency to the satisfaction of the HPC. Assessment will consider driving quality, consistency, safety, coach evaluation, and progression relative to pathway expectations.
- 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. Pilot Tier Structure & Performance Standards

Athlete Pathway: The NBP pilot development pathway consisting of four tiers: Athlete Pool (non-national team), Jr Bobsleigh Team (JBT), Development Bobsleigh Team (DBT), and Senior Bobsleigh Team (SBT). Each national team tier (JBT, DBT, SBT) has a binding Push Standard. Women may achieve the push standard from either the pilot or monobob position at all tiers. Men test from the pilot bar position at all tiers.

7.1 Tier Summary

Tier	Pathway	Push Standard (Men / Women / Mono)	Primary Purpose
Senior Bobsleigh Team (SBT)	High Performance	≤5.20 / ≤5.60 / ≤5.70	Top-3 at World Cup & Major Championships
Development Bobsleigh Team (DBT)	High Performance	≤5.25 / ≤5.65 / ≤5.75	Transition to senior international competition

Tier	Pathway	Push Standard (Men / Women / Mono)	Primary Purpose
Jr Bobsleigh Team – U26 (JBT)	Development	≤5.35 / ≤5.75 / ≤5.85	Accelerated development; emerging international potential
Jr Bobsleigh Team – U23 (JBT)	Development	≤5.45 / ≤5.85 / ≤5.95	Accelerated development; emerging international potential
Athlete Pool	Development (non-national team)	None	Entry-level NBP access; limited piloting experience

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

Purpose: High-performance tier for pilots competing for podium (top-3) results at World Cup events and Major Championships.

Push Standard: Men ≤5.20s | Women ≤5.60s | Monobob ≤5.70s

SBT athletes are characterized by:

- Demonstrated ability to achieve top-8 World Cup and Major Championships results.
- A performance trajectory clearly pointing toward top-3 results at the World Cup & Major Championship level.
- Sustained competitiveness relative to Podium Results Tracking (PRT) benchmarks.
- Alignment with Gold Medal Profile standards consistent with the Train to Win stage.

Athletes in the SBT are expected to:

- Achieve the SBT Push Standard during Evaluation Period 1.
- Compete primarily on the IBSF World Cup Circuit (when applicable).
- Maintain sustained performance consistent with top-8 World Cup results and established PRT benchmarking.
- Contribute to a high-performance training and competition environment.

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 an athlete IPP.

Athletes in the SBT may be allocated to IBSF European Cup, North American Cup, World Cup, and other international competitions in alignment with NBP strategy.

7.3 Development Bobsleigh Team (DBT) | High-Performance Pathway

Purpose: For pilots with demonstrated performance potential preparing for consistent World Cup level competition. Athletes may enter directly at the DBT without prior JBT history, provided they demonstrate the expectations outlined below.

Push Standard: Men $\leq 5.25s$ | Women $\leq 5.65s$ | Monobob $\leq 5.75s$

DBT athletes are characterized by:

- Demonstrated potential to reach the SBT level of performance through performance data and benchmarking.
- Demonstrated ability to achieve top-8 & top-half of entered sleds results at the Development Circuit (NAC/EC) level.
- Driving proficiency in two (2) disciplines (monobob, 2-woman, 2-man, 4-man), evidenced by any combination of IBSF-sanctioned races or camps, NBP-sanctioned training camps, or documented driving history.
- 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 Evaluation Period 1.
- Demonstrate progression towards achieving consistent top-3 Development Circuit performance benchmarks.
- When competing at the World Cup or World Championships level, performance trending towards top-8 results.
- Progression toward international competitiveness relative to PRT benchmarks.

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.

Athletes in the DBT may be assigned to IBSF European Cup, North American Cup, World Cup, and other international competitions in alignment with NBP strategy.

7.4 Junior Bobsleigh Team (JBT) | Development Pathway

Purpose: The Junior Bobsleigh Team is new for the 2026–27 season and reflects a deliberate evolution in the NBP’s approach to recruitment and development. The JBT represents a commitment to a younger, more youth-centric development strategy — one that prioritizes building the right foundation from the beginning, rather than chasing early results. This aligns with the IBSF pathway of Junior development.

U26 Push Standard: Men ≤5.35s | Women ≤5.75s | Monobob ≤5.85s

U23 Push Standard: Men ≤5.45s | Women ≤5.85s | Monobob ≤5.95s

7.4.1 JBT Age Classification

JBT athletes are nominated under one of two age categories. An athlete may be nominated to the JBT provided they qualify under at least one of the following at the time of nomination:

Category	Age Requirement
U26 Category	Athlete has not yet reached the age of 26 years as of the Selection Date for the applicable season.
U23 Category	Athlete has not yet reached the age of 23 years as of the Selection Date for the applicable season.

An athlete in the U23 Category also satisfies U26 eligibility. Category classification is noted in the nomination. An athlete who no longer meets the JBT age requirement and meets DBT criteria, may be nominated directly to the DBT at the next selection cycle. When an athlete ages out of U26 and does not meet DBT Nomination Criteria, they move to the Athlete Pool.

Evolution within the JBT is fundamentally different from other pathway levels:

- Technical and physical development are the primary focus.

- Competitive results matter less than an athlete's understanding of core concepts, their ability to acquire and apply skills, and their demonstrated potential to achieve future performance outcomes.

JBT athletes are characterized by:

- Active development of Gold Medal Profile parameters.
- Demonstrated ability to acquire and apply skills in both training and competition environments, while advancing towards DBT performance and readiness standards.

Participation Requirements:

- Must attend a minimum of one (1) NBP Camp within the NBP Evaluation Period 1.
- Must participate in the pre-season sliding period outlined in Evaluation Period 1.
- Participate in a minimum of four (4) of NBP Development Camps or an NBP approved IPP sliding plan.

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

The Athlete Pool is part of the Development Pathway and is not a component of the National Team. An athlete enters the Athlete Pool as a first step toward the JBT, or in exceptional circumstances, as a temporary holding space from a higher designation. In those exceptional cases, the Athlete Pool is a structured environment in which the athlete can demonstrate competitive readiness and work toward re-entry. Re-entry conditions, including specific benchmarks and timelines, will be established by the HPC at the time of placement.

Inclusion in the Athlete Pool reflects a genuine assessment that an athlete has realistic potential for future international competitiveness. Where an athlete's physical profile places them outside a realistic range of international competitiveness and longitudinal trends indicate that gap is unlikely to close, the HPC may determine that Athlete Pool placement is not appropriate. Athletes in the Athlete Pool may participate in NBP activities at the discretion of the HPD and subject to available resources.

Key conditions of Athlete Pool status:

- Athletes may be allocated quota spots and equipment, where it aligns with program development objectives and availability.
- Athletes are not considered members of the National Team and are not eligible for Athlete Assistance Program (AAP) support.
- Athlete Pool status is limited to a maximum of three seasons. Exceptions require documented rationale from the HPC and must reflect exceptional circumstances.
- Athletes are provided with individualized benchmarks aligned with re-entry into the JBT, DBT, or SBT. Continued inclusion is contingent on demonstrated progression against those benchmarks.

Although Athlete Pool athletes are not National Team members, they retain full access to the appeals process and the BCS Appeals Policy. Any decisions relating to Athlete Pool placement, continuation, or removal will be communicated in writing and may be appealed in accordance with that policy.

Evaluation Period 1 Camp Participation Requirements — Athlete Pool:

- Athletes in the Athlete Pool working toward JBT entry are expected to attend a minimum of one NBP testing camp.
- For DBT or SBT athletes placed in the Athlete Pool under exceptional circumstances, camp participation expectations are outlined in the attendance and testing requirements for that tier.

7.6 Tier Selection Capacity

The number of pilots nominated to each tier is determined each season by the HPC, based on program strategy.

- 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.

7.7 Upward Pathway Progression Standards

Progression through the pathway is not automatic and must be earned. Movement is determined by the HPC based on performance, progression, and alignment with program objectives. All movement decisions are supported by documented performance evidence.

7.7.1 Progression and Performance Benchmarks

Athletes do not progress to the next stage until they have demonstrated the competitive readiness required for that stage. Readiness is assessed holistically across:

- Performance Evaluation Framework
- Longitudinal progression and rate of improvement over time.

Podium Results Tracking benchmarks serve as reference points for athlete progression at each pathway level, using historical performance data to provide context and comparison. PRT benchmarks are intended to inform evaluation and are not standalone selection thresholds. Athlete assessment will always consider performance context, development trajectory, and alignment with the Gold Medal Profile.

Where progression is not demonstrated, the HPC may:

- Establish individualized performance benchmarks.
- Reassign the athlete to an appropriate tier that aligns with demonstrated ability.

- Determine that the athlete is not currently eligible for selection or allocation opportunities.

Athletes will be provided with clear, documented benchmarks and expectations through formal feedback processes and their Individual Performance Plan. Progression decisions will never come without prior communication. Athletes are expected to know where they stand.

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 demonstrating material change in benchmark performance.

- 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 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.

8.4 Competition Schedule & Quota Management

The NBP will not necessarily utilize all available IBSF quota positions in any given season. The competition schedule is determined by the HPC in alignment with NBP strategic objectives, available resources, and the technical support requirements of athletes. The HPC retains full discretion to determine which competitions are entered and which athletes are allocated to them. Athletes will only be entered into competitions that align with the NBP competition schedule and performance objectives, have appropriate technical staff support in place, and are deemed suitable for the athlete's stage of development and competitive readiness.

9. Major Championship Selection

9.1 World Championships

Eligibility: Must (a) meet all IBSF eligibility and qualification standards; (b) meet NBP General Eligibility outlined in Section 6.

Performance Requirement: Must achieve a minimum of one (1) top-8 result at IBSF World Cup events during the current season. The HPC is not required to fill all available quota positions.

Selection Priority: Selection of eligible athletes will be prioritized by IBSF Overall Combined ranking.

Exceptional Circumstances — in limited circumstances, the HPC may consider an athlete who has not met the top-8 threshold. Eligible grounds are determined by the HPC on a case-by-case basis.

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 World Junior Championships

Eligibility: Athletes must meet all IBSF and NBP eligibility requirements.

Selection Priority: Selection of eligible athletes will be prioritized by IBSF Overall Combined ranking.

Performance Requirement: Athletes must demonstrate competitive readiness to be selected to participate in World Junior Championships. The HPC is not required to fill available quota spots.

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:

- A formal performance review meeting will be convened between the athlete and the HPC, with relevant HPC members present where appropriate.
- 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.
- 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.

- 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.
- 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, alignment with PRT benchmarks, 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 bobsleighcanadaskelton.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 — Pilot Push Standards (Single Push, Ice-House)

Tier	Men (sec)	Women (sec)	Monobob (sec)
Senior Bobsleigh Team (SBT)	≤ 5.20	≤ 5.60	≤ 5.70
Development Bobsleigh Team (DBT)	≤ 5.25	≤ 5.65	≤ 5.75
Jr Bobsleigh Team (JBT) U26	≤ 5.35	≤ 5.75	≤ 5.85
Jr Bobsleigh Team (JBT) U23	≤ 5.45	≤ 5.85	≤ 5.95

Notes:

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