



# **ROWING CANADA AVIRON 2025-2028 NextGen National Team Selection Policy**

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# Table of Contents

Objective	3
Priority Statement	3
Purpose	3
Scope	4
Selection Eligibility Requirements	
1. General Eligibility Requirements	4
2. Age and other additional Eligibility requirements	4
3. Athlete Expression of interest	4
4. Safe Sport	5
5. Medical and ECG	5
6. Gender	5
7. Athlete assessment and monitoring	5
8. Athlete agreement	5
9. Vaccination	6
10. Athlete Fees	6
Selection Process	6
Selection authority	6
Authority to make changes to the composition of crews – once the team is selected	7
On-site decision-making authority	7
Special circumstances	7
Removal from team once selected	7
Amendments and Unforeseen Circumstances	8
Infectious Disease Clause	8
Cancelled or Postponed events	8
Event Participation	9
Appeal process	9
Relocation	9
Appendix 1 Important Dates	10
Appendix 2 Contact Information	10

**NextGen Team Objective:** The objective of the NextGen National Team Selection Policy is to select crews with the best chance of achieving the highest place of finish at the Designated Competitions (as defined below) while aligning athletes with an appropriate level of competitive experience. This includes but is not limited to achieving an 'A' Final position (top 6) at the Designated Competitions. As indicated below, the Selection Policy shall also apply to the selection of coaches and support staff for specified events, in accordance with the same general objective.

## PRIORITY STATEMENT

RCA is committed to international success by providing appropriate racing opportunities for athletes on the HP Development pathway. To achieve this objective, RCA's NextGen Program has established the following priorities:

- 1) The U23 National Team is RCA's priority program within the NextGen Pathway. Camp Boat athletes are eligible for enhanced programming support including:
  - Support from RCA staff and partnerships;
  - Enhanced testing and monitoring strategies and support; and
  - Eligibility consideration for Sport Canada Athlete Assistance (Carding; see AAP criteria).
- 2) The FISU National Team fills a performance development gap that exists within RCA's NextGen Pathway and supports:
  - Athletes who have performance aspirations but are no longer U23 eligible;
  - U23 athletes who have not been invited to U23 Camp Boat Selection; and
  - University coaches looking to gain international experiences to support their development.
- 3) The Junior National Team provides athletes and coaches an introduction to international competition and provides:
  - Exposure to international performance standards.
  - A structured camp and selection process preparing them for future NextGen Teams.

## PURPOSE

For the purpose of this document, an athlete is considered NextGen if they are considered to be one of the following:

- Eligible to race as a U19, U23, or FISU athlete in year of the event they are seeking to be selected for;
- An NTC athlete who has been assigned "Aspirational" level within RCA's National Training Centre (NTC) strategy; or
- Senior (SR) athletes who have not yet achieved an NTC invitation that has demonstrated performances progressing towards the SR National Team

**IMPORTANT:** NextGen does not include SR athletes who have been released from the National Training Centre after more than 18 months of engagement with NTC programming.

This document establishes the overarching policy used to select and nominate the following NextGen National Teams for the Designated Competitions listed hereunder:

- Junior (U19) events including World Rowing Junior Championships, Continental Challenge Cup, Can Am Mex or other development opportunities.
- Under 23 events including World Rowing Under 23 Championships, Junior Pan Am Games or other Development opportunities.
- Sr NextGen events including FISU, Pan Am Games, or other development opportunities.

\*RCA's High-Performance Program reserves the right to update these programs and opportunities yearly and throughout the year.

## SCOPE

The scope of this document is to provide the overarching policy that RCA will use when selecting athletes to NextGen Teams. Detailed Selection overviews and process, specific to events and categories will be published on a yearly basis at the following link <https://rowingcanada.org/resources/>

This Selection Policy was drafted and prepared by RCA and came into effect immediately upon publication on the RCA website on December 1, 2024. RCA may also communicate and distribute the Selection Policy to relevant athletes through other channels available to the athletes. RCA reserves the right to amend this document for changes imposed by parties external to RCA (i.e., World Rowing, FISU, Pan Am Sport, COPARE) or for changes that become necessary due to typographical error or a lack of clarity in a definition or wording.

Any changes made by RCA are deemed to come into effect immediately upon publication on the RCA website. RCA will communicate changes directly to athletes who have completed the Expression of Interest form (point 3, page 4); who have been invited to participate in selection; and/or who have been selected to a NextGen Team, as applicable.

## SELECTION ELIGIBILITY REQUIREMENTS

All athletes (and coaches, as applicable) wishing to be considered for selection to a NextGen Team must satisfy all of the following requirements:

### 1. GENERAL ELIGIBILITY REQUIREMENTS

All athletes and coaches selected to RCA National Teams must:

- Be registered and be in good standing with the Canadian Amateur Rowing Association (CARA), which operates under the name Rowing Canada Aviron (RCA).
- Must hold a valid Canadian passport, valid for a minimum of 8 months following the event seeking selection for.
- Athlete must be eligible to row for Canada in accordance with all rules and regulations applicable to the event.
- Athletes seeking selection to the Pan Am Games (including Jr Pan Am Games) must be Canadian Citizens.
- Where applicable, athletes must follow all relevant World Rowing (FISA), **Canadian Olympic and Paralympic Committees (COC and CPC)**, International Paralympic Committee (IPC) and International Olympic Committee (IOC) and/or Pan American Sport Organization (PASO) rules and regulations regarding eligibility.

For clarity, to be in good standing with the CARA, an athlete must be a registered participant with a member of the CARA and:

- Must not have any overdue or outstanding membership dues or any debts to RCA;
- Must not be subject to an ongoing disciplinary sanction pursuant to the RCA Discipline and Complaints Policy (or equivalent), Abuse-Free Sport or the Office of the Sport Integrity Commissioner (or any Abuse-Free Sport or Office of the Sport Integrity Commissioner successor organization), the disciplinary rules of any other sport organization over the athlete, or the anti-doping rules of any anti-doping organization with authority over the athlete; and
- Must have fulfilled the terms of any sanction by imposed by any of the organizations mentioned immediately above.

### 2. AGE AND OTHER ADDITIONAL ELIGIBILITY REQUIREMENTS

Under 23:	A rower or coxswain is classified as Under 23 until December 31st of the year in which they reach the age of 22. After that date, they shall be classified as Senior.
Junior:	A rower or coxswain is classified as Junior until December 31 <sup>st</sup> of the year in which they reach the age of 18. After that date they shall be classified as Under 21 or Under 23.
FISU:	Be at least 18 and no older than 25 years of age on December 31 <sup>st</sup> of the year of the event. Meet academic eligibility requirements as outlined by FISU and U-Sport.

### 3. ATHLETE EXPRESSION OF INTEREST

Athletes are required to complete the Athlete Expression of Interest (EOI) form.

The EOI will be circulated and published on an annual basis in October of the year preceding competition.

The submission deadline to file any EOI for all programs is February 15th of the year athletes are seeking selection.

### 4. SAFE SPORT

All athletes and coaches must complete all safe sport requirements<sup>1</sup> prior to attending an RCA organized activity, which includes but is not limited to camps, competitions, trials, etc.

### 5. MEDICAL AND ECG

All athletes must provide RCA with Medical, ECG, and Informed Consent for Treatment prior to participating in camps, selection activities, or representing Canada.

- Medicals: a new medical is required on a yearly basis. Medicals are performed by a physician and are updated annually after January 1<sup>st</sup> in the year of competition.
- ECG: An ECG must be completed every 3-5 years depending on the age of the athlete. Individuals who have submitted an ECG in the past can contact [medical@rowingcanada.org](mailto:medical@rowingcanada.org) to inquire on the need to complete the ECG.
- Informed Consent for Treatment: A form read and filled out annually.

All forms need to be completed annually and sent to RCA's Chief Medical Officer (CMO), or designate medical lead, who may be contacted with any questions.

### 6. GENDER

To support World Rowing's adoption of rules for transgender athletes, individuals are required to review World Rowing's Rule 13 and bylaws to rule 13 for specifics rules and eligibility. <https://worldrowing.com/technical/rules/>

Athletes who believe they are impacted by this rule should contact RCA's Medical Team [medical@rowingcanada.org](mailto:medical@rowingcanada.org) to ensure they meet the required eligibility requirements.

### 7. ATHLETE ASSESSMENT AND MONITORING

Athletes must comply with the minimum testing and monitoring outlined in RCA's NextGen Testing and Monitoring Document. This Document can be found at the [following link](#).

Additional monitoring may be requested and outlined in program specific process overviews.

### 8. ATHLETE AGREEMENTS

Athletes that are invited to training squads or selection camps will be emailed details to complete the RCA Athlete Agreement. Agreements must be completed prior to an athlete attending a selection event, participating in a training squad, or selection camp.

Where an athlete is under the age of 19 years during the calendar year of the event, their parent or guardian must also sign the Agreement.

*\* Late receipt may jeopardize selection and/or participation – circumstances will be reviewed by RCA's High-Performance Director (or their designate) on a case by case basis.*

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<sup>1</sup> Safe sport requirements include, without limitation, signing any required consent forms and/or completing required safe sport education. Requirements will be communicated to all athletes, coaches and other support personnel in a timely manner.

## 9. VACCINATION

Where applicable, athletes, coaches, and support staff must comply with the vaccination policies and vaccination requirements of RCA, COC, World Rowing, Pan Am Sports, the IOC, the IPC, and the host country of the event.

## 10. ATHLETE FEES

All athletes wishing to be considered for selection to the events listed within this document should be aware of, and prepared for, potential fees contingent on being named to a team. An overview of any fees and / or deposits for the season will be published February the year the event is being held.

## SELECTION PROCESS

Athletes should refer to the Selection Process and Overview documents specific to the program they are seeking selection to.

Program specific documents will be posted to the following link. <https://rowingcanada.org/resources/>

In addition, RCA may, in its sole discretion, consider the following additional factors during the team selection processes (“Other Criteria”):

1. Ongoing ergometer testing as per the RCA NextGen Assessment and Monitoring Document.
2. Performance at Regional Qualification events and other Selection Events athletes have been invited to attend.
3. Factors relevant to crew combination, namely crew compatibility (i.e. how individuals perform as a team), coachability, and technical compatibility;
4. Commitment to the program;
5. Assessment of competitive readiness (i.e. fitness relative to previous assessments and to peers); and
6. Additional factors relevant to achieving RCA team objectives, including but not limited to potential development of the athlete or coach, as the case may be, for subsequent National Teams and ultimately Senior Team selection.

If an athlete has any questions with respect to the outlined selection criteria and/or Other Criteria, they may contact the NextGen Program Lead or the identified designate to obtain clarification.

From time to time as required, supplemental program specific information may be posted on the RCA website at: <https://rowingcanada.org/resources/> and will be circulated through other communication channels utilized by RCA.

## SELECTION AUTHORITY

Final authority for team selection will be the responsibility of a NextGen Selection-Committee.

The NextGen Selection Committee shall be made up of four (4) persons and shall include the NextGen Program Lead (or their designate), the High-Performance Director (or their designate), the relevant program coach, and an external selector who shall not be a current and active RCA coach or athlete, staff, Board of Directors member, or committee member (an “Independent Selector”). The Independent Selector shall be the Chairperson of the NextGen Selection Panel and shall be appointed by the RCA Chief Executive Officer. In this regard, the RCA Chief Executive Officer shall propose candidates for the Independent Selector to the Athlete’s Council, who would be provided with the opportunity for feedback or comments.

The terms of reference for the NextGen Selection Committee can be found on the RCA Website at the following link <https://rowingcanada.org/resources/>

## **AUTHORITY TO MAKE CHANGES TO THE COMPOSITION OF CREWS - ONCE THE TEAM IS SELECTED**

Selection to a National Team as part of a crew (or as an alternate) does not guarantee an athlete has a place in a specific crew for the regatta. For crews selected to the NextGen events named in this document, the final composition of crews shall remain at the discretion of the NextGen Program Lead, Program Coach, and Team Leader. The configuration of crews may be changed based on an assessment of the crew's competitiveness or other circumstances, at the sole discretion of the High-Performance Director, and any changes will follow the appropriate competition regulations.

## **ON-SITE DECISION-MAKING AUTHORITY**

During the training and competition period at an 'away' venue, all final decision-making authority will reside with the designated Team Leader. The responsibilities of the Team Leader will first and foremost be creating and supporting an environment that supports performance excellence at the event, in addition to:

- Leading all matters related to crisis management, emergency preparedness and response;
- Managing team member human resources, roles and responsibilities, accreditations and conduct issues on behalf of RCA;
- Acting as spokesperson for the team and RCA on-site pertaining to any issues on entries, World Rowing/Pan Am Sports regulations and organizing committee communication, and
- Responsibility for ensuring the team and members comply with RCA/ World Rowing/Pan Am Sports regulations and agreements signed by team and members.

## **SPECIAL CIRCUMSTANCES**

If because of injury, illness, or extenuating circumstance an athlete is unable to meet any of the criteria set out in this or any related document, the athlete may still be considered for selection to a NextGen Team, at the sole discretion of RCA. Athletes must advise the RCA High-Performance Director in writing of any injury, illness, or extenuating circumstance as soon as possible. In the case of illness or injury, a medical certificate signed by the athlete's doctor must be submitted to RCA's Chief Medical Officer. RCA reserves the right to request further medical evidence and/or to require an athlete to be assessed by RCA's Chief Medical Officer or another specified practitioner, where appropriate. In all cases, permission to be exempted from any requirement contained within this document must be obtained in writing from the NextGen Program Lead.

If an athlete who has been selected to a NextGen Team becomes injured or ill, and, in the opinion of the NextGen Program Lead (with advice of the Chief Medical Officer, or designate, where relevant), is not deemed fit to compete, the athlete may be replaced with another athlete. Notwithstanding any provision herein related to the identification of alternate athletes, the NextGen Program Lead, in consultation with the relevant coach, retains discretion to appoint a replacement athlete.

Failure to properly report injury, illness, and/or other personal extenuating circumstances prior to the selection processes of each event may result in the athlete being de-selected and being financially responsible for all the athlete's costs associated with the event.

## **REMOVAL FROM A TEAM ONCE SELECTED**

RCA may remove an athlete from consideration for a NextGen Team in accordance with the terms and conditions outlined in the RCA Athlete Agreement. Where a decision to remove an athlete from consideration is made, RCA will advise the affected athlete, in writing.

Any such removals are subject to the approval of the NextGen Program Lead and High-Performance Leadership Team. Reasons for removal include, but are not limited to:

- Inability to maintain high training standards;
- Inability to meet performance expectations in competition (as evidenced by the athlete's performance in training and/or competition);
- Inability to perform due to injury, illness or for other medical reasons as determined by RCA's Chief Medical Officer;
- If the athlete has not taken part in the mandatory training camps organised by RCA prior to the event;
- If the athlete has not fulfilled his/her responsibilities as identified in the RCA Athlete Agreement;
- Breach of any term set out in the RCA Athlete Agreement;

- If they are found to have committed an anti-doping rule violation or have a provisional suspension imposed against them pursuant to the rules of any anti-doping organization with authority over the athlete; or
- If they are found to have breached the conduct rules of any sport organization with authority over the athlete.

The RCA Athlete Agreement can be found on the following page: <https://rowingcanada.org/resources/>. The relevant policies identified as components of the Athlete Agreement can be found at: <https://rowingcanada.org/governance/> under the Policies Tab.

Coaches and other support personnel may also be removed from teams for substantially similar reasons as those mentioned above, modified accordingly for the circumstances.

## AMENDMENTS AND UNFORESEEN CIRCUMSTANCES

In the event of unforeseen circumstances beyond the control of RCA which, in RCA's sole discretion, prevent the fair implementation of the Selection Policy and related processes as written, the NextGen Selection Panel shall have full discretion to resolve the matter as they see fit, taking into account the factors and circumstances that they deem relevant. RCA reserves the right for the NextGen Selection Panel to review and modify any selection criteria or decision related to any selection process in the case of rule or policy changes from World Rowing or any other relevant authority that affect the selection criteria or process set out in this or any related document. In the event that the selection criteria or processes are modified, RCA will promptly post an announcement on its website and will communicate with affected athletes as appropriate in the circumstances.

RCA reserves the right for the NextGen Selection Panel to review and modify any selection criteria or decision related to the selection process in the case of rule or policy changes from World Rowing, or any other relevant authority that affect the selection criteria or process set out in this or any related document. If the selection criteria or processes are modified, RCA will promptly post an announcement on its website and will communicate with affected athletes as appropriate in the circumstances.

Further, situations may arise that do not allow the Selection Policy to be applied as written and do not allow for prior notice of modification to be provided, due to time constraints or other exceptional and unforeseen circumstances. In such situations, any decision, including nomination decisions, will be made by the NextGen Selection Panel, in accordance with the stated performance objectives and selection philosophy and approach as stated herein. Should it be necessary to make any decision in this manner, RCA will communicate with all affected individuals as soon as possible.

## CANCELLED OR POSTPONED EVENTS

Should it be necessary to cancel or postpone any event specified in this document or any related document that is conducted under the authority of RCA, such decision shall be made by the High-Performance Director.

Decisions to cancel or postpone any event specified in this document shall be made: a) only when absolutely necessary, such as when it has become impossible or unreasonably difficult to hold the event at all or on the originally scheduled date (for example, due to public health restrictions or other circumstances beyond the control of RCA); and b) as soon as reasonably possible after RCA has become aware that the event cannot be held as scheduled.

If any event specified in this document and related documents is canceled, RCA shall determine whether it is feasible to reschedule the event in a different location and/or on a different date than previously scheduled and shall communicate any such decisions to reschedule the event to all impacted individuals as soon as reasonably possible, taking into account the time needed for athletes to prepare for the rescheduled event and for any logistical matters in relation to the event to be addressed, including, but not limited to, any matters related to RCA's organization of the event, as well as athlete, coach, and support staff travel to the location of the rescheduled event.

RCA may also determine, at its sole discretion, following consultation with the relevant and necessary individuals and/or committees within RCA's structure, to hold alternative replacement events or assessments for the purpose of nomination to NextGen Teams, including virtual events, but only where feasible and where

the nomination procedure indicated in this document, including the stated performance objectives, are not prejudiced.

If any event specified in this and any related documents be canceled, postponed, rescheduled, or replaced, RCA shall update the nomination procedures indicated in this document and other related documents, as applicable, as soon as reasonably possible, and shall communicate any modifications to all impacted individuals, as well as publish the modified Selection Policy and process on its website, prior to the postponed, rescheduled or replacement event.

Decisions made pursuant to this clause shall not be subject to appeal and do not apply to the cancellation of events that are conducted under the authority of organizations other than RCA.

## **EVENT PARTICIPATION**

RCA may be required, in the best interests of athlete and staff safety, to not travel to and participate in events indicated in this and related documents, including events that will be used for nomination to Championships or Games, even in circumstances when the event may proceed as planned. Any such decisions will be made in consultation with relevant experts, including medical and public health and safety experts, and will be communicated to all impacted individuals as soon as possible.

In such circumstances, RCA will determine if alternate events may be attended as a substitute for the event that RCA has decided not to participate in and, if so, will modify this and any related documents accordingly and will inform all impacted individuals as soon as possible.

When making decisions regarding RCA's travel to and participation in events for safety reasons, RCA will endeavour to minimize any impact of such decisions on nomination to the Team. However, depending on the circumstances, athlete and staff safety may be prioritized based on the advice of medical and public health safety experts.

RCA recognizes that athletes and staff may, for safety reasons related to infectious diseases and pandemics or otherwise, also decide not to travel to and participate in events indicated in this document, including those that will be used for nomination to Teams, even in circumstances when the event may proceed as planned, and even when RCA has decided that it will travel to and participate in the event because it has decided, following consultation with medical and public health and safety experts, that it is safe to do so. In such circumstances, athletes will be responsible for any impact that their decision may have on their nomination to any specific team.

## **APPEAL PROCESS**

Excepted as otherwise stated herein, decisions made pursuant to this Selection Policy document may be appealed in accordance with the RCA Appeal Policy located on the RCA website.

<https://rowingcanada.org/resources/>

For the purpose of RCA's appeal policy, official notification of the original decision will be considered the point in time athletes are informed, either verbally or in writing, of decisions impacting their progress towards selection. This can include their release from the program or the decision that will be forwarded to the NextGen Selection Panel. The RCA Appeal policy can be found at the following link.

<https://rowingcanada.org/resources/>

If both parties (RCA and the appellant) are in agreement, or if timing restrictions require it, the RCA Appeal Policy can be bypassed and the matter may be brought immediately before the Sport Dispute Resolution Centre of Canada (SDRCC), which will manage the appeals process.

## **RELOCATION**

Athletes selected onto a team may be required to relocate to a designated training location. See Appendix 1 for specific program information

## APPENDIX 1: IMPORTANT DATES

Key NextGen dates can be found in the following calendar link.

<https://outlook.office365.com/calendar/published/d86911ee1adf40d7a420d21616e2de2f@rowingcanada.org/eb81342a1f4e41fa88b00315bec66730881090588627055728/calendar.html>

## APPENDIX 2: CONTACT INFORMATION

Adam Parfitt – High-Performance Director  
[parfitt@rowingcanada.org](mailto:parfitt@rowingcanada.org)

Chuck McDiarmid – NextGen Program Lead  
[cmcdiarmid@rowingcanada.org](mailto:cmcdiarmid@rowingcanada.org)

Katie Bahain Steenman – U23 NextGen Coach  
[Kbahainsteenman@rowingcanada.org](mailto:Kbahainsteenman@rowingcanada.org)

Laurence Côté – National Team Coordinator  
[lcote@rowingcanada.org](mailto:lcote@rowingcanada.org)

Dr. Steven Joseph – RCA CMO  
[medical@rowingcanada.org](mailto:medical@rowingcanada.org)