



## VOLLEYBALL YUKON ATHLETE AND COACH SELECTION POLICY

**“Organization”** - Volleyball Yukon

**“the Games”** - Team Yukon Representative Games (Arctic Winter Games and Canada Summer Games)

**“Policy”** - Athlete and Coach Selection Policy

### PURPOSE

1. The purpose of this policy is to set out the process that will be used by the Organization to select athletes and coaches to represent the Organization at the Games.

### OBJECTIVE

2. The objective of this selection policy is to select athletes and coaches who will participate in the Games. Athletes and coaches are selected in the following categories:
  - Men's Indoor Volleyball
  - Women's Indoor Volleyball
  - Men's Beach Volleyball (CSG)
  - Women's Beach Volleyball (CSG)

*Athlete and Coach selection for other tournaments such as annual Canada Cup events, will be addressed in an updated version of this policy to be developed by Volleyball Yukon.*

### ELIGIBILITY

3. To be eligible for selection, the athletes must
  - Canadian Citizens, or eligible for Canadian Citizenship and actively pursuing either Citizenship Certificates or Canadian Passports
  - Must maintain principal residence and or be a continuous resident of Yukon for six (6) consecutive months prior to the opening day of the Games. (September 5, 2025).
  - Members in good standing with the Organization
  - Agree to adhere to the Organization's policies
  - Meet the technical package requirements for each Games

Once selected, the athletes will be expected to be training towards, and meet the physical standards expected by, the Coaching Staff and Selection Committee.

### AUTHORITY FOR SELECTION

4. The Organization shall appoint member(s) to be responsible for managing the selection of athletes to the Games. The member(s) shall be known as a Selection Committee and are responsible for monitoring the tryouts and liaising with the selected athletes and coaches.

The Selection Committee must be free from actual and perceived conflict of interest and, where conflict of interest may exist, Committee members must identify the conflict and excuse themselves from selection decisions where there is a conflict. Parents of athletes, or other individuals deemed by the Organization to have special interest in the selection process, are not permitted to be members of the Selection Committee.

Using the criteria outlined in Section 4, the Selection Committee will select athletes who will attend the Games. The Selection Committee will present their recommended selections to the Organization for ratification before the lineup is finalized. Any members of the Organization with actual or perceived conflicts of interest will be precluded from influencing decisions where their conflict is in force.



## ATHLETE SELECTION PROCESS

- Athletes participate in trials. Athletes may be exempted from participation in the trials due to sickness, injury, or other circumstances. These athletes shall still be eligible for selection provided they have a signed letter from a medical professional and approval from the Organization.

*Trials* - In order for an athlete to be eligible for a Games team they must attend the trials as indicated in the associated handbook to be updated for each Games with relevant information. **See 2026 Arctic Winter Games Handbook.**

Athletes will be assessed using the Organization's High Performance Athlete Identification Matrix (Appendix A) as the Player Evaluation Form. The organization will rank athletes based on their scores resulting from the assessment. The ranking system will be for internal use only and be used to aid the Selection Committee with team selection. The Selection Committee will retain the help of evaluation assistants to assist in observing athletes and providing assessment against the matrix. Evaluation assistants will be selected based on their understanding of the sport and will be absent of any direct conflict of interest with athletes potentially involved in the process.

### **Trial Exemptions:**

Absences from the tryouts will be managed as per the relevant Sport Yukon Trial Hosting Guidelines and Team Yukon Eligibility Requirements as prescribed by Sport Yukon in advance of the Games. Relevant excerpt below.

The AWG Trials Exemption Request Form can be found in the Sport Yukon AWG Trial Hosting Guidelines:

Athletes invited to the trials must **MUST** participate in the official trials as listed below. Athlete attendance at TRIALS is mandatory. Exemptions may be granted for the following reasons: injury; significant illness that can be documented with a physician's note; Yukon school program commitments; and special family circumstances (i.e., death in family, same sport competition/opportunity). A holiday is not a special family circumstance.

Exceptions to this rule will be permitted only upon review and approval by the Government of Yukon – Sport and Recreation Branch. In order for an exemption to be considered, the request form (found within the AWG Trials Hosting Package on the VY website) must be submitted to the Chef de Mission either in person at 4061 - 4th Ave. or by email to [trevor.twardochleb@yukon.ca](mailto:trevor.twardochleb@yukon.ca) forty-eight (48) hours prior to the start of the specific trial. All supporting documentation must be attached to this form.

All Yukon Sport Governing Bodies will be given the flexibility to add up to three athletes who are outside the territory training and competing in the same sport without having them come back to Yukon to attend trials in person. The names of the potential candidates with rationale is to be provided prior to the trials.

### **Supplemental Evaluation for Exempted Players:**

In circumstances where a player is granted an exemption from attending the scheduled tryouts, Volleyball Yukon reserves the right to request supplemental evaluation materials. This may include, but is not limited to, recent game video footage and/or a reference from a qualified coach who is familiar with the player's abilities and character. These materials will be used to support a fair and comprehensive assessment of the player's suitability for selection.

A Selection Committee appointed by Volleyball Yukon Board of Directors will review the Player Evaluation Forms and Coach recommendations to select the final team roster. The Selection Committee will be composed of four (4) members who include the Head Coach of the team that is being determined and three (3) non coaching members designated by the Organization's Board of Directors. The Coaches will be non-voting members of the Selection Committee but may make an appeal to the Board of Directors if they are not in agreement with the Selection Committee's recommendations. No more than one (1) member of the Committee may be a member of the Board of Directors so long as there is no conflict of interest.



The decision to have alternates and the quantity and selection of, will be at the sole discretion of the Selection Committee.

*Tie-Breaking* - In the event two or more athletes have tied for the last spot on the roster based on the assessment using the Player Evaluation Form, before confirming the final roster, the last spot can remain open. These athletes would be identified, by the Selection Committee, as alternates for the remaining spot and would vie for the position during team training/practice. It will be at the sole discretion of the head coach to determine the last player for the final roster.

*Timelines* - The trials shall be held within a time period, determined by the Organization before the Games. Trial dates and times will be established in the relevant Handbook.

*Unforeseen Circumstances* - If unforeseen circumstances arise which do not allow for this selection process to be implemented as outlined in this document, the Organization reserves the right to identify an alternate process or alternate timelines. Should this occur, all candidates for selection will be notified of these changes in a timely manner.

## **DISMISSAL**

6. An athlete may be dismissed if the athlete:
  - Fails to remain a member in good standing with the Organization
  - Fails to meet performance expectations or violates the Volleyball Yukon or Tournament Code of Conduct
  - Fails to train towards (or fails to attend all scheduled practices), or to meet the physical standards expected by, the Games
  - Exhibits conduct that is detrimental to the team or the reputation of the Organization
  - Is unable to perform due to injury, illness or other medical reasons as determined by qualified medical personnel. In the case of an injury, a letter of clearance will be required from a qualified medical practitioner.

When necessary and appropriate, an athlete may be replaced by an alternate athlete (provided the alternate athlete is still eligible).

## **APPEALS**

7. Any athlete will be able to file an appeal with Volleyball Yukon within two (2) days of the announcement of the team(s). This can be done in writing to the President of Volleyball Yukon, at [president@volleyballukon.com](mailto:president@volleyballukon.com). A separate committee will be formed to review the appeal and make a decision if needed. This committee will include at least one (1) non-Board / non-selection committee representative. Sport Yukon and Yukon Sport & Recreation branch will be fully advised of any appeal.

## **INJURED and REPLACEMENT ATHLETES**

8. The coaches and/or the Selection Committee may apply to the Organization's Board to remove any athlete from any stage of the athlete selection process. Reasons for removal can include: becoming no longer eligible for participation (under Section 3), injury, illness, or misconduct. Reasons for removal will be communicated by written letter to the athlete from the Organization.

The Selection Committee shall designate alternate athletes in each category. Alternate athletes may be selected if one or more of the originally selected athletes are dismissed prior to the Games.

If the alternates have not kept up their physical fitness or are unavailable or uninterested, the Selection Committee may approach other athletes who attended the tryouts to be named as alternates. Alternate athletes may be included in any training or competitions taking place prior to the Games so that they are prepared if called upon.

## **COACH SELECTION PROCESS**



9. The Organization has the authority to select the coaches who will lead Team Yukon on behalf of Volleyball Yukon at the Games.

The Organization will put out a Call of Interest where any coach can submit their interest as well as their related qualification in writing via email or other to the Organization.

The Organization shall appoint members to be responsible for selecting coaches for the Games. The members shall be known as a Coach Selection Committee. The Coach Selection Committee must be free from actual and perceived conflict of interest and, where conflict of interest may exist, Committee members must identify the conflict and excuse themselves from selection decisions where there is a conflict. Parents of athletes, or other individuals deemed by the Organization to have special interest in the selection process, are not permitted to be members of the Coach Selection Committee.

All coaches applying for indoor or beach volleyball teams must meet the minimum coach requirements as laid out in the current technical packages or the requirements as follows:

**All**

Vulnerable Sector Clearance  
Respect in Sport  
NCCP Registration

**Canada Summer Games:**

Head Coach - Advanced Development Certified  
Assistant Coach - Advanced Development Certified

**Arctic Winter Games:**

Head Coach - Development Certified  
Assistant Coach - Development Trained

Training and certification requirements must be in place at the time of the Games. If applicants do not possess the required certification level at the time of application, they must clearly indicate a willingness to pursue the required certification, and the Selection Committee may consider likelihood of achieving the minimum requirements in time for the Games as part of their selection criteria.

**Additional Selection Criteria**

- a. Coach experience, including years of experience, experience coaching athletes at similar age groups, and caliber of coaching (e.g., school, club, major games, college, national, or international).  
Volleyball Yukon is committed to developing Yukon volleyball coaching resources with the goal of providing equal opportunity for coaches and expanding the number of qualified coaching resources available to support recreational, development and competitive volleyball in the Yukon. In selecting coaches for the AWG and CSG teams, preference may be given to certified coaches who have not had equal opportunity to coach Team Yukon using the following criteria or similar criteria as decided by the Committee in evaluating coaches:
  - i. CSG Head Coach – prior experience as CSG Assistant Coach or AWG Head Coach
  - ii. CSG Assistant Coach – prior experience as AWG Head Coach or Assistant Coach
  - iii. AWG Head Coach – prior experience as AWG Assistant Coach, Club volleyball head coach or other coaching experience including Canada Cup or college.
  - iv. AWG Assistant Coach – prior coaching experience
- b. Coaching performance as demonstrated through team performance in competition.
- c. Coach gender – all teams must have at least one coach of the same gender as the team they are coaching
- d. Coaching philosophy
- e. Coach availability – coaches must commit to being available to support all aspects of team preparation including planning, team building, training (on court and other), engagement with the Organization and communication with parents and athletes.



- f. Competitive playing experience
- g. Coach commitment to development of volleyball in the Yukon as demonstrated through coaching school, club or otherwise volunteering time and energy to the betterment of the sport of volleyball in the Yukon.
- h. Coach character including, but not limited to, ability to collaborate with the Organization and other parties, positive attitude, reputation for fair treatment of all athletes, a clean record in terms of investigated and proven behavioral complaints, etc.

The Coach Selection Committee has the sole discretion when deciding team coaches.

The Coach Selection Committee shall select coaches to attend the Games. In the event of a lack of applicants or selected coaches becoming unavailable, the Coach Selection Committee reserves the right to select coaches from outside the pool of applicants.

The Coach Selection Committee reserves the right to dismiss a coach if, in its estimation, the coach is not sufficiently preparing the athletes for the Games or if there are other legitimate reasons, as determined by the Coach Selection Committee or the Organization, for dismissal.

## **APPENDIX**

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### **A. Volleyball Yukon High Performance Athlete Identification Matrix (Athlete Evaluation Form)**

See attached.