



**ORIENTEERING**  
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COURSE D'ORIENTATION  
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**2021**

**Team Canada**

**Athlete Handbook**

# Table of Contents

[Edits to the 2021 Athlete Handbook](#)

[1. Introduction](#)

[2. Program Structure](#)

[3. Benefits](#)

[4. Governance](#)

[5. Coaching and Support](#)

[6. Communication](#)

[7. Applying to the Team Canada Program](#)

[7.1 Overview](#)

[7.2 Eligibility](#)

[7.3 Process and Timeline](#)

[7.4 Program fees](#)

[8. Team Culture](#)

[9. Selection to Event Teams](#)

[9.1 Non-Team Canada Program Athletes](#)

[10. Appeals](#)

[11. Funding and Fundraising](#)

[12. Athlete Costs](#)

[13. Team Canada Uniform and Clothing](#)

[13.1 Purchasing](#)

[13.2 Eligibility to purchase clothing](#)

[13.3 Mandatory clothing and other rules](#)

[14. Canadian Anti-Doping Program](#)

[15. Athlete Agreement, Code of Conduct & Discipline Policy](#)

# Edits to the 2021 Athlete Handbook

Any edits to the handbook after its initial publication will be highlighted here.

# 1. Introduction

The Team Canada Program<sup>1</sup> is Orienteering Canada's program for its top competitive orienteers and younger athletes that demonstrate potential to one day compete at international events for Canada.

This program is the top development and performance pathway for Canadian orienteers in the Learn to Compete, Train to Compete, and Train to Win stages of our Long Term Athlete Development Model.

The Team Canada Program has been designed with a focus on team and teamwork with the intent to foster a team culture in which Team Canada athletes and other members support and cheer for each other, push each other to be better, and are outstanding role models for the community.

The Team Canada Program replaces the former High Performance Program which was in place from 2010 through 2020.

In this new program, Team Canada athletes will be supported by a number of professional and semi-professional Team Canada Coaches as well as personal or club coaches and support personnel. Orienteering Canada staff and volunteers support individual athletes and the team as a whole through a variety of initiatives.

As this is a new program, Orienteering Canada will be working to continually grow the support and size of the team in coming years. Many support structures and initiatives are actively being put in place that athletes might not immediately see the effect of. Many of these initiatives are described in Team Canada's 2021 Strategic Plan which will be publicly released in the winter of 2021.

## 2. Program Structure

Team Canada is a program where team and teamwork is a foundational element. This means that athletes, coaches, and support personnel including team leaders for international events are all considered members of Team Canada and have a role to play.

At the time of writing the exact structure of our coaching and support system is being developed. See the *Coaching and Support* section of this handbook for more information.

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<sup>1</sup> The Team Canada Program is regularly also simply called "Team Canada". When used by Orienteering Canada "Team Canada" refers to the entire program.

The Team Canada Program comprises several teams. When athletes get selected to the Team Canada Program they get selected to one of these teams with the possibility of moving up (or in certain circumstances moving down).

### **Senior National Team**

Athletes on this team are the athletes that we expect to get selected to the World Orienteering Championships (WOC) and World Cup Races.

### **Senior Development Team**

Athletes on this team are senior athletes (will be 21 or older on December 31st of 2021) but not at the level where we necessarily expect them to try for or make the WOC team.

### **Junior National Team**

Athletes on this team are the athletes that have the potential to perform reasonably well at JWOC. Athletes must be 20 or younger on December 31st of 2021.

### **Junior Development Team**

These athletes are our less experienced athletes that show potential to one day perform at JWOC or other international events at the senior level. Athletes must be 20 or younger on December 31st of 2021.

### ***Team Canada and International Event Teams***

Selection to International Event Teams (the teams Orienteering Canada selects to represent Canada at WOC, JWOC, WUOC, World Games, and World Cup Events) is loosely related but separate from the Team Canada Program. Unlike in recent years with the High Performance Program, there is no requirement for athletes to be on the Team Canada Program in order to be selected to an International Event Team.

Please note that we will exclusively refer to the teams we are sending to international events as:

- **WOC Team / World Champs Team**
- **World Cup Team**
- **JWOC / Junior World Champs Team**
- etc.

We ask that athletes and other Team Canada members follow this nomenclature to avoid confusion between the different aspects of Team Canada.

## 3. Benefits

Team Canada athletes will receive the following benefits:

- Being part of a team of high performance athletes that support and push each other to be better athletes and orienteers.
- Year round coaching from professional and semi-professional coaches.<sup>2</sup>
- Invitations to Team Canada training camps with access to Team Canada coaches.
- Eligibility to purchase Team Canada uniforms and clothing.
- Eligibility to receive free or discounted offers from sponsorship should such deals become available.
- User account on the HPP Digital Orienteering Map Archive (DOMA).
- Added to Athletes CAN database and access to Athletes CAN services which are outlined at <http://www.athletescan.com/en/athlete-zone/programs>:
  - Sport Solution (assistance in resolving sports related legal issues and support throughout the dispute resolution process)
  - IG Wealth Management Amateur Athlete Fund (provides 20 bursaries of \$5000 each year)
  - Purolator shipping program (discounted shipping)
  - Dale Carnegie Scholarship (The Dale Carnegie Course – Effective Communications and Human Relations is a 9-week course valued at \$1,775 and is offered free to current and former national team athletes through AthletesCAN)
  - National Car Rental & Enterprise Rent-A-Car Program (reduced rates for car rentals across the globe)
  - Health and Dental benefits program through Etherington Generations Inc and BBD
- Access to SI-Air timing chips (touchless timing) at COCs, NAOCs, and Team Trials.
- Access to subsidized accommodation when available at COCs, NAOCs, and Team Trials.

Additional benefits may be provided by clubs and Provincial/Territorial Orienteering Associations (PTOAs):

- subsidies from clubs for events,
- discounted entry fees for Canadian events, where available

Orienteering Canada is reaching out to all clubs to encourage them to provide these benefits. We also encourage you to follow up with your club and PTOA.

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<sup>2</sup> Coaching and other resources are currently being developed with the implementation of the new TCP and will progress to greater extents with the strategic plan. See the *Coaching and Support* section for more.

## 4. Governance

The Team Canada Program is a program of Orienteering Canada largely led by its High Performance Committee (HPC) and High Performance Director.

The HPC is made of volunteers from the Canadian orienteering community who have an interest and desire to build elite orienteering in Canada. The HPC terms of reference are available online at [www.orienteering.ca/about/committees](http://www.orienteering.ca/about/committees) and explains how the committee is structured and how members are appointed.

Some of the key documents produced by the High Performance Committee and its relevant sub committees and approved by the HPC are:

- The Athlete Handbook (this document),
- The Athlete Agreement,
- Various Selection Policy documents

These documents and other Orienteering Canada policies provide key information to Team Canada athletes and officials, including team selection criteria, lists of training camps and priority races, uniform information, communication plan, code of conduct and sponsorship procedures. These documents are updated each fall to serve the following season.

Note that where a more specific document or policy conflicts with the information in this Handbook, the information in the other document or policy is to be taken as correct.

Current High Performance Committee members:

- Stefan Bergstrom (Orienteering Ottawa)
- Jan Erik Naess (Foothills Orienteering)
- Jeff Teutsch (Orienteering Ottawa - High Performance Director)
- Emma Waddington (DontGetLost - Athletes' Representative)

Various High Performance Subcommittees comprising members of the HPC and other volunteers work on different projects including the new strategic plan and annual selection policies.

Team Canada athletes are directly represented on the HPC and Orienteering Canada's board of directors via an Athletes' Representative voted on by the athletes and elected to a 3 year term. This position is protected in Orienteering Canada's bylaws and provides a mechanism for athletes to have a say in board and committee decisions. Emma Waddington is the current Athletes' Rep.

## 5. Coaching and Support

Coaching and athlete support are areas of the program that will be developed over time with the long-term goal of having a professional or semi-professional coach lead each of the four teams within Team Canada. The four coaches would work in concert to provide athletes throughout Team Canada with the best available coaching for each athlete based on their strengths and weaknesses, personalities, and physical location.

Orienteering Canada is currently not in a position financially and developmentally to hire coaches so for 2021 coaching and support will be led by the High Performance Director with support from volunteer and club coaches.

Depending on the evolution of the COVID-19 pandemic, Orienteering Canada will be organizing some Team Canada training camps led by dedicated coaches as well as some unsupported training camps.

Team Canada will be supported by coaches and / or support personnel at the Canadian Championships and International Events.

In all coach / athlete relationships we encourage both the coach and the athlete to take responsibility for initiating conversation. Athletes, if you have questions for a coach please reach out to them and don't wait for them to come to you!

## 6. Communication

Communication is one of the core pillars of the Team Canada Program as well as a fundamental value listed in our strategic plan and in the values agreement all athletes are required to sign on to.

Good communication consists of a combination of expressing your intent to other parties and actively listening to what other parties are expressing. It also requires mutual respect and kindness. Good communication is expected of all Team Canada members: athletes, coaches, and support personnel.

Orienteering Canada will provide as many opportunities for good, open, communication as possible throughout the year. That said, communication is a two way street and it is not always up to Orienteering Canada and Team Canada coaches to initiate conversation. If there is something that needs to be said, asked, or otherwise brought up, we ask athletes to bring those items up with the appropriate party be it another athlete, a coach, a support person, the Athlete's Rep, the High Performance Director, or someone else.

The main communication platform for the Team Canada Program is Basecamp, an online platform that all Team Canada members will be added to. All members are expected to regularly monitor Basecamp for official notifications. Not seeing information that has been shared on Basecamp does not constitute a valid reason for missing a deadline, not understanding rules, etc.

Each athlete will also be provided with an opportunity to have a twenty minute one-on-one call with the High Performance Director every month or two. These calls are an opportunity to discuss any Team Canada related topic you wish, be it a concern or question you have, coaching advice, or updates on what Orienteering Canada is doing.

In addition to Basecamp and one-on-one calls other media such as email or phone may be used for important personalized information.

## 7. Applying to the Team Canada Program

### 7.1 Overview

The application period for the 2021 Team Canada Program is November 15th to 30th.

Membership runs until Dec 31st of that year when the new application period opens up. Athletes need to reapply every year.

Please note that applications will NOT be accepted outside of the above application period nor will missed deadlines be accepted unless a written exemption is approved at least 3 days in advance of a given deadline.

Orienteering Canada has the ability, at their discretion, to invite and add talented athletes to Team Canada at any time of the year. Athletes that are invited must still go through the application process with updated deadlines that will be communicated to them.

### 7.2 Eligibility

All Team Canada athletes are required to be Canadian citizens.

All Team Canada athletes must be in good standing with Orienteering Canada; in that they are:

- Full members of a Canadian orienteering club affiliated with Orienteering Canada.
- Have no outstanding amounts owing to Orienteering Canada (unless a payment plan has been negotiated with the Orienteering Canada Treasurer).

All athletes living outside of Canada who wish to be considered for membership on Team Canada must be a member of a Canadian orienteering club that is affiliated with Orienteering Canada.

In addition to the above, in order to be invited / accepted to Team Canada, athletes must:

- Be at the Learn to Compete, Train to Compete, or Train to Win stages of [Orienteering Canada's LTAD model](#).
- Have competitive results in M/W17-18, M/W19-20, or M/W21E at major national and/or international events.
- Be prepared to partake in 200+ hours of training over the coming year.
- Demonstrate a desire to represent Canada at international competition.
- Be able to show that training and racing in orienteering is a top life priority.
- Successfully complete the Team Canada Program application process, meeting all deadlines.

## 7.3 Process and Timeline

The following table outlines the steps and deadlines for the application process to Team Canada for 2021. Any important additional details are included below the table.

Item	Details	Deadline
Initial Application	Submit basic information to HPC via <a href="#">Google Form</a> or email to <a href="mailto:hpp@orienteering.ca">hpp@orienteering.ca</a> .	End of day Nov 30th
Initial Application	Schedule an interview with the High Performance Committee ( <a href="#">schedule here</a> or email <a href="mailto:hpp@orienteering.ca">hpp@orienteering.ca</a> )	End of day Nov 30th
Interview window	All interviews should take place within the date ranges at right.	Dec 2nd - Dec 20th, Jan 2nd - Jan 10th, inclusive, 2021
Interim acceptance	All athletes will hear about whether they receive their interim acceptance or not via email.	End of day Jan 12th, 2021
Provide additional documentation	Various documents must be signed and information submitted. Much of the information can be submitted via this <a href="#">Google Form</a> .	End of day Jan 17th, 2021

Final acceptance	All athletes that have fully completed the application process and have been chosen to Team Canada will receive word of their final acceptance via email and on Basecamp. A public announcement will be made within a month.	End of day Jan 20th, 2021
Ongoing membership		Jan 12th - Dec 31st, 2021

**Interviews and Interim Acceptance**

Interviews will be 30 minutes long and will be with the High Performance Director (Jeff Teutsch) and one other interviewer appointed by the HPC.

Athletes should be prepared to answer the following interview questions. Please be prepared to share your maps via a screen share or link during the interview.

- Share with us a map with route and/or analysis from a race or training you did in the last 18 months or so. What went well? What didn't go well? Why didn't it go well? Please note that we are evaluating your analysis as much as your orienteering. You do not need to pick your best orienteering ever!
- Share with us an example of a mistake you made in a race or training where you learned a lesson and improved as a result. As much as you can describe what led to the mistake and what you can do to fix it.
- Additionally, applicants should be prepared to answer various questions about their training from the last year as well as your attitude towards training and racing.

The final selections to the Team Canada Program will be discretionary selections made by the High Performance Director and another representative appointed by the HPC. The selections will be based on whether the athletes meet the criteria outlined in section 6.2 of this document as well as the impressions from the interview, including but not limited to:

- The athlete's ability to analyze their own orienteering performance and learn from their mistakes.
- The quality and quantity of the athlete's training and their understanding of what it will take for them to be an internationally competitive orienteer.
- The applicant's ability to show they are dedicated, will put in the work required to compete at a high level in orienteering, and how they can contribute to creating a strong team atmosphere within Team Canada.

Not everyone who applies will necessarily be selected. We will do our best to work with local coaches and your local club to find appropriate support for those athletes who are not selected.

Athletes that are selected will be placed on the appropriate team based on their interview and using [this set of baseline standards](#) as a guide. We want to emphasize that these standards are not minimum requirements, nor hard cut-offs. These standards are published in order to communicate roughly where we expect athletes to be. We recognize that orienteers achieve success through different paths, some are stronger navigators, some are stronger runners, and that every athlete's training should be tailored to their own strengths and weaknesses. Selections will be made with that in mind.

Selection to different teams is subjective with the goal of choosing the team that is the best fit for the athlete in terms of working with athletes at similar levels. Placement into each team will also provide athletes with an appropriate level of coaching that reflects their skills and provides an appropriate challenge to develop their skills. Athletes may be moved from one team to another part way through the year.

Athletes from any team may apply and be selected for any international event team (WOC, JWOC, WUOC, etc.) so long as they meet all of the other eligibility criteria which will be outlined in the selection policy documents.

### **Additional Documentation**

The following additional documentation is required by the January 17th deadline:

- The completed Athlete Profile survey which is part of this [Google Form](#).
- Two photos (one head shot and one action shot, preferably from the 2020 or 2019 season, and in the Team Canada uniform) for an athlete profile for the Orienteering Canada website. (submit via Google Form or email to [hpp@orienteering.ca](mailto:hpp@orienteering.ca)).
- Team Canada clothing order should you wish to purchase clothing. [See order form](#).
- A signed copy of the [Team Canada Values Agreement](#) (submit via Google Form or email to [hpp@orienteering.ca](mailto:hpp@orienteering.ca)).
- A signed copy of the [2021 Athlete Agreement](#) (submit via Google Form or email to [hpp@orienteering.ca](mailto:hpp@orienteering.ca)).
- Confirmation of payment of the Team Canada athlete fee of \$100. Payments may be made via e-transfer or PayPal to [finance@orienteering.ca](mailto:finance@orienteering.ca). If using PayPal, the athlete is responsible for covering the PayPal fees.

### **Ongoing Membership**

As an athlete member of Team Canada, the athlete must fulfill the following 'Ongoing Membership Obligations':

- Join and regularly monitor the Team Canada group on Basecamp (which is used for official communication from Orienteering Canada).
- Review your training with Team Canada coach(es) or the High Performance Director throughout the season.

- Respond in a timely manner to all correspondence from Orienteering Canada (including from the HPC or other volunteers) on Basecamp or otherwise and also from Orienteering Canada's partners such as the Canadian Centre for Ethics in Sport (CCES).
- Abide by all Orienteering Canada policies and procedures ([www.orienteering.ca/about/policies](http://www.orienteering.ca/about/policies)), including, but not limited to the code of conduct and ethics, athlete agreement and social media policy.
- Take initiative for their own training and development, including taking responsibility to contact the coach to set up any meetings or phone calls.
- Participate in all anti-doping education programs as requested and fully commit to bound by all the anti-doping rules and responsibilities contained in the [Canadian Anti-Doping Program](#).
- Acquire (and pay the fee if required) an [Athlete License](#) from the International Orienteering Federation (if applicable).
- Complete the Canadian Centre for Ethics in Sport (CCES) Athlete e-learning module for 2021 once it becomes available.
- In addition to all of the above, fulfill the expectations listed in the *section 8 Team Culture* of this document.

Once selected to Team Canada, an athlete may withdraw or be withdrawn for the following reasons:

- a) Failure to meet one or more of the 'Ongoing Membership Obligations',
- b) Voluntary withdrawal / retirement, or
- c) Fraudulent misrepresentation.

Paragraph 18 of the Athlete Agreement details the process by which an athlete may be withdrawn from Team Canada and/or International Event Teams.

## 7.4 Program fees

There is a \$100 annual fee to join the program. This fee is the same regardless of whether you join during the November application period or are invited later in the year.

This fee will need to be paid to Orienteering Canada via e-transfer to [finance@orienteering.ca](mailto:finance@orienteering.ca) before your official acceptance to the program.

See the *Costs, Funding, and Fundraising* section for more information on Team Canada Program finances.

## 8. Team Culture

A large part of the new Team Canada Program is about creating a strong culture of teamwork within the program. This teamwork requires contribution from Orienteering Canada, team

coaches and support personnel, and also athletes. As athletes you are expected to contribute to that team culture in the following ways:

- Agree to uphold the values of Team Canada by signing a [values agreement](#) (and actually uphold them!);
- All Team Canada athletes are expected to help out with a small project (~15 hours of time) in an area of interest to you that helps contribute to the overall success of Team Canada. You will be supported / guided in this project by the High Performance Director and/or others. Some examples projects you may want to help out with:
  - Help manage a fundraiser such as the annual Silent Auction with the Canadian Championships;
  - Finding and booking accommodation for Team Canada for a particular event (NAOCs, WUOC, WOC, training camps, etc.;
  - Help manage social media for Team Canada;
  - Organize a fundraiser race with your local club;
  - Help write or manage the blog/news updates for Team Canada;
  - Mentor a couple of younger athletes on Team Canada;
  - Plan courses for a Team Canada training camp;
  - Create a small map that can be used for part of a Team Canada training Camp;
  - Anything else you can come up with that helps move Team Canada forward;
- Communicate regularly and openly with all coaches and High Performance staff;
- Participate in team meetings, group calls and training sessions/camps. **If you cannot attend a meeting, call or training session this should be discussed with whoever is leading the session when you know you won't be able to participate.**

Please note that the above items are in addition to the Ongoing Membership Obligations (6.3) that are required of all Team Canada athletes.

## 9. Selection to Event Teams

In order to differentiate between Team Canada and the four component teams Orienteering Canada is using the collective term "Event Teams" to refer to the WOC Team, JWOC Team, WUOC Team, World Cup Teams, and World Games Teams.

All Event Teams are selected by Orienteering Canada from athletes both on and off Team Canada through a process governed by selection policy documents.

Under normal circumstances Orienteering Canada would provide concrete information on how the Event Team selection policies are being created and when they will be published in order to provide an open and transparent process that athletes can trust will be fair.

Unfortunately, a number of factors make that extremely difficult:

1. Lack of certainty pertaining to international event organization and attendance in the summer of 2021.
2. Uncertainty regarding the ability to host Team Trials weekend in the spring of 2021.
3. Lack of orienteering competitions in 2020 on which to base selections.

Because of this uncertainty and lack of races we are not prepared to commit to any particular path forward. What we can say is the following:

1. All Event Team selection policies will be drafted by a subcommittee of the HPC and approved by the HPC before publication.
2. Athletes can expect to hear from Orienteering Canada in late January with more details and next steps regarding selection policies.
3. Athletes do not need to be members of Team Canada to apply for any Event Teams. Also, Team Canada athletes can apply for any Event Teams regardless of what Team Canada team they are on (so long as they meet all of the other eligibility requirements).

Please note that there is a possibility all selection policies will be made on a subjective discretionary basis if no reasonable objective solution can be found.

## 9.1 Non-Team Canada Program Athletes

Although there is no requirement to be on the Team Canada Program to compete internationally it should be noted that many of the benefits available to Team Canada athletes will not be available to athletes that choose not to be a part of the program but apply for and get selected to an international event team.

These athletes:

- Will be able to order Team Canada clothing from what is in stock when they get selected to a team (we will do our best to ensure we have stock of the mandatory items).
- Will NOT be eligible for any free or subsidized clothing.
- Will NOT be able to participate in Team Canada training camps with the exception of international event specific camps (e.g. the prep week for WOC, JWOC, etc.).
- Must sign the athlete agreement and Team Canada Agreement.
- Are bound by Orienteering Canada's policies and procedures including, but not limited to, the code of conduct and ethics and social media policy.
- Will NOT receive coaching from Team Canada coaches except event specific coaching provided to the international event team after selection and coaching on site at the international event.
- Must fulfill any additional requirements outlined in selection policy documents.

## 10. Appeals

Appeals may be made by following the procedures laid out in [Orienteering Canada's appeal policy](#). The deadline to submit an appeal is listed in the policy but may be shortened if required given the timing of a specific selection process. If there is a change to the deadline to submit an appeal then it will be indicated in the specific selection policy.

Please note in the policy what can and cannot be appealed and what constitutes grounds for an appeal.

## 11. Funding and Fundraising

The annual Team Canada budget is around \$30,000 with that money largely being split between coaching and support personnel both year round and at international events, as well as training camp costs. A small portion of the budget is allocated to uniform and equipment subsidies. Orienteering Canada, through the HPC, is actively working to grow that budget through a variety of initiatives. Until that budget is significantly larger Orienteering Canada is not giving money directly to athletes or subsidizing athlete costs at international events. As per the new strategic plan funding is being prioritized to support Team Canada as a whole and provide services that benefit all Team Canada athletes.

Please note that athlete fees (\$100 per athlete) typically bring in around \$3,000 of the \$30,000 Team Canada budget. The amount brought in by athlete fees does not go directly towards a specific expense, but without it we would be able to do significantly less throughout the year.

To supplement the existing budget Team Canada organizes a number of annual fundraising initiatives, namely an annual Silent Auction at the COCs and a Team Canada Fundraiser Race also with the COCs. Orienteering Canada encourages all Team Canada athletes to participate in these fundraiser efforts which typically bring in around \$8000.

We are also encouraging athletes to organize fundraiser races or other events with their orienteering club where the raised funds go to Team Canada. Orienteering Canada will support athletes in any such endeavors. Orienteering Canada will also be reaching out to clubs about financially supporting Team Canada and will be looking into other opportunities to raise funds.

As a team, we can work on this together, increase the budget, and therefore be able to provide more support to all Team Canada athletes!

## 12. Athlete Costs

In addition to the \$100 fee for joining Team Canada athletes are responsible for the costs to attend events.

Any and all team training camps are free for members of Team Canada. Athletes will be expected to cover accommodation, travel, food, and other costs. Billeting or group accommodation, carpooling, and other efforts to keep costs low will be coordinated whenever possible.

Training camps organized by a local club or other outside organization that we are piggy-backing on may have additional fees.

The following table provides a rough breakdown of the costs athletes are responsible for for a typical week long international championship and associated 'prep week' in Europe. Actual costs may vary greatly depending on a number of factors including the location of the event, the residence of the athlete, exchange rates, etc.

Airfare	\$1500 - \$2500
Accommodation	\$500 - \$700
Ground transportation	\$300 - \$400
Entry fees/maps	\$500 - \$800
Food	\$300 - \$400
Travel medical insurance	\$50 - \$150
Miscellaneous	\$200
Coaching, team leader support, and Orienteering Canada logistics	Covered by Team Canada
<b>Total</b>	<b>\$3350 - \$5150</b>

For overseas IOF major events and other identified events (not WREs) Orienteering Canada registers the athletes and pays the appropriate registration fees on behalf of the athletes. In some instances, Orienteering Canada also pays up front for other expenses such as training maps, food, ground transportation, accommodation, etc. Athletes are then invoiced by Orienteering Canada for these expenses at a later date. Athletes are expected to pay these invoices by the deadline on the invoice.

The air travel is booked and paid for by the athletes themselves. Athletes are also responsible for any miscellaneous expenses during their travels as well as the appropriate travel medical insurance.

## 13. Team Canada Uniform and Clothing

### 13.1 Purchasing

Orienteering Canada has a comprehensive set of Team Canada orienteering clothing that is available for purchase by Team Canada members. You can view this clothing via the [order form here](#).

Athletes are encouraged to purchase clothing as part of the application process but can be purchased at any time. Clothing purchased with the application purchase (i.e. ordered by January 17th) will be considered when we put together our order with Trimtex. If you purchase clothing at other times of the year you may not receive the clothing you want as we may not have it in stock. To order clothing at other times of the year you must contact the High Performance Director at [hpp@orienteering.ca](mailto:hpp@orienteering.ca).

This year each Team Canada athlete will receive \$100 off of their clothing order. Several exceptional factors allow us to do this year:

- This is the first year of the Team Canada Program.
- There is a new uniform design.
- We did not have expenses in 2020 related to international events.

In future years, athletes will receive one racing top, one pair of racing pants, one pair of shorts, and one pair of black o-socks of their choice when they are selected to Team Canada for the first time.<sup>3</sup> Even if athletes are not purchasing additional clothing they should fill out the order form with their choice of racing top (white), racing pants, and socks.

### 13.2 Eligibility to purchase clothing

Some Team Canada clothing items are purchasable by other Team Canada members and the general public. The following table shows what Team Canada clothing is purchasable by whom.

Purchasable by:	Team Canada athletes	Team Canada coaches*	Other Team Canada members	The general public
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<sup>3</sup> Note that this is different from the previous HPP policy in which athletes received free clothing when they first got selected to compete at JWOC or WOC. This change was made to move the focus from international event teams to Team Canada and ensure that all Team Canada athletes have a chance to own and race in Team Canada clothing regardless of their financial situation.

Speed O Shirt, (White or Black)	✓			
Mesh O Shirt ( White or Black)	✓			
Fast Singlet, (White or Black)	✓			
¾ Length Extreme O Pants, (Black or White)	✓			
¾ Length Run Tights, Black	✓			
Short Run Tights	✓			
Lead Shorts	✓			
Advanced Jacket	✓	✓		
Advanced Pants	✓	✓		
Basic O Socks	✓	✓	✓	
Sprint Socks	✓	✓	✓	
Free Shorts	✓	✓	✓	
Flex Hoodie (¾ zip)	✓	✓	✓	
Pique Lzr Shirt (Polo, Casual wear)	✓	✓	✓	
Run Lzr Shirt (supporters shirt)	✓	✓	✓	✓
Bi-Elastic Cap	✓	✓	✓	✓
Speed Headband	✓	✓	✓	✓
Storm Beanie (Casual wear)	✓	✓	✓	✓
Storm Jacket (Raincoat)	✓	✓	✓	
Storm 50L Duffle	✓	✓	✓	

Legend:

Racing uniform items

Warm-up items

Other optional items

\*And team leaders and other team officials at International Events such as WOC and JWOC .

### 13.3 Mandatory clothing and other rules

In addition to the above eligibility to purchase rules the following rules apply to all Team Canada and International Event Team (WOC, JWOC, WUOC, World Games, and World Cup Events) athletes. These rules are in place so we look professional and like a team which plays an important part in garnering the support of the community and sponsors for high performance orienteering.

1. All Team Canada and International Event Team (WOC, JWOC, WUOC, World Games, and World Cup Events) athletes must purchase (or otherwise obtain or already own) at a minimum the following items:

- a. A white racing top (Speed or Mesh O-Shirt or Fast Singlet)
  - b. A pair of racing pants ( $\frac{3}{4}$  Length Extreme Pants or  $\frac{3}{4}$  Length Run Tights - for forest races)
  - c. Black O-socks
2. All athletes selected to an International Event Team must additionally purchase (or otherwise obtain or already own):
  - a. The advanced jacket
  - b. The advanced pants
3. Athletes competing at the COCs, NAOCs, WOC, JWOC, WUOC, World Games, World Cup Events or World Ranking Events must race official championship races in a racing uniform top (either black or white) and racing uniform pants (either black or white) and black socks with the following exceptions:
  - a. In sprint races athletes may wear plain black shorts or short tights so long as they do not show another clothing manufacturer's logo (non-Trimtex).
  - b. Relay teams must wear white racing tops unless the entire team agrees they will all race the relay in black racing tops. Within a relay team it is still possible to mix and match the singlet, mesh shirt, and speed shirt as long as all are white, or all are black.
4. At major international events, athletes must wear the advanced pants and jacket to all prize ceremonies that they attend.
5. At the COCs and NAOCs all Team Canada athletes must wear Team Canada clothing when receiving prizes or medals.
6. Previous HPP clothing with a different design (the white and yellow/orange/red tops and matching pants and shorts, for example) does not count as part of the Team Canada uniform and may not be worn at official races nor may it be worn mixed with the Team Canada uniform.
7. Racing uniform items (marked in red in above table) and warm-up items (marked in blue) may not be traded, given away, or purchased for anyone else. Other items (marked in black) may be traded or given away.
8. Previous HPP clothing with a different design (the white and yellow/orange/red tops and matching pants and shorts, for example) may also be traded or given away.
9. Athletes must not wear the National Team uniforms of any other national team when participating in any designated activities, including IOF sanctioned events, the Canadian Orienteering Championships, official marketing activities and media appearances on behalf of Orienteering Canada.

## 14. Canadian Anti-Doping Program

Orienteering Canada has adopted the Canadian Anti-Doping Program (CADP). We work closely with the Canadian Centre for Ethics & Sport (CCES) to implement the CADP within orienteering. All Team Canada athletes are automatically part of our "National Athlete Pool" (NAP). Athletes in the NAP are subject to the Canadian Anti-Doping Program (CADP) and shall be bound by all the anti-doping rules and responsibilities contained in the CADP, including completing an

e-learning anti-doping education module (as mentioned in the application section of this Handbook). Note that there will be some additional paperwork required for this for first time members.

More information about anti-doping is available on [orienteering.ca/resources/anti-doping](https://www.orienteering.ca/resources/anti-doping) as well as in the information below:

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The Canadian Centre for Ethics in Sport (CCES) is the custodian of the Canadian Anti-Doping Program (CADP); the set of rules that govern anti-doping in Canada. The CADP consists of several components such as in- and out-of-competition testing, education, medical exemptions, and the consequences of doping violations. The CADP is compliant with the World Anti-Doping Code and all international standards.

Orienteering Canada has adopted the CADP which means that you can be confident that you are part of a world-class anti-doping program that is designed to protect athletes' rights and ensure a level playing field.

While the CCES administers anti-doping for the Canadian sport community, you may also be subject to the rules of your international federation. Learn more about the International Orienteering Federation's Anti-Doping policies and procedures ([orienteering.sport/iof/anti-doping/](https://www.orienteering.sport/iof/anti-doping/)).

The CCES recommends that athletes take the following actions to ensure they don't commit an inadvertent anti-doping rule violation:

Know your rights and responsibilities as an athlete with regard to anti-doping – [Link](#)  
Always comply with a testing request if you are notified for doping control – [Link](#)  
Check all medications and products before taking them to ensure they do not contain ingredients that are banned – [Link](#)  
Verify your medical exemption requirements – [Link](#)  
Do not take supplements, but if you do, take steps to minimize your risk – [Link](#)  
Get the latest news. Sign up to receive CCES media releases and advisory notes – [Link](#)

### **Additional Resources and Information**

- The CCES AthleteZone is a hub of resources and information for athletes and their support personnel – [Link](#)
- The Global DRO provides athletes and support personnel with information about the prohibited status of specific substances based on the current WADA Prohibited List – [Link](#)
- Physicians and medical personnel are encouraged to use the CCES DocZone for targeted medical information – [Link](#)
- Read more about the Canadian Anti-Doping Program – [Link](#)
- The World Anti-Doping Agency works towards a vision of a world where all athletes compete in a doping-free sporting environment – [Link](#)

## 15. Athlete Agreement, Code of Conduct & Discipline Policy

As representatives of Canada and of Orienteering Canada, Team Canada athletes and all Event Team athletes are expected to conduct themselves in a dignified and responsible manner at all times, showing respect and consideration towards other athletes, coaches, event organizers, officials, the public, media, and all volunteers/staff involved with orienteering.

Membership in Team Canada carries a responsibility to the Canadian orienteering community to behave in an exemplary manner. Team Canada athletes, coaches, and officials are held to a high standard and are expected to promote pride and goodwill for orienteering through their behaviour and attitude. Team Canada members are ambassadors for the sport at all times and are expected to behave accordingly at all times.

Please refer to the Team Canada Athlete Agreement and Orienteering Canada's Discipline and Complaints Policy, Code of Conduct and Ethics and Social Media Policy. Orienteering Canada's policies are at [www.orienteering.ca/about/policies](http://www.orienteering.ca/about/policies).

As part of the application all Team Canada athletes will need to read the Athlete Agreement and sign that they have read and agree to it. We strongly recommend reading Orienteering Canada's other policies mentioned above and referenced in the Athlete Agreement.

Please note that there are substantive changes to the *Clothing and Equipment* section (paragraphs 3.w, x, y) of the Athlete Agreement from the 2020 version. There have also been minor changes throughout to update the language to reflect the change from the HPP to the Team Canada Program.