

**NOVA SCOTIA AMATEUR WRESTLING ASSOCIATION (NSAWA)  
TEAM NOVA SCOTIA HANDBOOK**

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**Handbook Intent:**

The intent of this handbook is to assist all members of Team Nova Scotia to better understand their roles and responsibilities. Members include coaches, managers, athletes, and parents/guardians. It is to be used as a reference document for Team NS members for guidance in handling specific issues. The handbook shall be considered a policy and, as such, any changes to the handbook shall be formally approved by the Excellence Committee. Each member of Team NS must sign a copy indicating their understanding of their responsibilities, commitment, and duties.

**Strategy Overview:**

The goal of the NSAWA Excellence Committee is to provide development for athletes and coaches and officials in the province of Nova Scotia in a positive team setting. The goal of Team NS is to develop individual skills for athletes, coaches, and officials that will boost self-esteem and provide a positive experience in the sport of wrestling.

**Mission Statement:**

The mission of Team Nova Scotia is to recruit and prepare athletes, coaches, and officials for National Competition.

**Objective:**

The objective of Team Nova Scotia is to fulfill the Excellence outcomes approved by NSAWA and Sport Nova Scotia.

**Eligibility:**

All NSAWA member athletes in good standing (individual or club) in the U15, U17, U19, and U21 age groups are eligible to try out for Team NS membership. All NSAWA member coaches in good standing are eligible to apply to be selected as a Team NS coach. All NSAWA members in good standing are eligible to apply to be selected as the Team NS Manager.

**Liability:**

Team NS Staff and NSAWA are legally responsible for the operation of Team NS, and individual members can be held liable for improper conduct if they breach their duties. Paying careful attention to the bylaws and policies, as well as the position responsibilities, will help minimize risk and ensure the team is operating at peak performance.

Volunteers in Nova Scotia are protected under the Volunteers Protection Act:

[https://nslegislature.ca/legc/bills/58th\\_2nd/3rd\\_read/b098.htm](https://nslegislature.ca/legc/bills/58th_2nd/3rd_read/b098.htm)

**Team Structure:**

The coaching staff of Team NS will be one Head Coach, one Assistant Male Coach, one Assistant Female Coach, one Manager, and one Mentee Coach.

The athlete component of Team NS will be determined yearly based on the numbers of athletes who try out. No athlete who fits the eligibility and criteria will be left off the team.

## **Accountability:**

Team NS Staff are accountable to the following groups:

*To NSAWA:* Team NS Staff will represent NSAWA professionally and competently. They will report issues, successes, and barriers to the President and/or Vice-President, ideally through the Excellence Director. They are an integral component of the overall NSAWA success strategy.

*To the Excellence Director:* Team NS Staff must report regularly to the Excellence Director on the progress, barriers, and requirements of the team. The Head Coach should attend the monthly Excellence meetings for this purpose. The staff will comply with the directions given by the Excellence group and acknowledge that all selections will be confirmed by the Excellence committee. Team NS staff is accountable to the Excellence Director and the Excellence committee in budget and spending.

*To the NSAWA Parents/Guardians:* To promote an understanding and cooperation between NSAWA and Parents to make it possible for each party to contribute towards the creation of a safe sport environment. The staff must communicate to the Parents/Guardians what is expected of them, their Athletes, and what they can expect from the Association. Staff must also regulate the behaviour of Athletes and Parents in accordance with the bylaws and policies of the Association.

*To the NSAWA Athletes:* To promote a positive team atmosphere within the team members, allowing each member to be challenged, guided, trained, and encouraged. To offer opportunities that are both suitable and challenging to the athletes. To provide advice and guidance suited to each individual athlete.

*To the Club Coaches:* To interact with the club coaches in a positive and equal manner, encouraging an exchange that will assist in the selection and training of athletes.

## **Team Selection:**

- NSAWA will request that high school and club coaches submit lists of recommended athletes. Athletes are able to self-recommend as well. Team NS staff will submit their selections to the Excellence committee for consideration. Yearly submissions will be requested in mid-September. Another Team selection will happen in January of the following year.
- A prospective Team Nova Scotia athlete will be identified by their coaches because they possess the following attributes:
  - o current athletic ability in wrestling as well as potential to improve their skills.
  - o commitment to the sport.
  - o work ethic.
  - o leadership skills.
  - o respectful behaviour.
- Athletes chosen in September will be required to attend ID camps before being considered for the team. They will be observed at practices and competitions to determine their suitability for the team. The ID of athletes in January will be a combination of tournament performance and an observation at practice.

**Individual Team goals:**

**U15** - Athletes will partake in developmental and competitive opportunities in a challenging environment in practices and in competitions with other high-performance athletes. The goals are:

- o to provide a solid fundamental base on which skills can be developed.
- o to provide high-performance training to youth who have been identified as having a strong interest and commitment in pursuing excellence in the sport and want to learn and be challenged.
- o to have success provincially and regionally by creating a solid wrestling base on which to further develop.

**U17** - We endeavor to provide the athlete with an opportunity to learn and execute technique in practices and then have the mental and physical capacity to successfully transfer the skills to competition. The goals are:

- o to build on the U15 solid foundation.
- o to create a higher understanding of what is required to have success in the sport from a physical and mental standpoint and to start to apply it in matches and practices.
- o to be dominant provincially, regionally, and work towards success at national competitions.

**U19/U21/U23** – Athletes will develop their confidence through physical and mental training and success in competition. Athletes at this stage should be preparing for opportunities after high school, such as university teams, or as an official, coach, or other sport leader.

- o to further develop skills which have contributed to success thus far.
- o to recognize and realize the importance of physical and mental preparation.
- o to achieve dominance regionally and have success nationally and internationally.

**Fees:**

Athlete fees will be determined yearly within the Excellence budget. The fees will be incorporated into the budget to cover the costs of Team NS training. A deposit will be payable to the Team Manager by November 1st. The remainder of the fees will be due February

1, 2024. A sibling discount will be as follows: first child 100% fees, second child 50% fees paid, third child and more 25% fees paid.

**Athlete Funding:**

Athletes may apply for funding through Sport Nova Scotia Kidsport fund, the Canadian Tire Jumpstart fund, or the NSAWA Disadvantaged Athlete Funding Policy. Team NS and NSAWA will offer fundraising ventures to assist athletes with travel and accommodations for camps and/or competitions.

**Yearly High-Performance Tournament requirements:**

Each year, in addition to the mandatory high-performance tournaments, the Team NS staff may select one high-performance tournament for a select group of athletes to attend. This tournament will not be U17/U19 or Junior/Senior Nationals. One athlete per weight category will be considered. Not every weight category will be filled. Every four (4) years, the tournament will be the Canada Games. Athletes will be chosen based on their ability and their success, and, in the case of the Canada Games year, a selection trial will be held.

**Canada Games Selection:**

See Appendix A.

### **Staff Responsibilities:**

The Team NS Staff has a responsibility to support the athletes and to ensure operations run smoothly in accordance with the bylaws and policies of NSAWA. As well, the Staff has a responsibility to represent NSAWA in a professional and competent manner.

- Recommend strategies, plans, and policies for approval by the Excellence Committee that guide Team NS and provide direction for athletes, club coaches, and parents/guardians.
- Ensure that there are sufficient and appropriate human and financial resources for Team NS to accomplish its work.
- Fulfill all legal requirements that pertain to Team NS, including avoidance of conflict of interest.
- Remain attentive to the evolving needs of NSAWA in respect of Excellence by listening to Team NS stakeholders.
- Operate as a unified body, speaking with one voice.
- Provide a reliable channel to voice perspectives on issues that impact Team NS stakeholders.
- Act reasonably, prudently, in good faith, and with a view to the best interests of Team NS and its members.
- Place the interests of Team NS first and not use one's position as a member of Team NS staff to further private interests.
- Act within the scope of NSAWA governance policies and bylaws and within the scope of other laws, rules, and regulations that apply to Team NS.
- Keep Team NS business private and not discuss confidential matters with people outside of the NSAWA Board of Directors.
- Support the decisions of Team NS even if they may not personally agree with the decisions and might not have voted in favour of the decision.
- Keep the President and the Excellence Director informed as required through normal reporting and communication channels.
- Act in a manner that promotes a positive and professional public image.
- Devote their full time and attention during volunteer hours to the business and interests of Team NS.
- Schedule volunteer hours to accommodate the changing needs of Team NS which may require evening and weekend work.
- Clearly communicate all important dates, expectations, and program changes to both the athletes and the parents of athletes, ensuring all parties are well-informed.
- To attend practices, training camps, competitions, etc. as scheduled.
- To recognize and minimize risk on and off the mat.
- To make sure all athletes who are removed for medical reasons (especially following concussion protocols, neck injuries and broken bones) are medically cleared before returning to practice or competition.

### **Communication:**

Communication between the Team NS Staff and the Excellence group, as well as between the Team NS staff and the Head Coach, is vital to the health of the team. Regular, open discussion between the Head Coach, Excellence Director, and the team staff members is paramount and must be guided by what is best for the team. Each team member should keep the others informed of their progress and/or barriers in their roles/responsibilities.

Team staff members should respectfully resolve disagreements. As the leader, the Head Coach guides the staff and sets the tone for the team. Respectfully resolving disagreements demonstrates commitment and professionalism.

### **Policy on Handling an Ineffective Staff Member:**

Some reasons for ineffective behaviour:

- The Staff member is not clear on the expectations.
- The Staff member is not comfortable with the assignment.
- The Staff member may be “burnt out”.
- The Staff member is not compatible with the role.
- The Staff member does not have the skills required.
- The Staff member is unable to commit the time required.

The Head Coach and the Excellence Director must meet with the member to discuss the cause of the reduced participation/ production. Some appropriate solutions may be:

- Clarifying expectations.
- Providing training, orientation, and/or coaching.
- Allowing the member to step aside or take a leave of absence.

**Term Limits:**

Term limits give staff members an opportunity to determine if continued service is in the best interest of both parties. To ensure the ability to bring in fresh perspectives and expertise, and to foster the ability to be flexible and responsive to changing needs, a minimum two-year commitment is required. Staff members will be recruited for a two-year period and able to reapply at the end of the two years. The term limit is a maximum of two consecutive years. If a staff member wishes to continue in their position after their term limit has been reached, the individual must re-apply for the following two years.

**Team NS Staff Recruitment:**

- Staff members will be selected through a recruiting process ideally conducted by a three-member committee, only one of which will be a member of NSAWA not having conflict of interest.
- Each potential applicant must be in good standing with NSAWA. Should a staff member lose their good standing, a replacement will be referred by the Excellence Committee and confirmed by the NSAWA Board of Directors. The new staff member can be appointed on a temporary basis or permanently until the next selection process.

## **Individual Responsibilities:**

### ***Individual Staff Member: (Assistant Coaches)***

- Attend the mandatory 70% of Team NS mandatory events.
- Attend special events during the year (e.g., Awards banquets).
- Report to the Head Coach any positive or negative behaviour or feedback.
- Follows through on Team NS decisions and supports the consensus despite personal opinions.
- Ensures up-to-date contact information is filed with NSAWA.
- Responds to all communications within 48 hours.
- Follows policy for reimbursement of any expenses.
- Ensures coaching credentials are up-to-date and takes any necessary courses.

### ***Head Coach:***

- The Head Coach will be a non-voting member of the Excellence Committee. Other staff members cannot participate on the Excellence Committee.
- Stays informed of new policies, services, and programs in the sport community.
- Keeps staff informed of above.
- Informs others of Team NS and its purpose.
- Works with the Excellence Committee to form policies and selection criteria.
- Liaises regularly with the Excellence Director and NSAWA President for open communication.
- Leads the Team Staff confidently and appropriately.
- Handles disputes and disagreements according to policy, referring them to the Excellence Director or the President as necessary.
- Works with the Manager to create the Team NS budget, then submits the budget to the Excellence Director for inclusion in the overall NSAWA budget.
- Works with the club coaches to train club athletes as required and to select athletes for consideration for Team NS.

### ***Mentee Coach:***

- Attend the mandatory 70% of Team NS mandatory events.
- Attend special events during the year (e.g., Awards banquets).
- Report to the Head Coach any positive or negative behaviour or feedback.
- Follows through on Team NS decisions and supports the consensus despite personal opinions.
- Ensures up-to-date contact information is filed with NSAWA.
- Responds to all communications within 48 hours.
- Follows policy for reimbursement of any expenses.
- Ensures coaching credentials are up-to-date and work over the two year term to acquire any necessary courses to be considered for the next coach selection.

### ***Manager:***

- Liaises with the Organizational Effectiveness Director for any promotional material and/or events.
- Organizes team events, e.g., venues, travel, financing, etc.
- Works with the Head Coach to create the Team NS budget, then submits the budget to the Excellence Director for inclusion in the overall NSAWA budget.
- Creates and manages opportunities for athlete and team fundraising.
- Informs others of Team NS and its purpose.

### ***Athlete:***

- To follow the Athlete Code of Conduct.
- Attend the mandatory 70% of Team NS mandatory events.
- All mandatory events attend unless explanation and permission given
- To give their best effort in training and in competition.
- To follow the advice and guidance of the Team NS staff.

- To be a team player.

***Parent/Guardian:***

- To be encouraging and supportive of their athlete(s).
- To follow the Parent/Guardian Code of Conduct.
- To be supportive of the Team NS Staff endeavours.
- To keep the lines of communication open with Team NS Staff.
- To discuss issues/problems with the Team NS Staff openly.

***Club Coach:***

- To identify all eligible and interested athletes.
- To submit the list of these athletes to the Team NS Manager.
- To support the endeavours of the Team NS Staff in training the athletes.
- To work with the Team NS Staff in areas of training mutual athletes.
- To keep the lines of communication open with the Team NS Staff.



## **Job Descriptions:**

### **Head Coach:**

- Assist the Excellence Committee with creating a Team Plan, including training camps, competitions, and athlete identification.
- In coordination with the Team Manager, plan/organize the wrestle-off to determine Canada Games Team members.
- In coordination with the Team NS Staff, identify, recruit, and select Team NS members.
- With the Team Manager, ensure all coaches, athletes, and parents are informed regarding the Team NS member requirements as well as the Canada Games requirements.
- Demonstrate the principles of sportsmanship, fair play, and respect for the rules.
- Report monthly to the Excellence Director on the progress of Team NS.
- Dedicates time to training camps, both local and out of province.
- Leads and manages the Team NS Staff ensuring that each member is meeting their obligations and commitments.
- Mentors the junior coaches.
- In consultation with the Manager and Excellence committee, creates a yearly Team NS budget.

### **Manager:**

- In consultation the Head Coach coordinates the activities of the Team NS athletes.
- In consultation with the Head Coach and NSAWA, ensures all arrangements regarding transportation, accommodations, and other preparations are completed and relayed to athletes, coaches, and parents/guardians prior to competitions and/or team camps.
- Maintains a communications link with the Team NS staff and other relevant staff such as Mission staff for Canada Games.
- Is responsible for:
  - o Distribution of plane tickets at the airport.
  - o Payment of applicable hotel/transportation expenses.
  - o Ensures proper cash advances are made prior to competitions.
  - o Assists other staff in monitoring athlete behaviour during competitions and training camps.
- With the guidance of NSAWA and the Head Coach, lays out guidelines for appropriate behaviour for team members.
- Submits a written report after each competition/training camp to the Head Coach and the Excellence Director, complete with staff observations and recommendations.
- Coordinate fundraising efforts with the Organizational Effectiveness committee.
- Dedicates time to attend training camps, both local and out of province.
- Accompanies injured athletes for assessments/follow up while on team outings.
- In consultation with the Head Coach and excellence committee, creates a yearly Team NS budget.

### **Male/Female Coach:**

- Mentors and teaches the Mentee Coach.
- With the assistance of the other members of Team NS Staff, chooses the members of the team.
- Guides and teaches the members of the team.
- Participates in all Team NS activities.
- Demonstrates appropriate and respectful behaviour towards fellow staff, NSAWA members, all athletes (on and off the team), as well as other partners.
- Participates in evaluations of athletes and fellow staff.
- Participates in necessary disciplinary actions of team athletes.
- Participates in training for personal and professional development.

### **Mentee Coach:**

- With the assistance of the other members of Team NS Staff, chooses the members of the team.
- Guides and teaches the members of the team.
- Participates in all Team NS activities.
- Demonstrates appropriate and respectful behaviour towards fellow staff, NSAWA members, all athletes (on and off the team), as well as other partners.
- Participates in evaluations of athletes and fellow staff.
- Participates in training for personal and professional development.
- Open to constructive feedback and guidance on ways to develop while on their high performance coach pathway.

## **Appendix A: Canada Games Strategy**

The Team NS Staff will act as Canada Games Staff.

### ***Purpose:***

To establish the selection process for the Male and Female Canada Games Wrestling Team.

### ***Mission Statement:***

It is our goal to promote the ideals of fair play, sportsmanship, and winning through sport and amateur wrestling.

### ***Objectives:***

- To represent NSAWA and the Province of Nova Scotia.
- To develop a broad base of young Nova Scotia wrestlers.
- To develop a unified team building approach within the NS Canada Games team among the coaches and athletes.
- To increase the image of wrestling in Nova Scotia.

### ***Eligibility:***

- Any athlete born between 2007 and 2010.
- Registered member in good standing with NSAWA.
- Citizenship/residency please refer to the technical package:  
[https://drive.google.com/file/d/1VE4XEO\\_zzBUjgFFD6H1-LihjWxheVDMY/view](https://drive.google.com/file/d/1VE4XEO_zzBUjgFFD6H1-LihjWxheVDMY/view)

### ***Excluded Athletes:***

- Senior National Team Athletes are not eligible for the Canada Games\*.
- Athletes that have held an SR1 or SR2 card (as defined by Sport Canada's Athlete Assistance program) at any time.

No athlete can be rendered ineligible within 90 days of the opening of the Games due to carding status or National Team status (no athlete will be excluded if they become National Senior Team members for the first time or are granted carding status after May 1<sup>st</sup> of the Games year).

\*Athletes who hold a C card (as defined by Sport Canada's Athlete Assistance program) or are in their first year of Senior National Team status may be deemed eligible on a case-by-case basis. Requests must be submitted to the respective Provincial/Territorial Chef de Mission and approved by the Canada Games Council's Sport Committee.

Note: – Such exclusions do not usually apply to the sport of wrestling due to the nature of the sport and the development cycle of wrestlers.

### **Weight Categories:**

#### Male:

44-48 kg.	Up to 65 kg.	Up to 92 kg.
Up to 52 kg.	Up to 71 kg.	Up to 100 kg.
Up to 56 kg.	Up to 77 kg.	Up to 125 kg.
Up to 60 kg.	Up to 85 kg.	

#### Female:

43-47 kg.	Up to 59 kg.	Up to 73 kg.
Up to 50 kg.	Up to 62 kg.	Up to 80 kg.
Up to 53 kg.	Up to 65 kg.	Up to 90 kg.
Up to 56 kg.	Up to 69 kg.	

### **Final Team Selection**

#### Overview:

The Canada Games Trials for Nova Scotia will take place in May of the Canada Games year. The date, location, registration deadline, and the registration details will be determined by the Excellence committee and the Team NS staff. The Team NS manager will communicate the details to the NSAWA Board of Directors and the club coaches at least eight (8) weeks prior to the event. The trials are a one-day event.

#### Athlete requirements:

- Must be an NSAWA member in good standing.
- Meet Canada Games Society eligibility requirements (age, citizenship, etc.).
- Pre-registration and payment of trial fees.
- Canadian Citizenship on or before the trial date.

#### Trial Fees:

The cost for competing in the Canada Games Trials will be set by the Excellence committee within their Excellence budget and will be communicated to the athletes, parents, NSAWA Board of Directors, and club coaches with the preregistration package. This money is payable in cash or e-transfer to the Team Manager at the time of registration. These fees will cover the costs of the trials, i.e., gym rental, mat tape, officials. Extra funds will be put towards training for athletes.

#### Trial Format:

- The format will be a pool tournament followed by a ladder tournament. The winner of the pool portion of these trials will compete against the number one seed in each weight class with special provisions described in this document.
- With exception to the winner of the pool, the wrestlers in the ladder will be seeded based on participation and competition points earned prior to the trials. Each stage of the ladder will be a one match format.
- The final championship match for each weight class will be a best of 3, with the top ranked wrestler having a one (1) match advantage (i.e., the challenger must win two matches, the top ranked wrestler must only win one). Wrestlers will have a minimum of 30 minutes between matches. The rules of the competition will be those as set out by the WCL rule book regarding the U19 division.
- All matches will follow the WCL rulebook. The officials shall be chosen by the Officials Director. Those officials chosen must be National B ranked officials or higher.
- The winner of each best of three (3) final will be the Canada Games Final Team member for Nova Scotia.

- The second-place finisher of the best of three (3) final will be the Canada Games Alternate Team member for Nova Scotia.
- To maintain their spot, the athlete must attend a minimum of two either club or school practices per week and the summer Team NS Canada Games Camp.
- Should the second-place finisher decline the alternate position or not fulfill the requirements, the Team NS staff will consider the third-place finisher. The same criteria will apply.
- Any athlete who suffers a serious injury or illness following selection may be replaced on the team by the alternate. Team NS staff shall make the decision only in the event that an athlete is deemed to be unable to return to the level of performance demonstrated in winning the spot on the team by the start of the wrestling competition at the Canada Games.

**\*Challenge:** A wrestler who finishes in second place in a weight class may challenge the winner of a weight class one weight category higher. The request must be made by the club coach to the Team NS coaching staff within thirty (30) minutes of the end of the second-place match. The decision to allow this challenge will be at the discretion of the Team NS staff. If allowed, the challenge match will be wrestled at least thirty (30) minutes after the last match of each of the wrestlers.

Weight Category Format: All wrestle-offs will occur with a **2kg weight allowance**.

- **Two (2)** wrestlers: ladder tournament only.
- **Three (3)** wrestlers will be seeded: 2<sup>nd</sup> seed vs 3<sup>rd</sup> seed in the pool; the winner competes against 1<sup>st</sup> seed.
- **Four (4)** wrestlers will be seeded:
  - Round 1 – 3<sup>rd</sup> wrestles 4<sup>th</sup>.
  - Round 2 – winner wrestles 2<sup>nd</sup>.
  - Ladder – winner wrestles 1<sup>st</sup>.
- **Five (5)** wrestlers will be seeded:
  - Round 1 – 5<sup>th</sup> wrestles 4<sup>th</sup>.
  - Round 2 – winner wrestles 3<sup>rd</sup>.
  - Round 3 – winner wrestles 2<sup>nd</sup>.
  - Ladder – winner wrestles 1<sup>st</sup>.
- **Six (6)** wrestlers will be seeded.
  - Round 1 – 2<sup>nd</sup> wrestles 7<sup>th</sup>.
  - 3<sup>rd</sup> wrestles 6<sup>th</sup>.
  - 4<sup>th</sup> wrestles 5<sup>th</sup>.
  - Round 2 – 3<sup>rd</sup> wrestles 6<sup>th</sup>.

Weight classes larger than the above groups will be run in a similar format at the discretion of the Team NS staff in consultation with the Pairing Masters.

Trials Timeline:

9:00 a.m.	Medicals and weigh-in
9:45 a.m.	Draw posted
10:00 a.m.	Trials wrestling begins

Ideally, the team will be announced ten (10) days after the trials unless there is a medical exclusion delaying the announcement. The team will be announced no later than June 1<sup>st</sup>.

Medical Exclusion Procedure:

Athletes who are not able to attend the final wrestle-offs due to a medical reason, require approval from the Head Coach and Team Manager.

- The request must be accompanied by an appropriate doctor's note or appropriate alternative.
- The communication must be in writing or via a confirmed email to the Team Manager.

Once approved, an alternative challenge date not later than May 30<sup>th</sup> will be set. The challenge match must be at an appropriate time and location for those wrestlers involved.

#### Seeded Injury Provision Procedure:

An injured or non medically cleared athlete seeded athlete who cannot participate in the trials will be permitted to submit a written petition for a special delayed wrestle-off from the final team trials to be reviewed by the Canada Games team coaches and manager with the following conditions:

- The athlete must be seeded 1<sup>st</sup> or 2<sup>nd</sup> prior to the trials to be eligible for an injury provision.
- The athlete must have competed at the most recent Nationals or in at least two (2) tournaments between November 1<sup>st</sup> and May 1st at the weight class of the petition.
- A medical certificate must accompany the petition.
- The request with supporting documents must be submitted no later than 24 hours prior to the date of the trials.
- The challenging wrestler will pay a fee of \$100 before the match to the Manager to offset the costs incurred for the wrestle-off.

If approved, the severity of the injury will be considered in the decision-making process. Team NS staff will be responsible for the decision. The alternate date and location for the wrestle-off must take place on or before May 30<sup>th</sup> at the convenience of both wrestlers and their club coaches.

#### Seeding for the Final Team Selection:

The Team NS Staff have implemented a point system to rank all competitors for the final team selection. These points will be made available to all Team NS members. The tabulation of points will be monitored by the Team Manager. The schedule of eligible events will be distributed to all team athletes, their parents/guardians, and club coaches in September of each year.

1. **Participation Points** will be earned by wrestlers attending mandatory competitions, camps, and practices. These points will be recognized and valid for any weight class.
2. **Competition points** will be earned by wrestlers competing in mandatory competitions. The competition points which are listed apply to the one weight class in which the wrestler chooses to wrestle at trials. These points are weight class specific, having been earned in a certain weight class through mandatory competitions.

#### Points System – Selection Criteria:

Athletes will be awarded points for specific mandatory training sessions and competitions attended as a Team NS member. A wrestler can earn participation points for attending a mandatory competition in addition to the competition points based on the results.

- The athlete accumulating the greatest number of points for attendance at Team NS events in a particular weight class leading up to trials will be seeded 1<sup>st</sup>.
- The number one seeded wrestler in a weight class will have a bye to the final in that weight class.
- All other wrestlers eligible for the trials will compete in the pool of ranked wrestlers according to the number of points accumulated throughout the process.

- Those athletes who are not members of Team NS will be ranked last. If there are more than one, a random draw for seeding between those athletes will be held by the pairing master team.
- If wrestlers are tied for seeding points, then the wrestler with the greatest number of competition points will receive the higher seeding. If there remains a tie, then the winner of the last head-to-head match between the two wrestlers will receive the higher seed.
- Points rubric for competitions (based on CAWO team point tabulation format). Double points will be given for U17/U19 Nationals placements.

<b>Competitors</b>	<b>6 +</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1 <sup>st</sup> Place	10	9	7	5	4	3
2 <sup>nd</sup> Place	7	6	5	3	2	
3 <sup>rd</sup> Place	5	4	3	2		
4 <sup>th</sup> Place	3	2	1			
5 <sup>th</sup> Place	2	1				
6 <sup>th</sup> Place	1					

Participation Point System:

- Mandatory training sessions schedule will be determined by the Team NS staff and distributed to the athletes, parents/guardians, and club coaches by September each year.
- These points accumulate starting July 1<sup>st</sup> 2024 until Canada Games Selection Trials.

**Points for regular attendance at Team NS practices:**

- 1 point. If injured 0.5 points will be allotted for attendance of Team NS practices to watch and learn or to drill lightly.

**Points for attendance at a mandatory camp or tournament:**

- 3 points. If injured 1.5 points will be allotted for attendance of mandatory training sessions to watch and learn or to drill lightly.

Final Team Selection:

The final Canada Games Team selection will be made by the Team NS staff. The results of the trials will be strongly considered; however, the staff will also consider the wrestler’s attitude, commitment to the sport, and the ability to proudly represent NSAWA and the province.

Appeal Procedure:

Any athlete wishing to appeal a decision of the Team NS Staff may do so in writing to the NSAWA President and/or Vice-President within 72 hours of the decision. The executive will follow the NSAWA Appeal Policy.

NOTE: In the event of any discrepancy between this document and the Canada Games Wrestling Technical Package regarding any criteria, the Technical Package will prevail. The Technical Package includes all information on residency status, eligibility criteria, etc.

## **Appendix B: Code of Conducts**

### ***Staff Code of Conduct:***

Team NS Staff Members shall adhere to the following:

### **NOVA SCOTIA PROVINCIAL STAFF CODE OF CONDUCT**

#### Overview:

The Nova Scotia Provincial Wrestling team will represent NSAWA, and the Province of Nova Scotia. Staff members of Team Nova Scotia are expected to promote pride and good will for the province through their behavior and attitude. Staff members are ambassadors for the province during travel, practice, training camps, or competitions. In essence, whenever they are participating in wrestling activities.

#### Code of Conduct Standards:

Staff members shall adhere to the WCL Safesport policy, NSAWA Code of Conduct, the NSAWA Rule of Two, and the NS Provincial Staff Code of Conduct. They are also guided by the Coaching Association of Canada Code of Conduct.

#### Expectations:

This Code of Conduct will outline expectations for the Provincial Team staff. The code outlines basic rules and regulations that reflect the highest standards of behavior.

Team NS staff must read, sign, and submit this Code prior to further attendance of Team Wrestling NS activities.

A significant goal of the provincial team staff is to create an environment that allows athletes to produce quality performances. We strive for this excellence by:

- Competing, coaching, and managing to the best of our ability in a spirit of fair play and sportsmanship.
- Treating our teammates, opponents, and all tournament staff, volunteers, and officials with equality and respect.

#### Roles & Responsibilities for Staff:

- Follow this Code of Conduct.
- Participate fully in all team functions whenever possible unless waived to do so by the Head Coach.
- Coach to the best of their ability in an unbiased, fair, and sportsmanlike manner, demonstrating self-control in appropriate situations.
- Show respect for all people regardless of gender, colour, race, or creed.
- Adhere and agree to abide by the Team Nova Scotia policies and bylaws of NSAWA, WCL, the Province of NS, as well as any hosts or host venues.
- Inform the Head Coach or the Excellence Director of any problems or concerns. The President may also be apprised.
- Manager will select the most appropriate form of social media to keep parents and athletes up to date on upcoming events and team information.

#### Team Nova Scotia Dress Code:

- All team activities will follow the team dress code.
- Clothing will not display logos, words, or pictures which might be considered offensive.



- Rips and tears on pants, shorts, or shirts are unacceptable.
- Practice gear will be kept clean, and in good repair. Shorts will be no shorter than mid thigh. Shirts are required to have full coverage at all times. If an athlete comes to practice in attire contrary to the dress code, they will be asked to change. If no other clothing option is available athletes will be required to watch the practice.
- Team Nova Scotia clothing will be kept clean, and in good repair.
- Team members will wear their team clothing to team functions, and when representing the province elsewhere.

Uniform Ethics:

The Team uniform, or parts thereof should be worn with pride and dignity. It is not acceptable for any member of Team Nova Scotia to wear uniform components while engaging in any activity that would not be respectful of the commitment to upholding the standards of representing our province.

Standard of Conduct:

*Respect for others:*

Team NS is committed to providing a positive, respectful, and accepting space. Discriminatory behaviour is not acceptable. Disrespectful, offensive, racist, or sexist remarks or actions will not be tolerated and will be subject to disciplinary measures.

*Team functions*

All staff members are expected to attend all Team NS functions unless the absence is cleared prior to that event by the Head Coach. All staff members are considered chaperones and shall behave with the best interests of the athletes in mind.

*Costs of Loss or Damage*

Every participant is personally responsible for covering costs due to loss or damage in all venues, accommodations, or other travel methods. Losses due to theft or vandalism, etc. will result in immediate suspension as a Staff Member and referral under the Discipline Policy.

*Drugs, Alcohol, Tobacco*

Banned or illegal substances or substance abuse is prohibited. Staff will only take drugs as prescribed by a physician.

*Sportsmanlike Conduct*

Team staff are expected to always demonstrate sportsmanship. Staff will demonstrate a positive winning or losing attitude in all circumstances. Any necessary discipline will fall under the NSAWA Disciplinary Policy.

*Appeal*

Appeals from disciplinary sanctions will be directed to the NSAWA Executive.

**TEAM NOVA SCOTIA STAFF CODE OF CONDUCT AGREEMENT**

I \_\_\_\_\_ have read the Team Nova Scotia Staff Code of Conduct. I agree to abide by the code. I understand that should I break the code I may be disciplined under the NSAWA Discipline Policy, which may result in removal from my staff position.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Witness \_\_\_\_\_ Date \_\_\_\_\_

This agreement will be signed and returned to the NSAWA Excellence Director at [wns.excellence1@gmail.com](mailto:wns.excellence1@gmail.com).

### ***Parent/Guardian Code of Conduct:***

Parents or Guardians of Team NS athletes will agree to the following:

#### **PARENT/GUARDIAN CODE OF CONDUCT AGREEMENT**

Participation in sport is supposed to be a positive experience – for the athlete. Actions by parents, fans, and coaches, whether verbal or nonverbal, can have a lasting emotional effect on athletes. Too many of today's youth are leaving sports activities because the fun is unfairly taken away by adults.

NSAWA strongly believes the essential elements of character-building and ethics in sports are embodied in the concept of sportsmanship and six core principles: Trustworthiness, Respect, Responsibility, Fairness, Caring and Good Citizenship. As a parent/guardian of an NSAWA athlete, your actions reflect not only on you, but your athlete, his/her team, NSAWA and the club/Team NS.

As a parent/guardian member of NSAWA, you agree to abide by and follow the rules and guidelines below:

- I will adhere to a zero-tolerance policy. I will never be under the influence of or in possession of drugs, alcohol, tobacco products or weapons of any kind at practices, games, trips, or other wrestling events.
- I understand that the use of foul language towards anyone (coaches, teammates, officials, opponents, or spectators) will not be tolerated. I will not engage in any language or actions with the intent to initiate, hurt, intimidate, or humiliate any athlete, coach, official, or spectator. I will not tolerate these acts from any players, coaches, or adults in wrestling. These acts shall be considered harassment and will result in the immediate removal from the practice, game, or event.
- I will not post on any social media site with the intent to initiate, hurt, intimidate, or humiliate any player, coach, official or spectator. The posting of negative, demeaning, or derogatory comments will not be tolerated. These acts shall be considered harassment and may result in the immediate removal from the Association. Furthermore, if I see anything of concern from or about an official, a coach, athlete, or NSAWA member on a social media site, I will immediately contact my athlete's coach or the President of NSAWA. As a parent/guardian, I understand that I am accountable for the actions of my athlete on social media sites. I will stress to my athlete the importance of proper conduct on these sites and provide parental oversight to prevent any type of cyber-bullying by my child.
- I will use the Band App appropriately and only for myself. I will not allow others to use my link to sign up on my behalf.
- I will not post any photos or videos of any athlete without permission.
- I (and my guests) will not engage in any kind of unsportsmanlike conduct with any official, coach, athlete, or parent such as booing, taunting or using profane language or gestures. I will maintain self-control at games, practices, and other club events.
- I (and my guests) will be a positive role model for my athlete and encourage sportsmanship by showing respect and courtesy, and demonstrate positive support for all athletes, coaches, officials and spectators at every game, practice, or event.
- I will not encourage any behaviors or practices that would endanger the health and wellbeing of the athletes.
- I will encourage my athlete to play by the rules and to resolve conflicts without resorting to hostility or violence.
- I will require that my child treat all athletes, coaches, officials, and spectators with respect.
- I will follow a safe return to sport approach and will make sure my athlete has all necessary medical clearance.
- I will praise my child for wrestling hard and competing fairly.
- I will never ridicule or yell at my athlete or other participant for making a mistake or losing a match.
- I will not complain or become confrontational about calls made by the officials and I will always respect the referees and pairing masters and their decisions.

- I will support the coaches. I will not coach my athlete or other athletes during competition, games, practices, or any other sanctioned event. I will not openly question or confront coaches before, during or after games or practices. I will take the time to speak with coaches about any concerns calmly, privately, and at an agreed upon time and place.
- I will not force my athlete to participate in wrestling.
- I will promote the emotional and physical well-being of the athletes ahead of any personal desire I have for my athlete or his/her to win.
- I understand and agree to not give my own athlete medical clearance and/or advice in regards to NSAWA activities.
- I will inform the coach of any physical disability, illness, or injury that may affect the safety of my child or the safety of others, including a history of concussions and/or any other head injuries.

I realize that if I violate this Code of Conduct, I may be subject to disciplinary action that could include one or more, but not limited to the following:

- Verbal warning by Head Coach or Team Manager
- Written warning by Head Coach or Team Manager
- Referral to the President and/or Vice-President for action under the NSAWA Discipline Policy.

I \_\_\_\_\_ have read the Team Nova Scotia Parent/Guardian Code of Conduct. I agree to abide by the code. I understand that should I break the code I may be disciplined under the NSAWA Discipline Policy.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Witness \_\_\_\_\_ Date \_\_\_\_\_

This agreement will be signed and returned to the Team NS Manager at [teamNSmanager@gmail.com](mailto:teamNSmanager@gmail.com) prior to the athlete's attendance at Team NS functions.

### ***Athlete Code of Conduct:***

Team NS and potential Team NS athletes will agree to the following:

#### **NOVA SCOTIA PROVINCIAL WRESTLING TEAM CODE OF CONDUCT**

##### Overview:

The Nova Scotia Provincial Wrestling team will represent NSAWA, and the Province of Nova Scotia. Members of Team Nova Scotia are expected to promote pride and good will for the province through their behavior and attitude. Team Nova Scotia members will be ambassadors for the NSAWA and Nova Scotia during travel, practice, training camps, or competitions. In essence, whenever they are participating in wrestling activities.

##### Code of Conduct Standards:

The Team Nova Scotia Code of Conduct will be explained to all members and parents/guardians as to what is expected of them as a part of Team NS. This includes travel to, from, or engaging in team activities (on or off the mat).

##### Expectations:

This Code of Conduct will outline training and behavioral expectations for the Provincial Team members. The code outlines basic rules and regulations that reflect the highest standards of behavior.

Team NS members and their parents/guardians must read, sign, and submit this Code prior to further attendance of Team Wrestling NS activities. Any athlete who does not meet these standards of behavior risks losing their status as a Team Nova Scotia member.

A significant goal of the provincial team staff is to create an environment that allows athletes to produce quality performances. We strive for this excellence by:

- Competing, coaching, and managing to the best of our ability in a spirit of fair play and sportsmanship.
- Treating teammates, opponents, and all tournament staff, volunteers and officials with equality and respect.

##### Roles & Responsibilities for Athletes:

- Follow this Code of Conduct.
- To participate fully in all team functions whenever possible unless waived to do so by the coaching staff.
- To compete to the best of their ability in a fair and sportsmanlike manner.
- At all times to wrestle hard within the rules and exercise self-control.
- Show respect for all people regardless of gender, colour, race, religion, or other differences.
- Adhere and agree to abide by the Team Nova Scotia policies, and policies and bylaws of NSAWA, WCL, the Province of NS, as well as any hosts or host venues.
- Inform coaches, manager, or chaperones of any problems or concerns. The Excellence Director or the President may also be apprised in lieu.
- I will use the Band App appropriately and only for myself. I will not allow others to use my link to sign up on my behalf.

##### Team Nova Scotia Dress Code:

- All team activities, prior to officially being named to the Team, shall follow the team dress code.
- Clothing will not display logos or pictures which might be considered offensive.

- Rips and tears on pants, shorts, or shirts are unacceptable.
- Practice gear will be kept clean, and in good repair.
- Team Wrestling Nova Scotia clothing will be kept clean, and in good repair.
- Team members will wear their team clothing to team functions, and when representing the province elsewhere.

#### Uniform Ethics:

The Team uniform, or parts thereof should be worn with pride and dignity. It is not acceptable for any member of Team Nova Scotia to wear uniform components while engaging in any activity that would not be respectful of the commitment to upholding the standards of representing our province.

#### Standard of Conduct:

##### *Respect for others:*

Team Wrestling NS is committed to providing a positive, respectful, and accepting space. Discriminatory behaviour is not acceptable. Disrespectful, offensive, racist, or sexist remarks or actions will not be tolerated and will be subject to disciplinary measures. No photos or videos will be shared via email or social media without permission.

##### *Team functions*

All team members are expected to attend all Team NS functions unless the absence is cleared prior to that event by Team NS staff.

##### *Curfew*

When attending team functions all participants will follow the curfews set by Team NS staff. This is mandatory even if the participant is not staying directly with the team.

##### *Alternate accommodations*

Athletes must receive written permission for alternate accommodations from Team NS staff. When staying at hotels, or other accommodations, no male team member will be permitted to enter a female participant's room or personal accommodation, likewise no female will enter a male accommodation.

##### *Costs of Loss or Damage*

Every participant is personally responsible for covering costs due to loss or damage in all venues, accommodations, or other travel methods. Losses due to theft or vandalism, etc. will result in immediate expulsion from the program.

##### *Drugs, Alcohol, Tobacco*

- Banned or illegal substances or substance abuse is prohibited.
- Participants will only take drugs as prescribed by a physician. Any prescribed drugs must not be on the "prohibited list" as set out by the Canadian Centre for Ethics in Sport. <https://cces.ca/prohibited-list>
- The use of performance-enhancing or other "recreational" illegal drugs will result in immediate team expulsion.
- A minor is defined by the laws of Nova Scotia as under nineteen years of age. Minors shall not drink during any team function.
- Team functions are defined as: the time a participant leaves home to the time that they arrive home. All Team NS functions are tobacco and cannabis free. This includes snuff, chewing tobacco, vape, and all cannabis products.
- No Team NS member or participant in the program shall be intoxicated or under the influence of alcohol or drugs at any time.

##### *Sportsmanlike Conduct*

All participants of Team NS are expected to demonstrate sportsmanlike behaviour, at all times and in all circumstances. Participants are expected to win or lose with dignity and respect. Disciplinary sanctions and responsibility applying discipline for offences not covered by the NSAWA Disciplinary policy are the immediate responsibility of the Team NS staff. Sanctions may range from a verbal reprimand to dismissal from a team function, and/or team expulsion. The NSAWA Disciplinary Policy shall be followed, with recommendations by the Team NS staff, in all instances that fall under that policy.

##### *Dismissal*

Dismissal and/or expulsion of a participant requires consensus of the Team NS staff. A written report outlining the circumstances of the behaviour, the actions by the athlete, parent/guardian, Team NS staff, as well as the decision by the staff must be sent to the participant's personal coach, and the executive of NSAWA within ten (10) days of the decision.

*Appeals*

Appeals from disciplinary sanctions may be appealed under the NSAWA Appeal Policy.

**TEAM NOVA SCOTIA CODE OF CONDUCT AGREEMENT**

I \_\_\_\_\_ have read the Team Wrestling Nova Scotia Code of Conduct. I agree to abide by the code. I understand that should I break the code I may lose standing with the team and not have the opportunity to represent Nova Scotia, and I may be disciplined under the NSAWA Discipline Policy.

Athlete Signed \_\_\_\_\_ Date \_\_\_\_\_

Parent/Guardian Signed \_\_\_\_\_ Date \_\_\_\_\_

This agreement must be signed and returned to the Team NS Manager at [teamNSmanager@gmail.com](mailto:teamNSmanager@gmail.com) prior to attendance of Team NS activities.

Appendix C: NSAWA Board of Directors agreement:

- To prepare wrestlers to be competitive in the sport of wrestling by offering training and competition opportunities in a positive, professional, and productive setting.
- The Board of Directors will endeavor through the Excellence Director and the Excellence Committee to establish, support, and monitor Team NS staff in providing a positive environment in which wrestlers, parents, officials, and coaches can all develop in the sport of wrestling and have a constructive and encouraging experience.
- In the process of monitoring the Provincial Team Program, the BoD via the Excellence Director, will ensure that stakeholders not adhering to the appropriate Code of Conduct are sanctioned according to the NSAWA Discipline Policy.
- The priority of NSAWA is to provide proper training for wrestlers and coaches in a timely, effective, and professional manner.
- President, Vice-President, and Excellence Director shall all sign this agreement.

**NSAWA TEAM NOVA SCOTIA AGREEMENT**

I \_\_\_\_\_ have read the NSAWA Team NS Agreement. In my capacity as  
*President*, I agree to abide by the code.

Signed \_\_\_\_\_ Date \_\_\_\_\_

I \_\_\_\_\_ have read the NSAWA Team NS Agreement. In my capacity as  
*Vice-President*, I agree to abide by the code.

Signed \_\_\_\_\_ Date \_\_\_\_\_

I \_\_\_\_\_ have read the NSAWA Team NS Agreement. In my capacity as  
*Excellence Director*, I agree to abide by the code.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Witness \_\_\_\_\_ Date \_\_\_\_\_

This agreement must be signed and returned to the Team NS Manager at [teamNSmanager@gmail.com](mailto:teamNSmanager@gmail.com).