



2025 Canada Games Assistant Coach Olympic Stream

Tour Dates: August 4-August 16, 2025

Competition Dates: August 9-15, 2025

Location: St. John's, Newfoundland

Full Team Size: 32 Athletes

- 24 Olympic Stream (12 Female/12 Male)
- 4 Paralympic Stream (2 Female/2 Male)
- 4 Special Olympians (2 Female/2 Male)

Available Positions:

- Olympic Stream: 2 Coaches

Nomination Committee for Assistant Coaches

- Designated member or members of the Swim Ontario Technical Staff
- 2025 Canada Games Team Ontario Swimming Head Coach.
- 2025 Canada Games Para Lead Coach or named designate
- Sport Development Committee member(s) or named designate.
- ****Designate will be approved by Swim Ontario Chief Executive Officer****

Olympic Stream: 2 Assistant Coaches

Eligibility Criteria

- All nominees must be a member in good standing with Swim Ontario, Swimming Canada and CSCA.
- All nominees must be either **Age Group Coach certified, or NCCP Senior Coach Trained**
- Must have completed the [Declaration of Availability for Team Selection: Coach](#)
- Declared coaches must meet the criteria as described in the [2025 Canada Games Technical Package](#).
- Declared coaches must be certified/trained no later than 90 days before the opening of the Games.
- Declared coaches must be the named Coach of Record of a selected swimmer(s).



Selection Criteria

- Coach selection will not begin until final swimmer team selection has been completed
- **Swim Ontario will select one (1) female and one (1) male coach to serve as assistant coaches**
- **Declared eligible coaches will be ranked based on the following criteria;**
 - **Priority of selected swimmer(s)**
 - **Number of swimmers on the team**
- The named coach of record **(1 female/1 male)** with the highest number of swimmers in Priority 1 selection will be named for nomination.
- In the event of a tie, the coach with the highest number of named swimmers in Priority 2 will be named.
- If a tie persists, the coach of the athlete closest to the World Aquatic "A" Time as a percentage will be nominated.
- If a position is declined, the nomination shall go to the next highest ranked eligible coach in the defined gender until a coach has been selected
- **If the confirmation of a selected coach persists, the Swim Ontario nomination committee will have the authority to resolve the matter as it sees fit, taking into account factors and circumstances that it deems relevant.**

Team Ontario Team Initiatives

- Nominated coaches are expected to make themselves available for the following team initiatives.
 - **Canada Games Team Camp: July 14, 2025**
 - **Canada Games Pre-Competition Staging: August 4-8, 2025**
- Nominated coaches must also attend any scheduled meetings or other Canada Games related activities deemed appropriate by the Swim Ontario technical leadership team.
- **Nominated coaches must complete designated training outlined by Canada Games by July 15, 2025.**

Appeals Process

- Any appeals are restricted to circumstances where the nomination criteria were not reasonably applied. Appeals must be made in writing to the CEO of Swim Ontario and be emailed within 5 calendar days of the date of the nomination. The appeal should provide the following information: (a) specifics of how the nomination criteria was not applied and the impact on the misapplication of the criteria to the individual submitting the appeal; and b) a list of other athletes who might be impacted by the appeal (typically these are other athletes who have been named to the team). There is



an appeal application fee of \$750.00 that is payable with the notice of appeal prior to any appeal being considered. This appeal application fee is non-refundable.

- Following receipt of any appeal, the CEO of Swim Ontario, or his delegate, will screen the Appeal to determine if the appeal falls under the permitted scope of this procedure and if the appeal was submitted in a timely manner. Screening decisions are final. If the Appeal is not screened out, a one-person Appeal panel shall be appointed by the CEO or his delegate. The Appeal Panel will be an individual with no conflicts of interest.
- The Appeal Panel will decide the format under which the appeal will be considered and the role that the various parties and effective parties to the Appeal will have. The Appeal Panel will choose a format that is expeditious. In all cases the appellant, Swim Ontario and any affected athletes will be provided the opportunity to make submissions. The appeal may be directed to be decided based solely on the written information submitted or an oral hearing may be held. The appellant, Swim Ontario and the affected parties shall be given a fair opportunity to present their respective cases at the hearing, if any.
- In fulfilling appeal-related duties, the CEO, his delegate (if any) and the Appeal Panel may obtain independent advice.
- The appeal decision shall be issued in writing and with reasons, normally within 10 days from the conclusion of the hearing or receipt of the final written submission, as applicable. The Appeal Panel may provide the outcome of the appeal, with reasons to follow.
- In reaching a decision, the Appeal Panel shall have the same scope of authority as the original decision-maker. The Appeal Panel may decide to: (a) reject the appeal and confirm the decision being appealed; or (b) allow the appeal and vary the decision.

The written decision, with reasons, will be distributed to the appellant, the Swim Ontario Dispute Resolution Officer, the CEO, the affected parties and the Swim Ontario Chief Operating Officer. The Swim Ontario Chief Operating Officer and the CEO have the discretion to send the decision to any other stakeholders to the Appeal as appropriate.

Expected Conduct

- Nominated coaches must comply with the Swim Ontario Code of Conduct, behavioural standards set by the Canada Games Mission Staff or Team Ontario Leadership Team and any Code of Conduct in place at the Canada Games.
- Failure to comply with these standards of behaviour could result in a coach's removal from the Canada Games Team and possible additional measures in accordance with the Swim Ontario Complaints Dispute Resolution and Discipline Procedure.



Amendments and Unforeseen Circumstances

- In the event of unforeseen or unusual circumstances, as determined by the Swim Ontario Nomination Committee, the committee shall have the full discretion to resolve the matter as it sees fit, taking into account factors and circumstances that it deems relevant.

Changes to this Document

- The Swim Ontario Nomination Committee reserves the right to make changes to this document at its discretion.
- Any changes to this document shall be communicated directly to all potential Canada Games Team Ontario members and published on the Swim Ontario website forthwith.