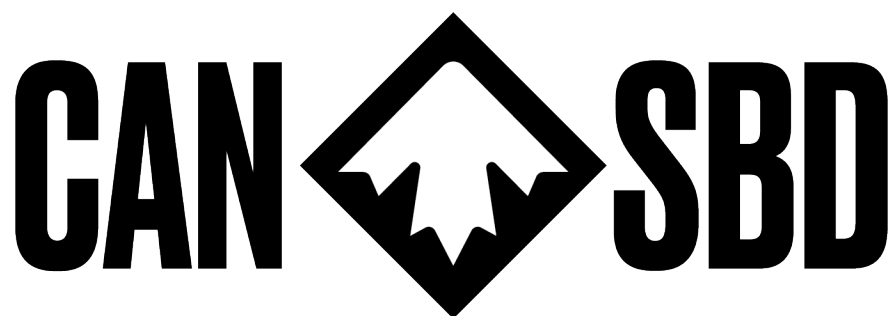




**Canada Snowboard High Performance Program
General Governance Policy**

Effective Date:	December 1, 2025
Approval Date	October 3, 2025
Approval Authority:	High Performance Directors (Speed and Park and Pipe)
Responsible Department:	High Performance
Review date:	Annually (August/September)
Related Policies:	Canada Snowboard High Performance Program General Selection Policy Canada Snowboard Safe Sport Manual: • Athlete Protection Policy • Code of Conduct and Ethics Policy • Discipline and Complaints Policy • Appeal Policy • Social Media Policy • Screening Policy Canada Snowboard Anti-Doping Policy Canada Snowboard Concussion Policy Canada Snowboard Helmet Policy Canada Snowboard Conflict of Interest Policy Canada Snowboard Return to Competition Protocol
Appendices to this Policy:	

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A. INTRODUCTION & PURPOSE

1. The Canada Snowboard High Performance Program General Governance Policy (GP) outlines the guiding principles and structure of the Canada Snowboard High Performance Program (HPP). Canada Snowboard, and the HPP, are part of the wider Canadian sport system and aim to support snowboard athletes who have stepped onto the Podium Pathway. The Podium Pathway is defined in the Canadian High Performance Sport Strategy as:

“the sport-defined excellence stages of Long Term Athlete Development and specifically applies to athletes on a trajectory toward podium results at the highest level of their sport. Podium Pathway encompasses both the Podium Results Track (PRT) and the Gold Medal Profile (GMP)”.

<https://www.canada.ca/en/canadian-heritage/services/sport-policies-acts-regulations/high-performance-strategy.html#a4>

2. The purpose of the HPP is to provide a safe and ethical environment to support snowboard athletes to be **competitive** against the international field pursuing Olympic and Paralympic medals. For the purpose of this Policy, ‘competitive’ refers to athletes who have demonstrated the ability to place within the top one-third (1/3) of the final field size (total number of athletes who start in an event) or who consistently reach the finals in major international competitions relevant to their discipline. The HPP includes the resources and personnel retained to support elite athletes in training and competition, culminating in competitive performances at the Olympic/Paralympic Games and/or Senior World Championships.
3. This High Performance General Governance Policy applies to all stakeholders in the delivery, support or participation in the HPP. This includes, but is not limited to:
 - a. National Team Athletes*
 - b. National Team coaches and support staff
 - c. HPP Administrative staff
 - d. Health and Athletic Performance (HAP) Team

*National Team Athletes is a term used to encompass all athletes formally named to the HPP. This can include athletes named to a National Team or athletes named to a NextGen Team or Development program.

4. This High Performance General Governance Policy is supported by a suite of detailed policies and procedures that collectively govern the operations of the HPP. In addition to the Canada Snowboard High Performance Program General Selection Policy and any discipline-specific selection policies, all stakeholders are expected to be familiar with, and adhere to, the following related documents, which provide specific guidance on key areas of the HPP:
 - a. The Canada Snowboard Safe Sport Policy Manual (which includes the Athlete Protection, Code of Conduct and Ethics, Discipline and Complaints, Dispute Resolution, Appeal, Social Media and Screening Policies).

- b. Canada Snowboard Anti-Doping Policy
- c. Canada Snowboard Concussion Policy
- d. Canada Snowboard Helmet Policy
- e. Canada Snowboard Conflict of Interest Policy
- f. Canada Snowboard Return to Competition Protocol

These documents are available on the Canada Snowboard's website or by request to any HPP Staff member.

5. The HPP culture prioritizes values-based behaviors and strives to be a world leader in sport. The technical leaders, coaches and support staff work collectively to foster a team environment that nurtures and develops each athlete's personal and podium potential.

High performance athletes habitually demonstrate high degrees of motivation, resilience and confidence; character attributes that sustain their efforts towards reaching the top of the podium and shaping the future of snowboarding.

An athlete's **character** sustains the **process** that generates **results (CPR)**.

B. MANDATE

1. The mandate of Canada Snowboard's HPP is to systematically identify, develop, support and prepare elite athletes and coaches to achieve sustained international success in alignment with the strategic goals of Canada Snowboard. To achieve this, the HPP must:
 - a. Determine the appropriate selection process, eligibility and criteria in identifying and nominating elite athletes to:
 - i. The Canada Snowboard HPP National Teams
 - ii. Major Event Teams
 - iii. Sport Canada Athlete Assistance Program (direct Athlete Funding)
 - b. Ensure athletes named to the HPP have access to world-class daily training environments. This includes, but is not limited to, world-class coaching, training facilities, specialized equipment, integrated sport science and research services, specialized medical and para-medical services, and international-level competitive opportunities.

C. HPP STRUCTURE - ROLES AND RESPONSIBILITIES

1. The HPP is overseen by the High Performance Directors (HPDs) (Speed and Park and Pipe) through the authority of the Chief Executive Officer (CEO) granted by the Canada Snowboard Board of Directors (BOD). The HPP is led by the HPDs in consultation with other designated HPP personnel (managers, coordinators, National Team coaches and support staff).
2. The HPP administrative staff includes the following roles:
 - a. **High Performance Directors (HPDs) – (Speed and Park and Pipe)**
 - i. Accountable to the CEO and BOD for HPP to meet the strategic goals of Canada Snowboard.

- ii. Responsible for leadership and vision to provide strategic direction of the teams and ensure alignment with organizational goals.
 - iii. Oversee planning, implementation, and tracking of the programs
 - iv. Engage with stakeholders (Own the Podium (OTP), Canadian Olympic Committee (COC), Canadian Paralympic Committee (CPC), Sport Canada (SC), event organizing committees (OC), agents, partners, and other Canada Snowboard departments).
 - v. Identify, assess, and mitigate risk to the programs, staff and athletes.
 - vi. Secure and manage resource allocation for the programs within the allocated operational budget.
 - vii. Major events planning and team leaders (Senior World Championships, Olympic/Paralympic Winter Games).
- b. High Performance support staff (Manager (HPM) / Coordinator (HPC))**
- i. Assist with scheduling, logistics, and documentation.
 - ii. Support the planning and logistics of Major international junior competitions (Jr. World Championships, Youth Olympic Games) and other Major Events (World Cups).
 - iii. Facilitate internal (Canada Snowboard) and external (athletes and other stakeholders) communications.
 - iv. Maintain accurate tracking of program budget, activities and deliverables.
 - v. Provide general administrative support to the HPDs and coaches, including but not limited to:
 - Selection protocol drafting and implementation (publication, translation).
 - Assist in selection processes.
 - Credit card, expense and invoice processing.
 - Results and points tracking and injury freezes for WSPL and FIS.
 - Athlete Agreements and related paperwork.
- 3. National Team Coaches** hired by Canada Snowboard provide the following for the HPP (coaches consist of full-time employees and contractors):
- a. Leadership and guidance: Set the vision, provide strategic direction, and support decision-making within their discipline.
 - b. Planning: Develop a comprehensive Yearly Training Plan (YTP) for the HPP, along with Individualized Performance Plans (IPPs) for each athlete, to support sustained ethical skill development and consolidation to support the athlete's performance potential and performance goals.
 - c. Performance improvement: Develop team skills, provide constructive feedback, and set measurable goals.
 - d. Motivation and morale: Inspire, recognize achievements, and offer support to maintain enthusiasm and commitment.
 - e. Communication and conflict resolution: Foster open dialogue, mediate conflicts, and ensure effective communication within the team and to relevant HPP personnel.
 - f. Team Building and Cohesion: Promote teamwork and trust to strengthen team dynamics and culture within the discipline.

4. The HAP Team supports athletes in the daily training environment (DTE) and includes both full-time and part-time employees and contractors.
 - a. **HAP Lead (Speed and Park and Pipe)**
 - i. Responsible for the leadership, vision and creation of the HAP support network for the disciplines.
 - ii. Provide specialized knowledge and insights relevant to the programs and individual training groups.
 - iii. Advise on best practices, industry standards and technical solutions,
 - iv. Maintain and update all HPP policies relative to HAP servicing (e.g. Return to Competition, Concussion Policy).
 - v. Manage HAP resource allocation for the programs within the allocated HAP and discipline budgets.
 - vi. Train HAP Team members and stakeholders on specific policies, topics and tools.
 - b. **HAP practitioners and other support team** are subject matter experts that support specialized performance areas, including but not limited to:
 - i. Mental Performance Consultant(s) who support mental health and performance.
 - ii. Strength and Conditioning Coach(es) who support physical health and performance.
 - iii. Physiotherapist(s) who support short and long-term recovery and rehabilitation.
 - iv. Nutritionist(s) and/or Dietitian(s) who support fueling needs for training and competition.
 - v. Technician(s) who support the preparation and maintenance of boards for training and competition.
5. HPP teams are comprised of identified athletes who have been named to the HPP and have signed and completed the Canada Snowboard Athlete Agreement for the program year in question. Their selection to the team is based on the selection process set out in the Canada Snowboard General Selection Policy (GSP) and the applicable discipline-specific selection protocols known as Selection Eligibility and Criteria Sheets
 - a. **Canada Snowboard National Team Athletes** have had FIS World Cup success (qualifying to finals) and/or have showcased the skills, attributes, and abilities to ultimately achieve podiums at individual major events (FIS World Cups (WC), World Championships (WCH), and Paralympic/Olympic Winter Games (P/OLY)). Eligible athletes are ranked and selected annually to the HPP according to the GSP and the applicable discipline-specific Selection Eligibility and Criteria Sheets.
 - i. Funding for the HPP is primarily provided through OTP's Enhanced Excellence initiative. This funding follows a tiered model, with priority given to disciplines/sports that have demonstrated recent international podium success—specifically at WCH or the P/OLY.

Ongoing funding allocations are based on evidence that athletes or teams are tracking toward podium performance at upcoming marquee events (e.g., the next WCH or P/OLY). This model employed by OTP ensures that federally allocated resources are focused on disciplines with the greatest potential for medal performance(s).

In addition, eligible athletes may qualify for direct financial support through Sport Canada's Athlete Assistance Program (AAP), provided they meet the performance standards outlined in the Selection Eligibility and Criteria sheet for AAP Carding Nominations.

- b. **Canada Snowboard NextGen athletes** are identified as future National Team and P/OLY hopefuls, who are 5 to 8 years away from a medal performance at the P/OLYs. The NextGen Program/Team structure and the level of support provided varies between disciplines and is determined by annual NextGen funding, program/coach capacity, and the athlete pathway. For example,
 - i. **Integrated NextGen Athletes:** NextGen Athletes are nominated to the National Team and their IPP provides support on and off snow similar to the National Team Athletes with an increased focus on skill development and less focus on international (WC and higher) results.
 - ii. **Independent NextGen Program:** The NextGen Team has a Canada Snowboard appointed NextGen coach, who works in collaboration with the athletes, their respective Club/Provincial coaches, and Provincial/Territorial Sport Associations (PTSAs) to provide training and competition opportunities to support a group of athletes from the PTSA level to the National Team, with increased support for Continental Cup and marquee international junior competitions.

D. SELECTION POLICIES, PROTOCOLS AND PROCEDURES

- 1. Team selection within the HPP is guided by clear, transparent policies to ensure fairness, consistency, and alignment with podium-focused goals. These policies outline how athletes are identified and selected for the HPP, events, and athlete funding based on eligibility requirements, performance criteria, expert evaluation, and strategic priorities.

Key selection policies include:

- a. **The Canada Snowboard HPP General Selection Policy (GSP)**
 - i. A consistent, transparent, and fair approach to the processes Canada Snowboard applies when nominating athletes to represent Canada Snowboard across all disciplines and events. It aims to minimize discrepancies among various selection protocols, ensuring a unified and systematic approach to all HPP selections.
- b. **National Team Selection Eligibility and Criteria Sheet**
 - i. Includes the eligibility requirements, criteria, and timelines for how athletes are selected to the relevant discipline HPP team.
- c. **Event Selection Eligibility and Criteria Sheet**
 - i. Includes the eligibility, criteria, and timelines for how athletes are selected or nominated to major events including WCs, WCHs, and P/OWG.
- d. **AAP Nomination Eligibility and Criteria Sheet**
 - i. Outlines the process, eligibility requirements, selection criteria, and timelines for nominating athletes—who have been named to the National Team—for Sport Canada's AAP. This document ensures transparency in

how athletes may qualify for and receive direct financial support based on their performance and program status.

Canada Snowboard strives to publish all selection policies, procedures and protocols prior to October 1st of the relevant competitive season. They are available through the HPP staff or Canada Snowboard's website.

The P/OLY protocol, also referred to as the Internal Nomination Procedures (INP), will be published in advance of the relevant qualifying period. For example, Canada Snowboard will arrive to publish the 2030 INP on or before October 1st, 2028, as the qualifying period for the 2030 P/OLY is over two (2) competitive seasons.

E. FUNDING ALLOCATION & PRINCIPLES

1. The HPP is a part of the Canadian High Performance sport system which is dedicated to supporting athletes achieve podium performances at major international competitions (WC/WCH/P/OWG). Every dollar allocated to HPP is invested into creating optimal programs and environments for the National Team athletes to progress and perform, and is often tied to specific program initiatives or projects.

The majority of funding for all Canadian National Sport Organizations (NSOs) High Performance Programs is from Sport Canada's OTP Enhanced Excellence and NextGen funding initiatives. The amount of funds Sport Canada allocates to each sport annually is based on the recommendations of OTP, which considers each Enhanced Excellence athlete's ability to podium at the next P/OLY Games (within 4 years), or subsequent Games (within 8 years) for NextGen athletes.

The funding allocations from OTP to all Canadian sports can be found here each year: <https://www.ownthepodium.org/funding-recommendations/funding>

In addition to funding received through OTP, Canada Snowboard supplements the HPP through discretionary revenue sources. These include proceeds from hosting domestic Major Events (e.g., WCs) and securing National Team sponsorships. These discretionary funds are managed at the organization's discretion and may fluctuate annually depending on hosting success and partnership opportunities.

The purpose of these funds is to complement OTP's targeted funding and to provide flexible resources that can support Canada Snowboard's strategic priorities. These priorities may include athlete services (e.g. HAP services or expanded coaching services), enhanced competition opportunities, or investments in performance infrastructure that align with the long-term goals of the organization.

2. Funding is allocated equitably across programs based on performance potential at upcoming WCHs and P/OLY competitions and OTP recommendations. The non-exhaustive HPP funding priorities* are summarized below, listed in order of priority:
 - a. **Program Operations:** The largest portion of Canada Snowboard's operating expenses within the HPP is attributed to program operations. This category encompasses the costs associated with the technical staff who support the program, such as coaches and board technicians, as well as their expenses. It

also includes equipment-related expenses, such as wax, gym equipment, video review tools, GPS/data analytics, and more. All of these elements are essential to maintain the program's functionality and create the best possible environment for the athletes.

- b. **HAP Team:** The well-being and health of HPP athletes are of the utmost importance, and Canada Snowboard has dedicated significant efforts to establish a strong HAP Team to assist our athletes and staff. These experts play a vital role in supporting the team's on-snow performance. Allocations within this category pertain to various aspects of athlete support, including medical care for injury response and management, physiotherapy, strength and conditioning, mental performance, and nutrition.
- c. **Athlete Training & Competition Costs:** Canada Snowboard may direct funds toward athlete training and competition costs within its financial means and based on the allocation of funding from OTP for targeted individuals. The priority is to reduce athlete's training expenses (access fees, lift tickets, gym memberships, etc.). Once all training expenses are covered, Canada Snowboard will begin to allocate remaining funds to cover competition expenses (competition registration fees). Athletes named to the National Team will also be eligible and nominated based on the AAP Selection Eligibility and Criteria Sheet for the Sport Canada AAP, which funds athletes directly to offset their individual costs (travel, meals, accommodations, training and competition costs).
 - i. **AAP support** seeks to relieve some of the financial pressures associated with preparing for and participating in international sport and assists high-performance Canadian athletes to combine their sport and academic or working careers while training intensively in pursuit of world-class performances.

*The services outlined above are not provided equally to all athletes within the HPP or within each discipline. Resource allocation is determined based on identified gaps in the athlete's IPP, demonstrated need, and the overall resourcing capacity of the discipline. It is recognized that not all disciplines have equal capacity to deliver the full range of services. In such cases, priority is given to maintaining core program operations and foundational HAP services to safeguard athlete wellbeing.

F. COMMUNICATION

1. Communication is a key component of any high performing team and the HPP is guided by the following values:
 - **Clarity:** Information is clear and easy to understand.
 - **Timeliness:** Updates are shared promptly to support decision-making.
 - **Respect:** All communication is professional and considerate.
 - **Holistic:** Supporting not just performance, but also athlete well-being, development, and relationships.
 - **Confidentiality:** Sensitive information is protected and shared appropriately.
 - **Consistency:** Messages align with program goals and policies.

- **Transparency:** Key decisions and processes are communicated openly (when appropriate).
2. The HPP will provide HPP information to the athlete by email at the last contact information provided by the athlete in writing to Canada Snowboard, and make available through the Canada Snowboard website copies of all relevant policies pertaining to the HPP.
 3. The HPP will make best efforts to communicate with athletes in writing in the language of their choice (English or French) and publish all policies and protocols in both official languages on the Canada Snowboard website.
 4. The HPP welcomes feedback from all members of Canada Snowboard and provides anonymous surveys to gather feedback from time to time to ensure the high performance standards are continuously monitored. Athletes are also encouraged to share feedback with their coach, HPP staff, or Athlete Reps on the Athlete Council as they see fit.
- Athlete Council Representatives details and contact information are updated in the yearly High Performance Program Athlete Handbook.

G. GOVERNANCE AND COMPLIANCE

1. The HPP operates within a clearly defined governance structure that ensures accountability, alignment with national and international standards, and effective oversight of program delivery.

All activities under the HPP are governed by the policies, bylaws, and strategic direction of Canada Snowboard, in alignment with:

- **Sport Canada's policies and funding frameworks**, including the AAP.
- **OTP** performance and prioritization recommendations.
- **COC** and **CPC** standards, where applicable.
- **International Ski and Snowboard Federation (FIS)** rules and regulations.
- **Safe Sport, Equity, and Inclusion policies** to ensure a safe sporting environment that is free from maltreatment of any kind and where concerns are taken seriously.
 - Canada Snowboard is committed to equity, diversity, and inclusion in all aspects of its programs. In the HPP this means that all athletes are provided fair and transparent opportunities to access the HPP and to be evaluated without bias related to gender, race, ethnicity, sexual orientation, disability, or other personal characteristics.

At the same time, high performance sport is inherently selective and results-based. The defining feature of high performance competition is that opportunities to represent Canada are limited and must be awarded to athletes who demonstrate the highest competitive performance against objective standards. As such, while the process of selection is equitable

and inclusive, the outcomes of selection are necessarily exclusionary, determined solely by results and performance criteria.

2. Governance practices and compliance mechanisms are regularly reviewed annually to ensure they reflect current legal, ethical, and sport-specific standards. Athlete feedback, formal reviews, and independent evaluations inform continuous improvement efforts of the HPP.
3. This Policy is a living document that reflects the evolving needs and standards of the HPP. It will be reviewed each year—or more frequently as needed—to ensure alignment with national sport system requirements, international federation regulations, and internal strategic priorities.
4. A copy of this Policy, as it may be amended from time to time, will be posted to the Canada Snowboard website. It is the responsibility of all participants to stay informed of the most current version of this Policy and any related documents.
5. For questions, clarification, or to access related policies, please contact one of the HPDs below:

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