



The Provincial Development Team

The Provincial Development Team is an important part of the overall Provincial Development Program (PDP). Launched in 2013, the PDP is made up of developing four pillars: Coaching Development, Performance Standards/Tracking/Talent ID, Training Environments, and Racing Environments.

The Provincial Team touches each pillar in various ways such as providing coaches professional development and mentoring opportunities by participating in training activities of the Team, using various testing and sport science to track the Team member's development and sharing that with the athlete's coaches, enhancing the training environments and opportunities for athletes through camps and training sessions that utilize world class facilities and specialists, and offering race support at key national and international races.

Mission – To provide professional coaching and support for Ontario athletes and coaches through programs and partnerships that create a World Class environment of support, performance tracking and skill development.

Vision– To produce a consist stream of athletes who can deliver podium performances at the International ITU level.

Provincial Program Objectives– To provide the guidance and performance environment that produces athletes who will consistently compete on Canada's National Team through:

- Alignment of Triathlon Ontario's Development Program with our National Sporting Organization's International Competition pathway
- Building of a progressive and sustainable development system that provides a clear pathway for Ontario's athletes to compete Nationally and Internationally
- Building of a program with a commitment to working with World Class Coaches and support staff
- Working with athletes Triathlon Ontario believes in

Junior Athlete Criteria– To introduce Junior athletes to the demands of the sport further along the development pathway by supporting athletes that:

- Compete in at least 50% of Triathlon Ontario's Junior Cup Series events
- Demonstrate a commitment to participating in all Triathlon Ontario Provincial Development Program events*
- Current Triathlon Ontario member in good standing, with valid Draft legal Certification
- Have participated in at least one National Junior series event within the past 12 months

- Demonstrate the understanding and importance of working with the Provincial Development Program
 - Must have completed at least one year of junior draft legal racing in National or Provincial level races
 - Earned at least one of the following results during the evaluation year, top 5 at Draft Legal Provincial Championships, top 10 at a National Junior Series race, top 15 at National Junior Championships
- * acceptations for missed events will be evaluated on an individual basis.

U23 Criteria– Athletes graduating from Junior to the Elite division can be faced with challenges within the sport. Triathlon Ontario’s commitment to supporting athletes as they transition from domestic to International competitions is underpinned by automatic selection to the Provincial team for any team member during their final year of Junior into the first year of Elite racing provided they have met the above junior criteria. Continued participation on the Provincial Team for athletes aged 21-24 will be based upon:

- Top 4 finish in the Ontario U23 Draft legal Provincial Championship*
 - Top 16 finish in Triathlon Canada’s U23 Elite National Championship*
 - Participation in at least 2 other ITU Continental Cup or World Cup events*
 - Current Triathlon Ontario member in good standing and have a current Draft legal certification
- * participation exemptions will be granted on a case by case basis

2016-2020 Focus– Triathlon Ontario has set out a four year plan for our Provincial Program. The Program has completed three of those four years and the progress has been exciting. For the next quadrennial, our strategic vision includes:

- Building on the success of our Provincial Draft legal series, through additional Triathlon Ontario support for new races by setting course and scheduling criteria, and providing course design support and assessment
- Establish an ITU World Cup in Ontario and using this event for athlete, coach and triathlon officials development
- Create a Provincial Training Program providing opportunities for athletes and coaches to come together and work with world class coaching in regions throughout the Province.

2016-2017 Triathlon Ontario Provincial Team Agreement

THIS ATHLETE AGREEMENT, effective as of October 15th 2016 to October 14 2017, is by and between Triathlon Ontario, and the athlete signing below (“Athlete”), whose address is also set forth below. Athlete and Triathlon Ontario may be collectively referred to herein as the “Parties” and each individually as a “Party.”

Purpose

Triathlon Ontario understands the essential relationship between itself and its athlete members and club coaches. This policy is to provide an overview of the principals that shall guide Triathlon Ontario in the dealing of its Athlete Agreements with Provincial team members. Triathlon Ontario invests a substantial amount of resources in developing and supporting the Provincial Development Program and this policy ensures that the agreements accomplish their objectives in a fair and transparent manner using plain language and incorporating the principals of natural justice and procedural fairness.

The Provincial Development program (PDP) Provincial Team and Provincial Development Coach (PDC) are an important pillar for athlete development throughout the Province of Ontario. The PDC’s role is to “value add” to each Provincial athlete’s home training environment by working with the athlete and coach (where applicable) to identify development and sport specific skill GAP’s and to offer information, training support in co operation with the athlete’s home environment. Triathlon Ontario recognizes that each athlete may have a unique situation and athletes may require varied levels of input and support by the PDC. The PDC will not interfere in training plans or programs set out by an athletes home coach, however training plan observation via Training peaks (or similar tracking device as may be identified) by the PDC and 3rd parties is a requirement of the athlete.

Recitals

1. Triathlon Ontario is The Provincial Governing body for the sport of Triathlon in the Province of Ontario. As part of that mission, Triathlon Ontario has developed a Provincial Development program that includes a Provincial Team program to support athletes who have demonstrated the capability to be elite international athletes with potential to win medals in international competition.

2. I, the Athlete, desire to be a member of Triathlon Ontario’s Provincial Team and participate in the Athlete Agreement and the terms and conditions set forth herein.

THEREFORE, in consideration of the mutual promises and obligations, the Parties agree as follows:

Agreement

Triathlon Ontario Membership and Eligibility. Athlete is and shall remain a member in good standing with Triathlon Ontario throughout the term. Athlete shall remain eligible to compete in Provincial, National and /or International competitions for the Ontario or Canada and will have all licences and certifications required as per Triathlon Ontario, Triathlon Canada and the ITU.

Ambassador of the Sport. Athlete shall be a representative of Triathlon Ontario and conduct themselves in a manner which upholds the name, reputation and goodwill of Triathlon Ontario and Triathlon Canada as Governing Bodies for the sport of triathlon in the Ontario and Canada. Sportsmanlike conduct is defined as, but is not limited to: respect for opponents, competition officials, employees, the public: respect for facilities, privileges and operating procedures; the use of courtesy and good manners; acting responsibly and maturely; refraining from the use of profane or abusive language; and abstinence from illegal and banned drugs. Athlete conduct must not reflect poorly upon or bring discredit to Triathlon Ontario, Triathlon Canada, its athletes, its coaches or its events and programs.

- a. Athlete conduct extends beyond actions on the field of play, including but not limited to actions/posting/images disseminated in the public domain (social media).
- b. Any public communication by Athlete via the Internet or via social media must be appropriate as a member of Ontario's Provincial Team.

Code of Conduct. Athlete shall sign and abide by the current Triathlon Ontario's Code of Conduct. The Code of Conduct is incorporated into this Athlete Agreement. Both the athlete and athlete's home coach (where applicable) agree to communicate and work in partnership with the PDC on athletes training, analysis and athlete's progress.

Training. Unless otherwise agreed by Triathlon Ontario in writing, the Athlete shall participate in all training sessions conducted by the Provincial Team. This includes participating in all organized activities and required agendas, including camps, to which the Athlete is invited. Athlete's training shall be in accordance with his/her Athlete Training Plan and in conjunction and co operation of the athlete's home coach. All camps and clinics will be advertised as far as possible in advance and athletes will have the flexibility to adjust training volumes and intensities with in the camp / clinic structure to fit into the athlete's personal training program. Athletes / coaches will allow regular training plan monitoring by the PDC and selected 3rd parties for the full duration of the term without interruption.

Travel. Athlete shall have a valid, current passport. Athlete agrees to meet all travel schedules set by Triathlon Ontario unless agreed to in writing Triathlon Ontario.

Team Policies. The following guidelines are to be strictly observed by Athlete during all competitions, training camps, Triathlon Ontario Training Center programs, seminars, or other designated activities and functions:

- Athlete is subject to a 10:00 p.m. curfew, unless changed by The PDC
- Absolutely no alcohol use is permitted during any part of a Provincial Camp, clinic or competition trip
- Absolutely no performance-enhancing drugs or stimulants or recreational drugs are permitted
- Hazing and/or sexual harassment of any nature are not permitted in any form or fashion
- Athletes shall sleep in the room assigned to them by National Team Staff, except in the case that athletes have made their own arrangements.
- Athletes are not permitted in teammates' hotel rooms of the opposite gender

Injuries. Athlete shall promptly notify Triathlon Ontario's Provincial Development Coach in writing of any injury that interferes, or could reasonably be expected to interfere, in any manner with Athlete's obligations.

Use of Image. Athlete agrees to be filmed, videotaped and photographed, and to have his/her name, image, picture, likeness, voice and biographical information otherwise recorded, in any media, by the Triathlon Ontario. Athlete grants to Triathlon Ontario the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, the Footage for: (1) news and information purposes, (2) promotion of the specific competition(s) in which Athlete competes, (3) promotion of the Provincial team, and (4) promotion the sport of triathlon,

Promoting of the Team

a. Participation in Media Sessions. Athlete agrees to participate in media sessions including photo shoots, as reasonably requested

Suspension or Dismissal. Failure to comply with any of the contract provisions may lead to disciplinary action against Athlete as solely determined by Triathlon Ontario Provincial Development Coach. This is not a system of progressive discipline. Nothing herein shall require Triathlon Ontario to impose any one of the penalties prior to the institution of a more severe penalty. Any action taken shall be applied fairly and equitably to all parties involved. Athletes do have a right to a hearing if they so desire. The disciplinary action taken can include:

- Verbal warning and written warning.
- Repayment of all cost associated with camps, clinics, assessments paid for by Triathlon Ontario
- Suspension or dismissal from the team for missing team functions, camps, clinics.
- Dismissal from the team training camp or competition. All costs in returning a dismissed athlete home will be the sole responsibility of the athlete.

Dispute Resolution. The Parties agree that any dispute under this Agreement shall first be addressed by good-faith negotiation of the PDC, athlete and athlete's home coach. If a dispute involving a breach, act, omission or interpretation of this Agreement is not resolved by good-faith negotiation, the dispute shall be resolved by a hearing with Triathlon Ontario's President and Executive Director.

Triathlon Ontario Team Uniforms and Expectations

As part of the Provincial Development Team you are expected to wear Team clothing at certain races and Team training events. The Team clothing's objective is to present the Team in a professional manner when competing or training as a group at Triathlon Ontario supported events. Below is an outline of what Team wear you will receive, if there are any related costs, and what the expectations will be around when to wear them.

Team Cycling Kit

Consists of a cycling shirt, bib shorts and matching socks.

Complementary

Expected to be worn at any Team events where there is cycling such as track sessions, testing or team rides

Team Jacket

Complementary

Expected to be worn (weather and comfort appropriate) at any Team training event, podium ceremony or pre-race meeting at Nationals, Provincials, Provincial Cup Series or CAMTRI event.

Team Polo Shirt

Complementary

Expected to be worn (can be worn instead of the Team jacket) at any Team training event, seminar, podium ceremony or pre-race meeting at Nationals, Provincials, Provincial Cup Series or CAMTRI event.

Team Trisuit

To be purchased by athletes - Juniors only. U23 athletes are more than welcome to purchase one and race in them but it is not mandatory

Expected to be worn by juniors at Nationals, Provincials, and Provincial Cup Series

Team Swim Cap

Complementary

Expected to be worn at any Team swim training event

Triathlon Ontario Water Bottle

Complementary

Use at leisure

Triathlon Ontario Provincial Team Partnerships

As part of the Provincial Development Team Triathlon Ontario has developed partnerships with a number of suppliers for your benefit. None of the offers are mandatory. They are intended to provide you with industry leading equipment or services at a significant discount. If you would like to take advantage of any of the offers, please contact Phil Dale, Executive Director. Below is an outline of what is exclusively available to you as a Team member.

Infinit Nutrition - 50% off all products

Infinit creates customizable sports drinks for each individual according to their own needs. You have the ability to adjust the calories, sugar, sodium, flavour and other ingredients. The process starts with a nutritional consult (free) to help you determine your needs to design your own drink. This helps to reduce the use of gels, bars and other generic sports nutrition products.

Vorgee Goggles - 1-2 complimentary pairs

Vorgee has provided us with a free pair of goggles for each athlete

EnergyLab Carbon Wheels - \$750 per wheel set (~60% off retail price)

EnergyLab is a Canadian company based out of Calgary that makes carbon wheels. They support a number of Canadian triathletes like Andrew Yorke, Joanna Brown to name a few.

Flying Monkey Bike Shop - 25% off a bike fit, 15% off anything in the store

While not mandatory, getting a proper professional bike fit is something we strongly recommend. Dave Campbell is an excellent fitter that using all of the latest technology including seat mapping to ensure you are in the best possible position. Being in the best position will not only make you more efficient, faster, and more powerful, it will also help prevent injuries. If you need any power metres or equipment/mechanical work done. We highly recommend getting a quote from the Shop or popping in next time we are in the GTA. He is located about a 10 min drive from the velodrome just off the 401 in Campbellville, between Milton and Guelph.