



## **Canada Basketball - Internal Nomination Procedure (INP)**

### **3x3 Women's National Team Program - Selection Criteria and Process**

#### **Asuncion 2025 Junior Pan American Games**

**(Published: March 10, 2025)**

## **1. GENERAL**

As established by PanAm Sports, twelve (12) countries will compete in the Asuncion 2025 Junior Pan American Games - 3x3 Women's Basketball competition.

National Federation (NF) / National Olympic Committee (NOC) berths will be determined through the Asuncion 2025 Junior Pan American Games Qualification process for 3x3 Basketball, which is included in *Section 4 of this INP*. In the event of changes by FIBA/PanAm Sports to the selection and eligibility criteria, Canada Basketball is bound by these changes and will inform its membership, and, specifically, any individuals impacted by such changes, as soon as possible.

Further, situations may arise that do not allow this Internal Nomination Procedure (INP) to be modified or applied as written due to time constraints or other exceptional and unforeseen circumstances. In such situations, any decision, including nomination decisions, will be made by the individual(s) with decision-making authority, as stated in this INP, in consultation with the relevant individual(s) or committee(s) (as applicable), and in accordance with the stated performance objectives and selection philosophy and approach as stated herein. Should it be necessary to make any decision in this manner, Canada Basketball will communicate with all affected individuals as soon as possible.

## **2. INTRODUCTION**

**2.1 Purpose** - The purpose of this document is to outline the qualification process, criteria, and selection procedures of Canada Basketball, for determining the athletes and alternates who will be selected to represent Canada at the Asuncion 2025 Junior Pan American Games as members of the Canadian 3x3 Women's Junior National team (3x3-JWNT). The objective of this Internal Nomination Procedures (INP) is to outline a clear and fair process that describes how athletes are identified and selected to the team for this event.

**2.2 Performance Objectives** – The INP have been developed with the primary objective of selecting a team that have demonstrated the ability or potential to qualify for the medal round (finish in the top 3) at the Asuncion 2025 Junior Pan American Games.

## **3. DECISION MAKING AUTHORITY (DMA)**

The 3x3-Women' National Team (3x3-WNT) Leadership Group is responsible for developing, approving and implementing the INP for the Asuncion 2025 Junior Pan American Games.

The 3x3-WNT Leadership Group will confirm all final decisions on athlete and alternates selection for Asuncion 2025 Junior Pan American Games to ensure that the selection criteria were adhered to and that the decisions were made in an objective and impartial manner. 3x3-WNT Leadership Group, will consists of the following individuals from Canada Basketball:

- President & CEO
- Head, Women's High Performance
- Head Coach/Team Leader of the 3x3-JWNT that will compete at the Asuncion 2025 Junior Pan American Games
- Performance Manager of the 3x3-WNT that will compete at the Asuncion 2025 Junior Pan American Games

Decisions on all other matters related to Asuncion 2025 Junior Pan American Games nominated 3x3 teams will be made by 3x3-WNT Leadership Group. All Canada Basketball nominations are also subject to the approval of the COC.

#### ***On-Site Decision-Making Authority***

In situations where decision making is required on-site at the Asuncion 2025 Junior Pan American Games, whereby the 3x3-WNT Leadership Group cannot rule on an appropriate course of action due to the time-sensitive nature of the decision, the decision making authority will be defaulted to the Head Coach/Team Leader, who will prescribe on the course of action taken in the best interest of the team representing Canada at the Asuncion 2025 Junior Pan American Games, and in the interest of achieving the performance objectives listed in Section 2.2 above.

## **4. INTERNATIONAL FEDERATION (IF) CRITERIA**

As established by PanAm Sports, 12 teams will compete in the Asuncion 2025 Junior Pan American Games. NF berths at the Asuncion 2025 Junior Pan American Games will be determined through the Jr PanAM Games 3x3 qualification system:

- [Qualification System Manual Asuncion 2025](#)

These criteria are based on PanAm Sports rules and regulations as presently known and understood and on the latest information available to Canada Basketball. In the event of changes by PanAm Sports to the qualification system and eligibility criteria, Canada Basketball is bound by these changes and will inform impacted individuals as soon as reasonably possible. Should such a circumstance occur, Canada Basketball will review and amend these INP to comply with the new regulations and conditions. However, any modifications made to PanAm Sports rules and regulations shall come into effect as of the date specified by PanAm Sports, irrespective of the date on which this INP has been modified. Amendments to this document will be communicated directly to the affected athletes directly as well as posted on the Canada Basketball website.

## **5. Athlete Eligibility**

To be eligible for nomination by Canada Basketball to the Asuncion 2025 Junior Pan American Games 3x3-JWNT, the following player eligibility criteria are applicable:

- i. Must be a Canadian citizen.
- ii. Must present a Canadian passport; with an expiry date no earlier than February 23, 2026.
- iii. Be a member in good standing with Canada Basketball.
- iv. Sign and submit Canada Basketball 3x3 National Team Athlete Agreement by June 15<sup>th</sup>, 2025.
- v. Sign, submit, and comply with the COC Athlete Agreement and Local Organizing Committee (LOC) Eligibility form no later than June 26, 2025. Where the athlete is under the age of 19 years, the parent or guardian must also sign these agreements.
- vi. Be in compliance with all relevant COC, IF, and Pan Am Sports requirements for eligibility.
- vii. Must be born Between 2002-2006. Athletes must not be over 23 years old in 2025.
- viii. Players must not have previously played in an Official FIBA Competition for the national team (5v5 or 3x3) of another country (see Art. 2-2 and 6-28 of the FIBA Internal Regulations) unless she has been designated as a special case by FIBA and must comply with the time established in the Pan American Games Regulations of Pan Am Sports.
- ix. Must hold a confirmed [play.fiba3x3.com](http://play.fiba3x3.com) profile.
- x. Where applicable, comply with the vaccination policies and vaccination requirements of Canada Basketball, COC, IOC, and the host country of the event.
- xi. Comply and meet the following Doping Control Requirements:
  - Be available for sample collection.
  - Have provided accurate and up-to-date whereabouts information as required under the Canadian Anti-Doping Program.
  - Must not be serving a period of ineligibility or provisional suspension for an anti-doping rule violation at the time of nomination or during the Games.

## **6. TEAM SELECTION PROCESS & SELECTION CRITERIA:**

Athletes selected for the 3x3-JWNT representing Canada at the Asuncion 2025 Junior Pan American Games will be made from those athletes identified in the overall 3x3 U23 Women's National Team program depth chart between April 1, 2024 to June 30, 2025 inclusive. The 3x3-WNT Leadership Group will select the Athletes and alternates that will be nominated for the Asuncion 2025 Junior Pan American Games 3x3 Women's National Team on or before July 4, 2025.

The 3x3-WNT Leadership Group will have unfettered discretion in weighting the importance of criteria and factors. Factors that will be considered in this selection include:

- The dynamics of the team as a whole and how the candidates for selection fit into this dynamic
- Individual and team-play characteristics of the candidates for selection
- Physical and technical aspects of the game, as well as individual Athlete character.

Other relevant factors may include but are not limited to:

- Previous and current performance
- Present and projected development and/or improvement
- Availability (\*commit interest by a certain time)

**Off-the-Court Attributes:**

- Demonstrate positive attitudes, including coachability, desire to improve personal skills, and desire to contribute to team objectives
- Demonstrate commitment to travel, training sessions, competitions, and any activities, commitments and functions related to the national team
- Demonstrate commitment to a lifestyle conducive to the training and preparation for, and playing of 3x3 basketball
- Ability to contribute to overall team cohesiveness and to communicate effectively with coaching staff and other players both on and off the court
- Self-motivation, confidence, determination

**On-the Court Attributes:**

- Athletic ability, including size, speed, quickness and strength
- Position played/size at position
- Demonstrate versatility to play positions both on offense and defense
- Demonstrate on-court decision-making abilities
- Aggressive and assertive play, and mental toughness
- Performance ready
- Leadership/ contribution to team chemistry
- Ability and willingness to work effectively and cooperate within the team environment

Athlete assessment procedures involve weighing the needs of the team and the perceived relative strengths and weaknesses of each Athlete to select the best team possible to achieve the performance objective at the Asuncion 2025 Junior Pan American Games. The 3x3-WNT Leadership Group, in the exercise of an absolute discretion, shall be free to assign weights to the various factors that form the basis of the decisions on Athlete selection.

It is understood that in making selections to create the best team, it is possible that the best individually skilled Athletes may not be selected in every case.

\*See Appendix A for Canada Basketball 3x3 High Performance Evaluation Criteria.

***Alternate Athletes***

Should one of the original top-4 nominated athletes on the nominated team sustain an injury and was not able to participate in the Asuncion 2025 Junior Pan American Games, the 3x3-WNT Leadership Group reserves the right to substitute that player for the Asuncion 2025 Junior Pan American Games 3x3-WNT. The same selection and eligibility criteria will be used for the selection of the alternate athlete(s).

## **7. STAFF SELECTION (TEAM LEADER/COACH)**

The 3x3-WNT Leadership Group will appoint a Team Leader/Coach of the 3x3-JWNT for the Asuncion 2025 Junior Pan American Games to support the team at the event.

The appointed Team Leader/Coach must be a member in good standing with Canada Basketball and comply with Canada Basketball Code of Conduct and policies as outlined in: <http://basketball.ca/en/page/policies-and-procedures>.

Furthermore, the appointed Team Leader/Coach must:

1. All coaches must be a registered or chartered professional coach with the CAC by June 26, 2025.
2. Have a valid passport that does not expire on or before February 23, 2026.
3. Be in compliance with all relevant COC, IF, and Panam Sports requirements for eligibility.

4. Sign, submit, and comply with the COC Support Staff Agreement and Local Organising Committee (LOC) Eligibility form no later than June 26, 2025.
5. Be 18 years of Age or older.
6. Be a member in good standing of Canada Basketball

## **8. FUNDING**

All costs associated with the participation in the lead up and during the Asuncion 2025 Junior Pan American Games will be covered by COC/Canada Basketball. No cost will be borne by the participating athlete or staff.

## **9. PERFORMANCE READINESS & INJURIES**

### ***Performance Readiness***

“Competitive ready” is defined as the ability of the athlete to achieve equal or superior performance(s) onsite at the scheduled event. The final decision on competitive readiness will be made by the 3x3-WNT Leadership Group, using all available information at their disposal including performance results and progress updates, the suitability of the training and competition plan, fitness, and other competitive readiness indicators, submitted medical documentation, consultation with athlete’s coach, teammates, IST staff and any other relevant performance related information.

Athletes being considered for selection to the 3x3-JWNT must confirm their willingness to comply with the team preparation plans as set forth by 3x3-WNT Leadership Group and to make themselves available if selected. It is implicit that all athletes selected will prepare in such a way as to be at peak fitness for the Games. Canada Basketball reserves the right to perform testing on athletes nominated for the Asuncion 2025 Junior Pan American Games to assess their fitness level. Canada Basketball also reserves the right to remove an athlete from the team in case of injury or inability to perform at the required and communicated level, and to replace that athlete with a nominated reserve athlete.

### ***Injuries***

If an athlete is determined to be injured (or ill) as a result of having completed an injury/health status assessment by the 3x3-WNT Medical Staff appointed by Canada Basketball, the 3x3-WNT Leadership Group shall decide if the athlete will be sufficiently recovered to be nominated to the Asuncion 2025 Junior Pan American Games 3x3-JWNT prior to the COC nomination deadline/team selection date. Injuries or illnesses that occur after the nomination deadline will be dealt with similarly, and subject to the Organizing Committee Late Athlete Replacement Policy. If an athlete is injured during the Games, a decision regarding their continue participation at the Games will be made by the Chef de Mission Team, in consultation with the COC Chief Medical Officer, 3x3-JWNT Team Leader/Coach and the Integrated Support Team (IST) member responsible for the sport, and the athlete, and shall be governed by the terms of the Team Canada Athlete Agreement.

Once selected, athletes whose performance readiness is detrimentally impacted because of their health status, lack of fitness, or capacity to train and/or perform may be removed from the team at any time. Following nomination to the COC, any such removals are subject to the approval of the COC Team Selection Committee. Athletes are required to immediately report any injury, illness, or change in training that could affect their ability to compete at their highest level at the Asuncion 2025 Junior Pan American Games. Notification must be sent to 3x3-WNT Leadership Group.

## **10. REMOVAL OF AN ATHLETE**

The 3x3-WNT Leadership Group will have the final authority over removal of any Athlete from the Asuncion 2025 Junior Pan American Games 3x3-JWNT. Any removals following Team Nomination will be subject to the Organizing Committee Late Athlete Replacement Policy.

Once selected to the team, an athlete may be dismissed, withdraw or be withdrawn from the Asuncion 2025 Junior Pan American Games 3x3-WNT for the following reasons:

- i. Failing to satisfy the minimum training standards set out by the 3x3 -WNT Leadership Group;
- ii. Failure to adhere to team rules and Canada Basketball’s Code of Conduct and policies;
- iii. Failing to remain competitive-ready leading up to the event. Athletes who do not remain competitive-ready by reason of lack of fitness, injury or illness may be removed from the 3x3-JWNT. It is the obligation of the athlete to immediately

- report to the 3x3-WNT Leadership Group any injury, illness or change in training that could affect their ability to compete at their highest level;
- iv. Voluntary withdrawal/retirement;
  - v. Exhibits conduct that is detrimental to the team and/or the image /reputation of Canada Basketball; or
  - vi. Breaches the Canada Basketball 3x3 National Team Athlete Agreement;
  - vii. Failure to adhere to all CCES, and COC anti-doping protocols, policies and procedures including participation in and out of competition testing as required by FIBA/PanAm Sports;
  - viii. Have been subject to a period of ineligibility or a provisional suspension by any anti-doping organization with authority over the athlete and the period of ineligibility or provisional suspension will be in force during the qualification period or the Games.

**Injury Note:** In the case of an injury to a selected athlete following the selection date, an athlete may be replaced on the 4-person roster prior to Games technical meeting for the tournament which traditionally takes place the day prior to the first games of the tournament. This decision is dependent on the level of the athlete's injury and timeline for full or sufficient recovery, and will be determined through consultation with the National Team Medical Staff, and the 3x3-WNT Leadership Group.

Any removal of an athlete relating to a breach of the 3x3 National Team Athlete Agreement will be dealt with using the provisions of the Canada Basketball National Team Athlete Agreement. All other breaches will be determined by the 3x3-WNT Leadership Group in its sole discretion.

## **11. CONFIRMATION OF ENTRY**

No later than 5:00 pm EST, July 4, 2025, Canada Basketball shall nominate 4 female athletes and 2 non-travelling alternates, to the COC for the Asuncion 2025 Junior Pan American Games 3x3 Junior Women's National Team.

## **12. TEAM ROSTER CHANGES**

Any changes or substitutions to the team roster after nomination to the COC, after July 15, 2025, are subject to the approval of the COC Team Selection Committee. Any such replacements after July 19, 2025, at 5:00 PM EST are also subject to the IOC's Late Athlete Replacement Policy.

## **13. UNFORESEEN CIRCUMSTANCES / CHANGES TO THIS DOCUMENT**

This INP will be made available on the Canada Basketball website a minimum of six (6) months prior to the competition. This INP is intended to apply as drafted and, specifically, where no athletes are prevented from competing because of an unforeseen injury or other unanticipated or unforeseen circumstances. Situations may arise where unforeseen circumstances or circumstances beyond Canada Basketball's control do not allow competition or nomination to take place in a fair manner or in the best interests of the priorities and general principles for selection as indicated in these criteria, or do not allow the procedure for nomination as described in this document to be applied.

In situations where unforeseen circumstances do not allow the above Asuncion 2025 Junior Pan American Games Selection Criteria and Process to be applied as written, 3x3-WNT Leadership Group reserves the right to rule on an appropriate course of action that will be in the best interest of the 3x3-JWNT program and the Team representing Canada at the Asuncion 2025 Junior Pan American Games. Any course of action taken by 3x3-WNT Leadership Group shall be taken in the interest of achieving the performance objective listed in Section 2.2 above.

This clause shall not be used to justify changes after the internal nomination procedure has been approved unless it is related to an unforeseen circumstance. In the event of a change, Canada Basketball shall communicate the alternative selection or nomination process to all impacted individuals as soon as possible.

In addition, Canada Basketball is carefully following the evolution of the coronavirus on the global and domestic level and how it may impact obtaining quota spots and nomination of athletes for the Asuncion 2025 Junior Pan American Games. Unless otherwise required by exceptional and unforeseen circumstances related to the impact of the coronavirus, Canada Basketball will respect these published Internal Nomination Procedures as written.

However, situations related to the coronavirus pandemic may arise that require this Internal Nomination Procedures to be modified. Any modifications will be made promptly and as often as required following developments that directly impact the Internal Nomination Procedure. In such circumstances, any modifications will be communicated to all affected individuals as soon as possible.

Further, situations may arise that do not allow this Internal Nomination Procedures to be modified or applied as written due to time constraints or other exceptional and unforeseen circumstances. In such situations, any decision, including nomination decisions, will be made by the individual(s) with decision-making authority, as stated in this Internal Nomination Procedure, in consultation with the relevant committee, and in accordance with the stated performance objectives and selection philosophy and approach as stated herein. Should it be necessary to make any decision in this manner, Canada Basketball will communicate with all affected individuals as soon as possible.

#### 14. ATHLETE APPEAL PROCESS

If an athlete wishes to appeal a decision in relation to Canada Basketball's athlete selection and internal nomination procedures, the appeal will be brought and dealt with as outlined in the Canada Basketball Appeals Policy, found on the Canada Basketball website at the following link:

[https://assets.website-files.com/5d24fc966ad064837947a33b/605006678c39eb80a99a1ebf\\_2021%20-%20Appeal%20Policy.pdf](https://assets.website-files.com/5d24fc966ad064837947a33b/605006678c39eb80a99a1ebf_2021%20-%20Appeal%20Policy.pdf)

Notwithstanding the deadline to file an appeal indicated in the **Canada Basketball** Appeal Policy, appeals regarding Junior Pan American Games selection that are to be heard under the Appeal Policy must be filed no later than July 9, 2025. Decisions rendered under Canada Basketball's Appeal Policy may be appealed to the Sport Dispute Resolution Centre of Canada (SDRCC) and must be filed no later than July 11, 2025.

Notwithstanding the aforementioned, if all parties agree, and provided that an appeal has otherwise been filed in accordance with the **Canada Basketball** Policy, **Canada Basketball's** internal appeal process may be bypassed and the appeal may be heard directly before the SDRCC as a first and final appeal instance.

A final decision in any appeal must be made no later than July 14, 2025 4:59pm EST. For the avoidance of doubt, a decision is considered to be final where there is no further right of appeal or the party(ies) have waived their right to a further appeal before the SDRCC.

#### 15. TIMELINE SUMMARY

Date	Key Event
May 1, 2025	FIBA 3x3 Federation Ranking Cut-off Date for Qualification
May 5, 2025	Canada Basketball to confirm participation to Panam Sports
July 4, 2025	Athlete & Staff Nominated to COC
July 19, 2025	Asuncion 2025 Entries Entry by Name deadline
August 9-23, 2025	Asuncion 2025 Junior Pan American Games

#### 16. INP Publication

Canada Basketball's INP for the Asuncion 2025 Junior Pan American Games will be published 6 months prior to the event. The INP will be posted on Canada Basketball's website. All subsequent amendments to the approved INP will be circulated to all 2024-2025 3x3 U23 Women's high performance program athletes and coaches and posted on *Canada Basketball's website*.

#### 17. CONTACT INFORMATION

For questions or clarifications on the contents of this INP, please contact:

Ron Yeung, Head – Domestic & 3x3 Development, Canada Basketball  
[ryeung@basketball.ca](mailto:ryeung@basketball.ca)

## APPENDIX A

### CANADA BASKETBALL 3X3 ATHLETE PERFORMANCE EVALUATION CRITERIA

#### GOLD MEDAL PROFILE RUBRIC

A minimum of 10 observations are required to provide an assessment.

#### TECHNICAL/TACTICAL

Performance Factor	Evidence	Rating	Subjective Descriptor
Scoring the ball	FG%, 3PM, FT%	1	Stationary catch and shoot, limited accuracy when contested.
		3	Ability to move then shoot. Accuracy not consistent when contested.
		5	World-class shot accuracy. Ability to create a shot with movement or dribble. Same effectiveness when contested.
Creating	Fouls drawn, offensive rating, free throw rate, assists	1	Plays well in obvious advantages, inconsistent versus higher competition or in dynamic environments.
		3	Can start dominoes versus weaker competition and maintain against the best. Susceptible to bad decisions when trying to start dominoes against the best.
		5	World-class ability to start dominoes. Maintains composure and advantage against pressure and in crowds.
Rebounding	Rebounds, rebounding rate	1	Will rebound shots in area on offence and/or defence, will protect defensive space against minimal effort.
		3	Consistent effort to rebound and protect defensive area when rebounding. Susceptible to high pressure on defensive glass. Offensively is inconsistent in rebounding responsibility.
		5	Ability to overcome crowds. Consistent effort to protect defensive glass against high pressure. Ability to rebound outside of their body.
Control	Turnover rate, turnover type	1	Control is evident in predictable situations and against weaker competition. Focused on primary option.
		3	Good control at speed, but susceptible to bad decisions versus pressure and help defence.
		5	World-class control at speed and against multiple defenders. Maintains composure and identifies options.
1v1 defence	Blow bys, defensive rating, +/-	1	Limited ability to contain opponents in 1v1 settings.
		3	Good 1v1 defender but requires support versus great offensive players. Can disrupt and create turnovers versus weaker opponents.
		5	Ability to guard best offensive players 1v1. Will control, disrupt, and create turnovers on defence.
Defensive decision making	Defensive rating, +/-, steals, blocks	1	Basic understanding of defensive principles but slow to position.
		3	Good, but inconsistent, positional play on defence. Limited ability to react to teammate decisions or unpredictable offence.
		5	Excellent understanding of defensive role and positioning. Ability to identify and react to teammate and opponent actions.

Offensive decision making	+/-, offensive rating, defensive rating	1	Able to react to limited changes in environment. Makes good decisions versus weaker opponents.
		3	Consistently makes good decisions according to positioning, game plan and opponent. Struggles against stronger teams and pressure.
		5	Automatically and quickly reacts to multiple factors to make good decisions according to game plan and opponent under pressure. Excellent pattern recognition and anticipation.

## **MENTAL PERFORMANCE**

### **Rating scale:**

1 – Novice

3 – Intermediate

5 - Advanced

### **CONSCIOUS**

#### **Self-awareness:**

Engaging in honest self-appraisal, self-monitoring, and self-evaluation of the mental and physical states required for peak performance and well-being.

#### **Motivation:**

A consistent tendency to move in a direction of increased competence (i.e., knowledge and skill), integration (i.e., belonging and connection), and self-regulation (i.e., resilience and focus).

#### **Confidence:**

The strong belief or perception that one has the physical, mental, and emotional resources to meet the performance demands in front of them.

### **COMPOSURE**

#### **Resilience:**

Withstanding stress and pressure effectively by either maintaining optimal functioning or quickly rebounding when thrown off course & required to adapt.

#### **Stress-management:**

The ability to maintain attention on the resources and abilities one must meet demands and cope with threats.

#### **Emotion and Arousal Regulation:**

Using emotional experiences as facilitating, rather than debilitating, elements of performance through awareness and management of the mental and physical changes that accompany them.

#### **Attentional Control:**

The ability to focus selectively on the most relevant stimuli in a situation, sustaining that focus, and shifting it at will as the demands of the situation change.

### **CONNECTED**

#### **Athlete-coach relationship:**

Striving to build a genuine, working relationship based on respect, caring, trust, commitment, and a consistent pursuit of common ground.

#### **Teamwork:**

Collaborative behaviors with peers / teammates in service of maximizing team functioning and performance.

#### **Leadership:**

Formally or informally influencing the group toward achieving its common goals and objectives.

#### **Communication:**

Exchanging information, thoughts, knowledge, or messages in ways that enhance relationships, team functioning, and strategy.