



Team Canada Program

2026 Athlete Handbook

Including

National Squads and National Teams Selection Processes

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This document was approved by the Orienteering Canada Board of Directors on June 25, 2025

1 / Summary of Updates

This section will include a summary of edits to the Handbook after its initial approval and publication.

2 / Introduction

The Team Canada Program (TCP) is Orienteering Canada's program for its top competitive senior, junior orienteering, ski orienteering, and mountain bike orienteering athletes who demonstrate potential to compete at international events for Canada.

This program is the top development and performance pathway for Canadian orienteers in the Learn to Compete, Train to Compete, and Train to Win stages of our Long-Term Athlete Development Model.

The Team Canada Program has been designed with a focus on team and teamwork with the intent to foster a team culture in which Team Canada athletes and others support and cheer for each other, push each other to be better, and are outstanding role models for the community.

Team Canada athletes will be supported by Team Canada Coaches as well as personal or club coaches and support personnel. Orienteering Canada staff and volunteers support individual athletes and the team through a variety of initiatives.

The Team Canada Program is regularly also simply called "Team Canada". When used by Orienteering Canada "Team Canada" refers to the entire Team Canada Program.

This document provides all the information athletes in the TCP or thinking of applying for the TCP should need to know. Any questions can be addressed to teamcanada@orienteering.ca. This email is monitored by the Chair of the High Performance Committee.

3 / Program Structure

The Team Canada Program is Orienteering Canada's High Performance System as is structured as per the chart below.



Team and teamwork are a foundational element of the Team Canada Program. Athletes, coaches, and support personnel, including team leaders for international events, are all considered members of Team Canada and have a role to play.

TCP NATIONAL Squads

The Team Canada Program consists of several orienteering squads and a ski orienteering and mountain bike orienteering squad. Athletes are selected to one of these squads but have the possibility of moving between them. The difference between Development and Elite Squads is one of experience, training level, and previous results. Athletes may be selected to squads for multiple disciplines.

This program is the top development and performance pathway for Canadian orienteers in the Learn to Compete, Train to Compete, and Train to Win stages of our Long-Term Athlete Development Model.

All Team Canada athletes in ski orienteering and mountain bike orienteering will be on the same squad regardless of LTAD stage and experience.

Selection to TCP National Squads is governed by the "**2026 TCP National Squads Selection Process and Policy**". (Section 16 of this document)

TCP NATIONAL Teams

Team Canada Program National Teams are our teams of athletes representing Canada at various international races. There is no requirement for athletes to be members of a TCP National Squad to be selected to a TCP National Team. Selected athletes to National Teams represent Canada at numerous international races. Selection to each National Team is governed by the "**2026 TCP National Teams Selection Process and Policy**". (Section 17 of this document)

4 / Team Canada Program Goals

The purpose of the formation of **Team Canada Program National Squads** is to support the development of high performance athletes and to amplify performances.

The purpose of the formation of **Team Canada Program National Teams** are to improve performance at the North American and International levels.

Team Canada Program Goals:

1. Consistently be the Top North American Nation at the Junior and World Orienteering Championships and win the Future Champions and Bjorn Kjellström Cups at the North American Championships.
2. Consistently be a top 3 non-European Nation at the Junior and World Orienteering Championships.
3. Become a top 16 Nation at the Junior and World Orienteering Championships within the next 5-7 years.
4. Become a top 3 non-European Nation in both the men's and women's IOF Federation ranking within the next 3-5 years.
5. Become a top 16 Nation in both the men's and women's IOF Federation ranking within the next 5-7 years.

Strategy: To achieve goals #1, 4, and 5, the TCP will expand and develop more athletes to gain valuable World Ranking Event experience and points. To achieve goals #2 and #3, the TCP will strive to select full teams with the goal to have the best possible result.

International Events Purpose: With the strategy above in mind and borrowing from both the Australian and New Zealand High Performance Programs here follows the TCP international events specific purpose overview.

International Event	Frequency	Classes	Formats	Purpose
World Orienteering Champs (WOC)	Annually Forest: Odd years Sprint: Even years	M/F 21	Forest: M, L, FR Sprint: S, KO, SR	Potential to become a top 16 Nation Consistently top 3 non-Euro Nation Consistently top Nor-Am Nation

World Games (WG)	Every four years (Next: 2029)	M/F 21	S, M, SR	Potential to become a top 16 Nation Consistently top 3 non-Euro Nation Consistently top Nor-Am Nation
Junior World Orienteering Champs (JWOC)	Annually	M/F -20	M, L, FR, S, SR	Potential to become a top 16 Nation Consistently top 3 non-Euro Nation Consistently top Nor-Am Nation
IOF World Cup	Annually (3-4 rounds / year)	M/F 21	Various	Prepare for WOC, establish world ranking points, international race experience and development
World University Orienteering Champs (WUOC)	Every two years (even years)	University (17-25)		International race experience and development
European Youth Orienteering Champs (EYOC)	Annually	M/F -18 M/F -16	S, L, FR	Prepare for JWOC, international race experience and development
North American Orienteering Champs (NAOC)	Every two years (even years) (2026: USA) (2028: Canada)	M/F 21 M/F -20 M/F -18 M/F -16	S, M, L (varying FR, SR, KO)	Consistently top Nor-Am Nation, secure WOC and WG spots, establish world ranking points, international race experience and development

5 / Benefits to membership on a Team Canada Program National Squad

National Squad athletes may receive the following benefits:

1. Being part of a team of high performance athletes who support and push each other to be better people, athletes and orienteers.
2. Coaching support.
3. Invitations to National Squad training camps with access to coaching.
4. Eligibility to purchase Team Canada uniforms and clothing at cost prices for the athlete's use only. First time members of the Team Canada Program will receive one racing top, one pair of racing pants, one pair of shorts, and one pair of black o-socks of their choice.
5. Access to subsidized national and international event participation (when available).
6. Potential subsidies from clubs for events*
7. Potential discounted entry fees for Canadian events*

*Orienteering Canada is working with clubs to encourage them to provide these benefits. We also encourage TCP athletes to follow up with your club and PTOA.

6 / Governance

The Team Canada Program is a program of Orienteering Canada largely led by the Orienteering Canada High Performance Committee (HPC).

The HPC is composed of volunteers from the Canadian orienteering community who have an interest and desire to build high level competitive orienteering in Canada. The HPC terms of reference are available online at orienteering.ca/learn/about-us/committees and explains how the committee is structured and how members are appointed.

Some of the key documents produced by the High Performance Committee and its relevant subcommittees and approved by the HPC are:

- Team Canada Program Athlete Handbook (this document) including national squad and national team selection policies,
- Team Canada Program Athlete Agreement

These documents and other Orienteering Canada policies provide key information to Team Canada Program athletes and officials, including team selection criteria, lists of training camps and priority races, uniform information, communication plan, code of conduct and sponsorship procedures.

Current (2025) High Performance Committee members are:

- Afan Jones (Chair)
- Robyn Astridge (Athletes' Representative)
- Jan Erik Naess
- Tracy Smith
- Mike Waddington
- Adam Woods

Various High Performance subcommittees are created at various times to address specific issues, including selection policy creation and national teams selection.

Team Canada athletes are directly represented on the HPC and Orienteering Canada's board of directors by an Athletes' Representative voted on by the athletes and elected to a 3-year term. This position is protected in Orienteering Canada's bylaws and provides a mechanism for athletes to have a say in board and committee decisions. Robyn Astridge is the current Athletes' Representative elected in September, 2023.

7 / Coaching and Support

Coaching and athlete support are areas of the program that will be developed over time with the long-term goal of having a professional or semi-professional coach lead each of the teams within the Team Canada Program. These coaches would work in concert to provide athletes throughout the Team Canada Program with the best available coaching for each athlete, based on their strengths and weaknesses, personalities, and physical location.

Orienteering Canada is continually building the support network within the Team Canada Program by bringing in a variety of coaches and additional volunteers who have an interest in increasing the level of orienteering within Canada.

In 2026 we will be organizing a handful of domestic National Squad training camps, some led by dedicated coaches, either in person or with remote coaching via zoom, and some unsupported.

In all coach/athlete relationships we encourage both the coach and the athlete to take responsibility for initiating conversation. **Athletes, if you have questions for a coach, please reach out to them and don't wait for them to come to you.**

8 / Communication

Communication is one of the core pillars of the Team Canada Program, and a fundamental value listed in our strategic plan. Athletes are also required to sign a values agreement that stresses the importance of respectful and constructive communication.

Good communication consists of a combination of expressing your intent to other people and actively listening to what other people are expressing. It also requires mutual respect and kindness. Good communication is expected of all Team Canada members: athletes, coaches, and support personnel.

Orienteering Canada will provide as many opportunities for good, open communication as possible throughout the year. That said, communication is a two-way street, and it is not always up to Orienteering Canada and Team Canada coaches to initiate conversation. If there is something that needs to be said, asked, or otherwise brought up, we ask athletes to bring those items up with the appropriate person, be it another athlete, a coach, a support person, the Athlete's Rep, Orienteering Canada staff or board member, or someone else.

The main communication platform for the Team Canada Program is Basecamp, an online platform that all Team Canada members will be added to. All members are expected to regularly monitor Basecamp for official notifications. Not seeing information that has been shared on Basecamp does

not constitute a valid reason for missing a deadline, other media such as email or phone may be used for important personalized information.

9 / Team Culture

A large part of the Team Canada Program is about creating a strong culture of teamwork. This teamwork requires contributions from Orienteering Canada, team coaches, support personnel, and athletes. As athletes you are expected to contribute to team culture in the following ways:

- Agree to uphold the values of Team Canada by signing a [values agreement](#) (and actually uphold the values!).
- Help out with a small project (~20 hours of time) in an area of interest to you that contributes to the overall success of Team Canada. You will be supported / guided in this project by the High Performance Committee and/or others. Some examples of projects you may want to help out with:
 - Helping manage a fundraiser such as the annual Silent Auction with the Canadian Championships;
 - Finding and booking accommodation for Team Canada for a particular event (NAOCs, WUOC, WOC, training camps, etc.);
 - Helping manage social media for Team Canada;
 - Organizing a fundraiser race with your local club;
 - Helping write or manage the blog/news updates for Team Canada;
 - Mentoring a few younger athletes on Team Canada;
 - Planning courses for a Team Canada training camp;
 - Creating a small map that can be used for part of a Team Canada training camp;
 - Anything else you can come up with that helps move Team Canada forward.
- Communicate regularly and openly with all coaches, High Performance and Orienteering Canada staff.
- Participate in team meetings, group calls and training sessions/camps. (if you cannot attend a meeting, call or training session, you must discuss this with whomever is leading the session, as soon as you know you won't be able to participate.)

Please note that the above items are in addition to the Ongoing Membership Obligations that are required of all Team Canada Program athletes.

10 / Funding and Fundraising

The annual Team Canada budget is around \$30,000 with that money allocated to: supporting coaching and support personnel both year-round and at international events, training camps, registration fees, uniform costs and some small travel subsidies.

To supplement the existing budget Team Canada organizes a number of annual fundraising initiatives, namely the annual Control Bounty Fundraiser, the two annual Silent Auction and the Team Canada Fundraiser Race with the COCs. Orienteering Canada encourages all Team Canada athletes to assist in these fundraiser efforts which typically bring in \$10,000 - \$18,000. The remainder of the budget comes from Orienteering Canada's general funds. Team Canada members are expected to assist with and/or promote these fundraising activities.

We are also encouraging athletes to organize fundraiser races or other events with their orienteering club where the raised funds go to Team Canada. Orienteering Canada will also be looking into other opportunities to raise funds.

11 / Athlete Costs

Athletes are responsible for most costs related to training and competing throughout the year including paying for team uniforms, flights and transportation to events, accommodation at events, entry fees, etc.

For athletes attending the North American Championships and one or more international events overseas, total costs for the year can easily climb to \$8000 or \$10,000.

Here is a rough breakdown of estimated costs athletes can expect to pay throughout the year:

- Minimum clothing order for new athlete attending international event (\$280)
- Typical clothing order for returning athlete (\$50-200)
- Week long international event with pre-week (includes flights, accommodation, transport, etc.) (\$3850 - \$6050)
- Canadian Orienteering Championship entry fees (\$200-250)
- North American Orienteering Championships entry fees when applicable (includes local transportation, accommodation, food, etc. but not flights) (\$500-1200)
- North American championships prep-week when applicable (includes accommodation but not flights) (\$600-1000)

Event Cost Breakdown

All team training camps are free for members of Team Canada. Athletes will be expected to cover race entry fees (if applicable), accommodation, travel, food, and other costs. Billeting or group accommodation, carpooling, and other efforts to keep costs low will be coordinated whenever possible.

Training camps organized by a local club or other outside organization may have additional fees.

The following table provides a rough breakdown of the costs athletes are responsible for a typical week-long international championship and associated 'prep week' in Europe. Actual costs may vary greatly depending on a few factors including the location of the event, the residence of the athlete, exchange rates, etc.

- Airfare (\$1600 - \$2700)
- Accommodation (\$600 - \$900)
- Ground transportation (\$400 - \$550)
- Entry fees/maps (\$550 - \$950)
- Food (\$350 - \$500)
- Travel medical insurance (\$50 - \$150)
- Miscellaneous (\$300)
- Coaching, team leader support, and Orienteering Canada logistics (No charge to the athlete)
- **TOTAL (\$3850 - \$6050)**

For overseas IOF major events and other identified events (not WREs), Orienteering Canada registers the athletes and pays the appropriate registration fees on behalf of the athletes. In some instances, Orienteering Canada also pays up front for other expenses such as training maps, food, ground transportation, accommodation, etc. Athletes are invoiced by Orienteering Canada for these expenses later.

Air travel is booked and paid for by the athletes, themselves. Athletes are also responsible for any miscellaneous expenses during their travels as well as appropriate travel medical insurance.

Invoicing

Athletes will be invoiced one or more times during and after a competition season. Orienteering Canada will make best efforts to issue invoices promptly, but funding arrangements may delay final invoices until after the competition season is completed and all expense reports have been received. Orienteering Canada will issue final invoices no later than the end of its fiscal year (March 31) but will endeavour to send them sooner.

Athletes are expected to pay these invoices within 30 days. Athletes may contact finance@orienteering.ca to negotiate a payment plan if needed.

12 / Team Canada Uniform, Clothing, and Dress Code

Purchasing

Orienteering Canada has a comprehensive set of Team Canada orienteering clothing available for purchase by Team Canada members. The ordering process is through our partner's at o-store.ca. We will provide pricing and ordering info by Oct 15th.

Athletes are encouraged to purchase clothing as part of the application process, but it can be purchased at any time. Clothing purchased by the application documentation deadline (i.e. December 7, 2025) will be considered when we put together our order with Trimtex. If you wish to purchase a clothing order at other times of the year you must contact teamcanada@orienteering.ca.

Athletes who have never been a member of the Team Canada Program before will receive one racing top, one pair of racing pants, one pair of shorts, and one pair of black o-socks of their choice, for free, when they are selected to Team Canada for the first time. Even if athletes are not purchasing additional clothing, they should fill out the order form with their choice of racing top (white), racing pants, and socks.

Eligibility to purchase clothing

Some Team Canada clothing items can be purchased by other Team Canada members and the general public. The following table shows what Team Canada clothing is purchasable by whom. Any changes due to availability or issues will be communicated to affected athletes.

Purchasable by:	TCP athletes	TCP support personnel *	Other TCP members	General Public
Speed, Mesh, or Speed Mesh O Shirt, (White or Black)	✓			
Fast or Speed Mesh Singlet, (White or Black)	✓			
Vision Ski-O Racing Top	✓			
Vision Ski-O Racing Tights	✓			
3/4 Length Extreme O Pants, (Black or White)	✓			
3/4 Length Run Tights, Black	✓			
Short Run Tights	✓			
Lead Shorts	✓			
Advanced Jacket	✓	✓		
Advanced Pants	✓	✓		
Feather Jacket (light running jacket)	✓	✓		
Black Basic O Socks	✓	✓	✓	
Sprint Socks	✓	✓	✓	
Free Shorts	✓	✓	✓	
Flex Hoodie (full zip)	✓	✓	✓	
Pique Lzr Shirt (Polo, Casual wear)	✓	✓	✓	
Run Lzr Shirt (supporters shirt)	✓	✓	✓	✓
Bi-Elastic Cap	✓	✓	✓	✓
Speed Headband	✓	✓	✓	✓
Storm Beanie (Casual wear)	✓	✓	✓	✓
Storm Jacket (Raincoat)	✓	✓	✓	
Storm 50L Duffle	✓	✓	✓	

Legend:

Racing uniform items

Warm-up items

Other optional items

*And support personnel at International Events such as WOC and JWOC.

Dress Code

In addition to the above eligibility-to-purchase-rules, there is a dress code included in the Athlete Agreement as Appendix A. By signing the Athlete Agreement you are agreeing to follow this dress code. Not following the dress code will count as a violation of the Athlete Agreement.

Please remember the following when purchasing clothing:

- All Foot Orienteering Team Canada and International Foot-O Event Team (WOC, JWOC, WUOC, World Games, and World Cup Events) athletes must purchase (or otherwise obtain or already own) at a minimum the following items:
 - A white racing top (Speed or Mesh O-Shirt or Fast Singlet)
 - A pair of racing pants or shorts (3/4 Length Extreme Pants or 3/4 Length Run)
 - Tights - for forest races)
 - Black Basic O Socks
- All Ski-Orienteering Team Canada athletes must purchase (or otherwise obtain or already own) at a minimum the following items:
 - A Vision ski-o racing top
 - A Vision ski-o racing tights
- All Mountain Bike Orienteering Team Canada athletes must purchase (or otherwise obtain or already own) at a minimum the following items:
 - A white racing top (Speed or Mesh O-Shirt or Fast Singlet)
 - Any black cycling shorts of their choice
- All athletes selected to an International Event Team (in any discipline) must additionally purchase (or otherwise obtain or already own):
 - The advanced jacket
 - The advanced pants

13 / Anti-Doping

Orienteering Canada has adopted the Canadian Anti-Doping Program (CADP). We work closely with the Canadian Centre for Ethics & Sport (CCES) to implement the CADP within orienteering. All Team Canada athletes are automatically part of our “National Athlete Pool” (NAP). Athletes in the NAP are subject to the Canadian Anti-Doping Program (CADP) and shall be bound by all the anti-doping rules and responsibilities contained in the CADP, including completing an e-learning anti-doping education module (as mentioned in the application section of this Handbook).

There will be some additional paperwork required for this for first time members.

More information about anti-doping is available on orienteering.ca/team-canada/join/anti-doping-information as well as in the information below:

The Canadian Centre for Ethics in Sport (CCES) is the custodian of the Canadian Anti-Doping Program (CADP), the set of rules that govern anti-doping in Canada. The CADP consists of several components

such as in- and out-of-competition testing, education, medical exemptions, and the consequences of doping violations. The CADP is compliant with the World Anti-Doping Code and all international standards.

Orienteering Canada has adopted the CADP which means that you can be confident that you are part of a world-class anti-doping program that is designed to protect athletes' rights and ensure a level playing field.

While the CCES administers anti-doping for the Canadian sport community, you may also be subject to the rules of your international federation. Learn more about the International Orienteering Federation's Anti-Doping policies and procedures (orienteering.sport/iof/anti-doping).

The CCES recommends that athletes take the following actions to ensure they don't commit an inadvertent anti-doping rule violation:

- Know your [rights and responsibilities](#) as an athlete with regard to anti-doping
- Always comply with a [testing request](#) if you are notified for doping control
- Check all medications and products before taking them to ensure they do not contain [ingredients that are banned](#)
- Verify your [medical exemption requirements](#)
- Do not take supplements, but if you do, take steps to [minimize your risk](#)
- Get the latest news. Sign up to receive [CCES media releases](#) and advisory notes

Additional Resources and Information

- The [CCES AthleteZone](#) is a hub of resources and information for athletes and their support personnel
- The [Global DRO](#) provides athletes and support personnel with information about the prohibited status of specific substances based on the current WADA Prohibited List
Physicians and medical personnel are encouraged to use the CCES DocZone for targeted medical information
- Read more about the [Canadian Anti-Doping Program](#)
- The [World Anti-Doping Agency](#) works towards a vision of a world where all athletes compete in a doping-free sporting environment

14 / Athlete Agreement, Code of Conduct, and Other Policies

Team Canada athletes and all Event Team athletes are representatives of Canada and Orienteering Canada. They are expected to conduct themselves in a dignified and responsible manner at all times, showing respect and consideration towards other athletes, coaches, event organizers, officials, the public, media, and all volunteers/staff involved with orienteering.

Membership in Team Canada carries a responsibility to the Canadian orienteering community to behave in an exemplary manner. Team Canada athletes, coaches, and officials are held to a high standard and are expected to promote pride and goodwill for orienteering through their behaviour and attitude. Team Canada members are ambassadors for the sport at all times and are expected to behave accordingly at all times.

Every athlete on the Team Canada Program is required to sign an [Athlete Agreement](#) (as well as parent/guardian if the athlete is under the age of majority where they reside). Signing is done via [this form](#). Orienteering Canada expects every athlete to read it carefully before signing. Not reading it is not an excuse for not knowing what's in it or not following through on the obligations you sign on to.

The athlete is responsible for familiarizing themselves with Orienteering Canada's other policies as well (particularly the Discipline and Complaints Policy, Code of Conduct and Ethics, and Social Media Policy). Orienteering Canada's policies are at orienteering.ca/learn/about-us/policies.

15 / Appeals

Appeals may be made by following the procedures laid out in [Orienteering Canada's appeal policy](#). The deadline to submit an appeal is listed in the policy but may be shortened, if required, given the timing of a specific selection process. If there is a change to the deadline to submit an appeal then it will be indicated in the specific selection policy.

Please read the policy carefully, to understand what can and cannot be appealed and what constitutes grounds for an appeal.

16 / 2026 TCP National Squads Selection Process and Policy

Overview

The application deadline for the 2026 Team Canada Program National Squads is November 15, 2025. See section "**Application, Nomination, and Acceptance Timelines**" below for other important dates.

2026 TCP National Squads membership runs from January 1 until December 31, 2026. Athletes need to reapply every year.

Accepted athletes need to submit additional information and signed documents before officially becoming a TCP National Squad athlete.

Eligibility

All TCP National Squad athletes must be Canadian citizens or permanent residents of Canada with permanent resident cards. Exceptions may be made for Canadian residents who have stated their intention to stay in Canada and get their permanent resident status and eventually become citizens.

Exceptions will be made based on their contributions to orienteering in Canada in addition to all the standard criteria for joining the TCP. Athletes cannot also be members of a national team program for another National Orienteering Federation.

All Team Canada athletes must be in good standing with Orienteering Canada. They must:

1. Be full members in good standing of a Canadian orienteering club affiliated with Orienteering Canada.
2. Have no outstanding amounts owing to Orienteering Canada (unless a payment plan has been negotiated with the Orienteering Canada Treasurer).
3. Be at the Learn to Compete, Train to Compete, or Train to Win stages of [Orienteering Canada's Long Term Athlete Development model](#).
4. Have competitive results in M/W15-16, M/W17-18, M/W19-20, or M/W21E at major national and/or international races.
5. Be prepared to train 200+ hours in the coming year (for junior development squad athletes, more is expected for TCP senior athletes).
6. Demonstrate a desire to compete for Canada at international competition or otherwise compete at a similar level.
7. Demonstrate that orienteering training and racing is taken seriously.
8. Demonstrate their intention to be a supportive teammate to fellow Team Canada athletes.
9. Successfully complete the Team Canada Program invitation/application process, including all required Safe Sport and Anti-Doping requirements.

International Eligibility

Note that non-citizens will not be able to compete at international races for Canada as per IOF rules. To compete at IOF competitions for Canada, athletes must be Canadian citizens and have a valid Canadian Passport. And specifically, please note IOF rules 6.1 "A competitor may represent only one Federation at any one time. They must be a citizen of the country of that Federation..." and 6.2 "Requests for change of Federation representation will be checked by the IOF Office and will come into effect on 15th April or 15th November. A competitor may not change their Federation representation more frequently than once every four years."

These rules apply to World Ranking Events as well as all events in which Orienteering Canada selects National Teams. **Please confirm that your Eventor Profile lists your nationality as Canada!**

Application, Nomination, and Acceptance Timelines

The following table outlines the steps and deadlines for the application, nomination, and acceptance process to TCP National Squads for 2026. Additional details are included below the table.

Item	Details	Date
Step 1: Application	Application window opens	October 15, 2025
Step 1: Application	Application window closes	November 15, 2025 (end of day)

	(application form may be submitted Between October 15 - Nov 15th inclusive)	
Step 2: Nomination	All athletes nominated for selection to a TCP National Squad will be informed by email. Acceptance to a National Squad requires additional documentation be submitted (see Step 3)	November 30, 2025
Step 3: Documentation	Various documents must be signed and information submitted.	December 7, 2025 (end of day)
Step 4: Acceptance	All athletes accepted to a National Squad will be informed by email.	December 10, 2025
Meeting	First 2026 National Squads meeting	December 14, 2025
Announcement	A public announcement of TCP National Squad athletes by Orienteering Canada	By December 31, 2025

The HPC may, at their discretion, invite and add talented athletes that would be a good fit for the TCP National Squads at any time of the year. Invited athletes must still go through the application process using updated deadlines that will be communicated to them.

Step 1: Application (October 15 - November 15, 2025)

Any athlete interested in applying for a 2026 National Squad must submit the [Team Canada Program National Squads and National Teams Application Form](#) any time between October 15 and November 15, 2025.

There are nine parts (A to I) to the application form.

- A. Basic Information: Name, age, club, etc.
- B. National Squads Application: Athletes list the National Squad(s) for consideration
- C. National Teams Application: Athletes list the National Team(s) for consideration
- D. Domestic and International Major Race Results: Race results from May 15 to Nov 15, 2025
- E. World Ranking Points (Forest): The HPC will look these up for the athlete
- F. Sprint World Ranking Points: The HPC will look these up for the athlete
- G. 5 km Time Trial Time: Fastest 5km time from May 15 to Nov 15, 2025 (Section 18)
- H. Training Log and Coaching Information: Link to personal online training log and coach.
- I. Team Canada Program Spirit and Community Service: List of volunteer efforts

Step 2: Nomination (November 30, 2025)

Nominations for athlete selections to National Squads will be made by five selection subcommittees (junior, senior women, senior men, ski orienteering, and MTB orienteering) of the HPC between November 16 and November 30, 2025. Each of the five selection committees will comprise at least

one HPC member and two to three additional members. Committee members can not be current athletes of the Team Canada Program or related to any current applicants and must abide by Orienteering Canada's Conflict of Interest Policy. Committee members will be announced by October 1st, 2025. The Committees will remain in place until Sept 30, 2026. The composition of these committees will be approved by the HPC. Any changes to the committees will be approved by the HPC.

The nomination for selection will be based on the athlete's rankings, race performance, 5 km time trial, training commitment, contributions to Orienteering Canada. Athletes will have the opportunity to be moved from one squad to another part way through the year. The following outlines the criteria used to nominate athletes for selection to a National Squad.

National Elite Squad: Should meet at least two of the five key performance criteria (a to e, listed in order of decreasing weighting), meet the 5 km time trial benchmark (f), and have contributed to TCP team spirit and/or the orienteering community (see below). Athletes with an exceptional circumstance will also be considered (see below).

- A. Top 50% result at WOC in an individual race.
- B. IOF world rankings points average of 1100+ in forest and/or sprint. (IOF rankings are based on top-5 scored races; athletes without 5 scores should still average 1100+).
- C. Top 50% in a World Cup event in an individual race..
- D. Results from participation in North American Championship events (North American, National, COC, provincial, territorial, and/or regional). Results analysis will be based on time behind the winner, depth of field, and result relative to other Canadians.
- E. Results from participation in non-championship Canada Cup races and/or United States National Ranking Events. Results analysis will be based on time behind the winner, depth of field, and result relative to other Canadians.
- F. 5 km time trial benchmark of 17:49 for men and 20:18 for women.

National Development Squad: Should meet at least two of the five key performance criteria (a to e, listed in order of decreasing weighting), meet the 5 km time trial benchmark (f), and have contributed to TCP team spirit and/or the orienteering community (see below). Athletes with an exceptional circumstance will also be considered (see below).

- A. Member of a previous WOC team.
- B. Top 66% in a World Cup event in an individual race.
- C. IOF world ranking points average 800+ in forest and/or sprint. (IOF rankings are based on top-5 scored races; athletes without 5 scores should still average 800+).
- D. Results from participation in North American Championship races (North American, National, COC, provincial, territorial, and/or regional). Results analysis will be based on time behind the winner, depth of field, and result relative to other Canadians.
- E. Results from participation in non-championship Canada Cup races and/or United States National Ranking Events. Results analysis will be based on time behind the winner, depth of field, and result relative to other Canadians.
- F. 5 km time trial benchmark of 18:58 for men and 21:50 for women.

Junior National Squad: Should meet at least two of the four key performance criteria (a to d, listed in order of decreasing weighting), meet the 5 km time trial benchmark (e), and have contributed to TCP team spirit and/or the orienteering community (see below). Athletes with an exceptional circumstance will also be considered.

- A. Top 66% in JWOC or WUOC in previous year in an individual race..
- B. Results from participation in North American Championship races (North American, National, COC, provincial, territorial, and/or regional) in M/F 21, 19-20 and/or 17-18 categories. Results analysis will be based on time behind the winner, depth of field, and result relative to other Canadians.
- C. Results from participation in non-championship Canada Cup races and/or United States National Ranking Events in M/F 21, 19-20 and/or 17-18 categories. Results analysis will be based on time behind the winner, depth of field, and result relative to other Canadians.
- D. Consistent and high-level training as evidenced by an accessible online program.
- E. 5 km time trial benchmark of 20:18 for men and 23:38 for women.

Junior Development Squad: Should meet at least one of the three key performance criteria (a to c, listed in order of decreasing weighting), meet the 5 km time trial benchmark (d), and have contributed to TCP team spirit and/or the orienteering community (see below). Athletes with an exceptional circumstance will also be considered (see below).

- A. Member of a previous JWOC or WUOC team
- B. Strong performance(s) in North American Championship races (North American, National, COC, provincial, territorial, and/or regional) in M/F 19-20, 17-18 and/or 15-16 categories based on time behind the winner, depth of field, and result relative to other Canadians.
- C. Consistent training as evidenced by an accessible online program.
- D. 5 km time trial benchmark of 21:50 for men and 25:46 for women.

Ski Orienteering Squad: Must have competitive results (based on time behind the winner, depth of field, and result relative to other North Americans) in ski orienteering races and a history of consistent participation in ski - orienteering events over the last two years, and have contributed to TCP team spirit and/or the orienteering community (see below). Athletes with an exceptional circumstance will also be considered (see below).

Mountain Bike Orienteering Squad: Must have competitive results (based on time behind the winner, depth of field, and result relative to other North Americans) in mountain bike orienteering races and a history of consistent participation in mountain bike orienteering events over the last two years, and have contributed to TCP team spirit and/or the orienteering community (see below). Athletes with an exceptional circumstance will also be considered (see below).

TCP Team Spirit and Canadian Orienteering Community

Athletes should show dedication to the Team Canada Program and the Canadian orienteering community, through actions such as:

- Assisting with TCP fundraising, social media and other communications, assisting with training events, planning courses, athlete contribution to HPC and/or Orienteering Canada,

assistance with map making, etc. (Each athlete is expected to contribute a minimum of 20 hours a year to the program. These initiatives are managed by the HPC and tracked publicly within the TCP).

- Volunteering at local and national events.
- Demonstrating a sporting attitude, through actions such as:
 - Supporting fellow team members
 - Positive (and motivating) comments on social media and Attackpoint logs
 - Arranging virtual training sessions
 - Taking positive steps when you feel you or someone else has been unfairly treated
 - Welcoming and including new Team members

Exceptional Circumstance (Subjective) Selection: The HPC has the right to subjectively select an athlete to a TCP National Squad or National Team. Athletes can be subjectively added based on an athlete's performance on any of the key performance criteria, the potential of the selection to enhance the athlete's development pathway, and/or the potential of the selection to contribute to the TCP strategy/purpose and/or overall performance of the team. This discretionary selection will only be used only in exceptional circumstances such as those listed below. The intent is to give you an idea of the types of reasons that the Selection Committee would consider. This is not an exhaustive list. They may be different reasons for the Selection Committee to grant an exceptional circumstance selection.

- An athlete is injured or sick and is unable to participate in key races, trial races or time trials
- A technical issue which causes a problem at a trials race (such as a misplaced control)
- A force majeure causing the cancellation of a key race
- An unforeseen conflicting significant life event (such as the death of a close family member)

Nomination Timeline: All athletes nominated for selection to a TCP National Squad will be informed by email on November 30, 2025. Acceptance to a National Squad requires additional documentation be submitted (see Step 3)

Step 3: Documentation (December 7, 2025)

The following additional documentation is required by the December 7, 2025 documentation deadline:

1. The completed Athlete Profile survey. (via [this form](#))
2. Two photos for an athlete profile for the [Orienteering Canada website](#) (one head shot and one action shot, preferably from the 2025 season, and in the Team Canada uniform). (via [this form](#))
3. Let us know which projects you are interested in volunteering with (via [this form](#))
4. Team Canada clothing order should you wish to purchase clothing. (details to be added by Oct 15th)
5. Complete the Coach.ca Safe Sport Training module if you have not already done so (and provide us with your NCCP# so we can confirm at [thelocker.coach.ca](#)). Submit your NCCP number via [this form](#).
6. A signed copy of the [Team Canada Values Agreement](#). (via [this form](#))
7. A signed copy of the [2026 Athlete Agreement](#). (via [this form](#))

8. A signed [Orienteering Canada Waiver for adults or Assumption of risk for minors](#). (via [this form](#))

Step 4: Acceptance (December 10, 2025)

All National Squad accepted athletes will be notified by email on December 10, 2025.

As an athlete member of a TCP National Squad, the athlete must fulfill the following Ongoing Membership Obligations:

1. Join and regularly monitor the Team Canada group on Basecamp (which is used for official communication from Orienteering Canada).
2. Take initiative for their own training and development, including taking responsibility to contact the coach to set up any meetings or phone calls.
3. Respond in a timely manner to all correspondence from Orienteering Canada (including from the HPC or other volunteers) on Basecamp or otherwise and also from Orienteering Canada's partners such as the Canadian Centre for Ethics in Sport (CCES).
4. Abide by everything agreed to your signed [Athlete Agreement](#).
5. Abide by all Orienteering Canada policies and procedures: ([orienteering.ca/learn/about-us/policies](#)), including, but not limited to, the code of conduct and ethics, athlete agreement and social media policy.
6. Complete all anti doping requirements and sign any annual athlete agreements with CCES, and fully commit to abiding by all the anti-doping rules and responsibilities contained in the [Canadian Anti-Doping Program](#). Complete the Canadian Centre for Ethics in Sport (CCES) Athlete e-learning module for 2026 once it becomes available.
7. Acquire and pay for an [Athlete License](#) from the International Orienteering Federation (if required to compete internationally).
8. In addition to all of the above, fulfill the expectations listed in section 8 Team Culture, of this document.

Once accepted to a TCP National Squad an athlete may withdraw or be withdrawn from the Team Canada Program as per sections 33 through 35 of the Athlete Agreement. Note in particular section 34:

34. Orienteering Canada may terminate this Agreement, subject to section 35 by providing written notice, prior to its scheduled expiry if the Athlete:
 - a. has been found guilty by the CCES, WADA, or a designated body with the authority to conduct anti-doping testing of a doping control violation if:
 - i. the limitation period for an appeal has passed or the Athlete has appealed and the appeal has been decided; and
 - ii. the sanction against the Athlete was not reduced;
 - b. has been convicted of a violent criminal offense;
 - c. has become ineligible to represent Orienteering Canada; or
 - d. has otherwise not fulfilled their obligations in this Agreement and in the Team Canada Athlete Handbook published by Orienteering Canada on their website.

Note that previous Team Canada membership is no guarantee you will be selected again. For athletes that are not selected: We will do our best to work with your club and local coaches to find you appropriate support.

17 / 2026 TCP National Teams Selection Process and Policy

Overview

Our National Teams for international races are the other half of the Team Canada Program within Orienteering Canada's Performance System. The HPC selects and supports athletes for the following teams:

Orienteering (Foot)	Ski Orienteering	MTB Orienteering
WOC Team	Ski-WOC Team	World MTBO Champs Team
World Cup Teams	Ski-O World Cup Teams	MTBO World Cup Teams
World Games Team	Junior World Ski Orienteering Champs Team	Junior World MTBO Champs Teams
WUOC Team	World University Ski Orienteering Champs Team	
JWOC Team		
EYOC Team		
NAOC Relay Teams*		

* Note that the North American Orienteering Championships is an international race open to all athletes, however, the NAOC relay is a discipline where the HPC selects Canada's National Teams for the NAOC relay.

The application deadline for the 2026 Team Canada Program National Teams is November 15, 2025 and uses the same form and time for the National Squads selection (see section 8 above).

Accepted athletes need to submit additional information and signed documents before officially becoming a TCP National Team athlete.

National Teams International Race Eligibility

Note that non-citizens will not be able to compete at international races for Canada as per IOF rules. To compete at IOF competitions for Canada, athletes must be Canadian citizens and have a valid Canadian Passport. And specifically, please note IOF rules 6.1 "A competitor may represent only one Federation at any one time. They must be a citizen of the country of that Federation..." and 6.2 "Requests for change of Federation representation will be checked by the IOF Office and will come into effect on 15th April or 15th November. A competitor may not change their Federation representation more frequently than once every four years."

These rules apply to World Ranking Events as well as all events in which Orienteering Canada selects National Teams. **Please confirm that your Eventor Profile lists your nationality as Canada.**

All Team Canada athletes must be in good standing with Orienteering Canada. They must:

1. Be full members of a Canadian orienteering club affiliated with Orienteering Canada.
2. Have no outstanding amounts owing to Orienteering Canada (unless a payment plan has been negotiated with the Orienteering Canada Treasurer).
3. Be at the Learn to Compete, Train to Compete, or Train to Win stages of [Orienteering Canada's Long Term Athlete Development model](#).
4. Have competitive results in M/W15-16, M/W17-18, M/W19-20, or M/W21E at major national and/or international races.
5. Be prepared to train 200+ hours in the coming year (for junior development squad athletes, more is expected for TCP senior athletes).
6. Demonstrate a desire to compete for Canada at international competition or otherwise compete at a similar level.
7. Demonstrate that orienteering training and racing is taken seriously.
8. Demonstrate their intention to be a supportive teammate to fellow Team Canada athletes.
9. Successfully complete the Team Canada Program invitation/application process.

Non-National Squad Athletes

Although there is no requirement to be member of a TCP National Squad to compete on a National Team in international races for Canada, it should be noted that many of the benefits available to TCP National Squad athletes will not be available to athletes who choose not to be a part of the program but apply for, and get selected to, a National Team.

Non-National Squad athletes who are selected for a National Team:

- Will be able to order TCP clothing from what is in stock when they get selected to a team (we will do our best to ensure we have stock of the mandatory items).
- Will NOT be eligible for any free clothing.
- Will NOT be able to participate in TCP training camps with the exception of international race-specific camps (e.g. the prep week for WOC, JWOC, etc.).
- Must sign an Athlete Agreement and Team Canada Values Agreement.
- Are bound by Orienteering Canada's policies and procedures including, but not limited to, the code of conduct and ethics and social media policy.
- Will NOT receive coaching from TCP coaches except for event-specific coaching provided to the international event team after selection, and on-site coaching at the international event.
- Must fulfill any additional requirements outlined in selection policy documents.

Application

Any athlete interested in applying for a 2026 National Team must submit the [Team Canada Program National Squads and National Teams Application Form](#) any time between October 15 and November 15, 2025.

There are nine parts (A to I) to the application form.

- A. Basic Information: Name, age, club, etc.
- B. National Squad Application: Athletes list the National Squad(s) for consideration
- C. National Teams Application: Athletes list the National Team(s) for consideration
- D. Domestic and International Major Race Results: Race results from May 15 to Nov 15, 2025
- E. World Ranking Points (Forest): The HPC will look these up for the athlete
- F. Sprint World Ranking Points: The HPC will look these up for the athlete
- G. 5 km Time Trial Time: Fastest 5km time from May 15 to Nov 15, 2025 (Section 18)
- H. Training Log and Coaching Information: Link to personal online training log and coach.
- I. Team Canada Program Spirit and Community Service: List of volunteer efforts

Nomination

Nominations for athlete selections to National Teams will be made by the five selection subcommittees (junior, senior women, senior men, ski and mountain bike) of the HPC between November 16 and November 30, 2025. The nomination for selection will be based on the athlete's rankings, race performance, 5 km time trial, training commitment, contributions to Orienteering Canada.

Based on the criteria below athletes will be ranked into the following groups:

- National (senior) Forest
- National (senior) Sprint
- Junior
- Ski Orienteering
- MTB Orienteering

The five selection subcommittees will fill National Teams (non WOC) available spots (i.e., Canada's quota of 6 men and women in JWOC, 9 men and women in a Forest World Cup, etc.) by the top ranked athletes (going down the list) that have chosen a specific race. **See below for 2026 WOC Selection Policy.**

The HPC strives to select athletes meeting the above standards to compete successfully at international races.

WORLD CUP, WUOC, & NAOC M/F 21 RELAY TEAMS NOMINATION CRITERIA: Athletes will be ranked based on five key performance criteria (a to e, listed in order of decreasing weighting). Athletes must also meet the 5 km time trial benchmark (f), and have contributed to TCP team spirit and/or the orienteering community (see below). Athletes with an exceptional circumstance will also be considered (see below).

- A. Top 50% at WOC in an individual race.
- B. IOF world rankings points
- C. Top 50% in a World Cup event in an individual race.
- D. Results from participation in North American Championship events (North American, National, COC, provincial, territorial, and/or regional). Results analysis will be based on time behind the winner, depth of field, and result relative to other Canadians.

- E. Results from participation in non-championship Canada Cup races and/or United States National Ranking Events. Results analysis will be based on time behind the winner, depth of field, and result relative to other Canadians.
- F. 5 km time trial benchmark of 17:49 for men and 20:18 for women.

JWOC, WUOC, & NAOC M/F 17-18, 19-20 RELAY TEAMS NOMINATION CRITERIA: Athletes will be ranked based on four key performance criteria (a to d, listed in order of decreasing weighting). Athletes must also meet the 5 km time trial benchmark (e), and have contributed to TCP team spirit and/or the orienteering community (see below). Athletes with an exceptional circumstance will also be considered (see below).

- A. Results from JWOC or WUOC participation in the previous year.
- B. Results from participation in North American Championship races (North American, National, COC, provincial, territorial, and/or regional) in M/F 21, 19-20 and/or 17-18 categories. Results analysis will be based on time behind the winner, depth of field, and result relative to other Canadians.
- C. Results from participation in non-championship Canada Cup races and/or United States National Ranking Events in M/F 21, 19-20 and/or 17-18 categories. Results analysis will be based on time behind the winner, depth of field, and result relative to other Canadians.
- D. Consistent and high-level training as evidenced by an accessible online program.
- E. 5 km time trial benchmark of 20:18 for men and 23:38 for women.

EYOC & NAOC M/F 15-16 RELAY TEAMS NOMINATION CRITERIA: Athletes will be ranked based on three key performance criteria (a to c, listed in order of decreasing weighting). Athletes must also have contributed to TCP team spirit and/or the orienteering community (see below). Athletes with an exceptional circumstance will also be considered (see below).

- A. Strong performance(s) in North American Championship races (North American, National, COC, provincial, territorial, and/or regional) in M/F 17-18 and/or 15-16 category based on time behind the winner, depth of field, and result relative to other Canadians.
- B. Member on a previous NAOC Youth Relay or EYOC team.
- C. Consistent participation in local and regional orienteering races.

SKI ORIENTEERING AND MOUNTAIN BIKE ORIENTEERING NOMINATION CRITERIA: Athletes will be ranked based on two key performance criteria (weighted equally). Athletes must also have contributed to TCP team spirit and/or the orienteering community (see below). Athletes with an exceptional circumstance will also be considered (see below).

- A. IOF world rankings points in the respective discipline
- B. Top Performance(s) in North American or International ski orienteering or mountain bike orienteering events based on time behind winner, depth of field, and result relative to other Canadians.

Note that the Selection Committee may choose to change dates for ski-orienteering selection. These date changes will be added to the “summary of updates” section of this document.

2026 WOC SELECTION POLICY: The nomination process for selection to the 2026 Sprint World Orienteering Championship uses the same application form for National Squads and non-WOC National Teams, however the process is a little different as is outlined below.

IOF Automatic Selection

Three athletes have already been automatically selected to represent Canada at WOC 2026 due to them winning the sprint races at the 2024 North American Orienteering Championships. The athletes are:

- Damian Konotopetz (Individual Sprint)
- Christian Michelsen (Knock-Out Sprint)
- Emma Waddington (Individual Sprint & Knock-Out Sprint)

Team Size

Canada is permitted to enter the following number of athletes in each race:

- Individual Sprint (4 men, 4 women)
- Knock-Out Sprint (4 men, 4 women)
- Sprint Relay (1 team of 2 men, 2 women)

With that in mind, Canada will select up to 4 men and 4 women to represent Canada at WOC. Each of the athletes will be guaranteed to race in both the individual sprint and knock-out sprint. After considering the IOF automatic selections, that leaves five vacant spots (two men and three women) for selection.

WOC Nomination Process

Athletes must satisfy IOF nationality rules for international representation. Athletes must compete in M/F 21E (or on the same course as M/F 21E) in three high profile (preferably World Ranking Event or domestic Championship) trial races (athletes running in other classes will not be considered for selection). ***Athletes must send an email to teamcanada@orienteering.ca listing the three trial races they are choosing at least one week before their first trial race. Athletes should include the dates, location and race name of all three trial races in their email.*** The trial races must take place between May 15th and November 15th, 2025.

Without limiting the discretion of the selectors, the selectors will consider the following key performance criteria (weighted in order of decreasing importance).

1. IOF sprint world rankings points average (IOF rankings are based on top-5 scored races; athletes without 5 scores will have their average determined from their one to four races). Weighting: 50%
2. Performances achieved in three trial races as measured by overall result, percentage behind the winner, depth of field, and result relative to other Canadians. Weighting: 30%
3. Performances achieved in other international and domestic sprint championship (e.g., Canadian Orienteering Championships, Western Canadian Orienteering Champs, Ontario Championships, US Championships, etc.) events as measured by overall result, percentage behind the winner, depth of field, and result relative to other Canadians. Weighting: 20%

5 km time trial races may be used as a guide to running speed and physical condition to break a tie in the key performance criteria.

Mixed Relay Team

The composition of the mixed relay will be decided at WOC based on pre-WOC Sprint World Ranking Points and performance in both the WOC 2026 Individual Sprint and WOC 2026 Knock-Out Sprint competitions.

TCP Team Spirit and Canadian Orienteering Community

Athletes should show dedication to the Team Canada Program (previous squad members only) and the Canadian orienteering community, through actions such as:

- Assisting with TCP fundraising, social media and other communications, assisting with training events, planning courses, athlete contribution to HPC and/or Orienteering Canada, assistance with map making, etc. (Each athlete is expected to contribute a minimum of 20 hours a year to the program. These initiatives are managed by the HPC and tracked publicly within the TCP).
- Volunteering at local and national events.
- Demonstrating a sporting attitude, through actions such as:
 - Supporting fellow team members
 - Positive (and motivating) comments on social media and Attackpoint logs
 - Arranging virtual training sessions
 - Taking positive steps when you feel you or someone else has been unfairly treated
 - Welcoming and including new Team members

Exceptional Circumstance (Subjective) Selection: The HPC has the right to subjectively select an athlete to a TCP National Squad or National Team. Athletes can be subjectively added based on an athlete's performance on any of the key performance criteria, the potential of the selection to enhance the athlete's development pathway, and/or the potential of the selection to contribute to the TCP strategy/purpose and/or overall performance of the team. This discretionary selection will only be used only in exceptional circumstances such as those listed below. The intent is to give you an idea of the types of reasons that the Selection Committee would consider. This is not an exhaustive list. They may be different reasons for the Selection Committee to grant an exceptional circumstance selection.

- An athlete is injured or sick and is unable to participate in key races, trial races or time trials
- A technical issue which causes a problem at a trials race (such as a misplaced control)
- A force majeure causing the cancellation of a key race
- An unforeseen conflicting significant life event (such as the death of a close family member)

Notification Timeline: All athletes nominated for selection to a TCP National Team will be informed by email on November 30, 2025. Acceptance to a National Team requires additional documentation be submitted (see Step 3)

NATIONAL TEAMS APPLICATION, NOMINATION, AND ACCEPTANCE TIMELINES

The following table outlines the steps and deadlines for the application, nomination, and acceptance process to TCP National Teams for 2026. Additional details are included below the table.

Item	Details	Date
Step 1: Application	Application window opens	October 15, 2025
Step 1: Application	Application window closes (application form may be submitted Between October 15 - Nov 15th inclusive)	November 15, 2025 (end of day)
Step 2: Nomination	All athletes nominated for selection to a TCP National Team will be informed by email. Acceptance to a National Team requires additional documentation be submitted (see Step 3)	November 30, 2025
Step 3: Documentation	Various documents must be signed and information submitted.	December 7, 2025 (end of day)
Step 4: Acceptance	All athletes accepted to a National Team will be informed by email.	December 10, 2025
Meeting	First 2026 National Teams meeting	December 14, 2025
Announcement	A public announcement of TCP National Team athletes by Orienteering Canada	By December 31, 2025

Step 1: Application (October 15 - November 15, 2025)

Any athlete interested in applying for a 2026 National Team must submit the [Team Canada Program National Squads and National Teams Application Form](#) any time between October 15 and November 15, 2025.

There are nine parts (A to I) to the application form.

- A. Basic Information: Name, age, club, etc.
- B. National Squads Application: Athletes list the National Squad(s) for consideration
- C. National Teams Application: Athletes list the National Team(s) for consideration
- D. Domestic and International Major Race Results: Race results from May 15 to Nov 15, 2025
- E. World Ranking Points (Forest): The HPC will look these up for the athlete
- F. Sprint World Ranking Points: The HPC will look these up for the athlete
- G. 5 km Time Trial Time: Fastest 5km time from May 15 to Nov 15, 2025 (Time Trial document)
- H. Training Log and Coaching Information: Link to personal online training log and coach.

- I. Team Canada Program Spirit and Community Service: List of volunteer efforts.

Step 2: Nomination (November 30, 2025)

Nominations for athlete selections to National Teams will be made by five selection subcommittees (junior, senior women, senior men, ski and mountain bike) of the HPC between November 16 and November 30, 2025. Each of the three selection committees will comprise at least one HPC member and two to three additional members. Committee members will be announced by October 1st, 2025.

Step 3: Documentation (December 7, 2025)

The following additional documentation is required by the December 7, 2025 documentation deadline:

1. The completed Athlete Profile survey. (via [this form](#))
2. Two photos for an athlete profile for the [Orienteering Canada website](#) (one head shot and one action shot, preferably from the 2025 season, and in the Team Canada uniform). (via [this form](#))
3. Team Canada clothing order should you wish to purchase clothing. (details to be added by Oct 15th)
4. Complete the Coach.ca Safe Sport Training module if you have not already done so (and provide us with your NCCP# so we can confirm at [thelocker.coach.ca](#)). Submit your NCCP number via [this form](#).
5. A signed copy of the [Team Canada Values Agreement](#). (via [this form](#))
6. A signed copy of the [2026 Athlete Agreement](#). (via [this form](#))
7. A signed [Orienteering Canada Waiver for adults or Assumption of risk for minors](#). (via [this form](#))

Note that links to the above documents and processes will be posted by Aug 31, 2025.

Step 4: Acceptance (December 10, 2025)

All National Teams accepted athletes will be notified by email on December 10, 2025.

As an athlete member of a TCP National Team, the athlete must fulfill the following Ongoing Membership Obligations:

1. Join and regularly monitor the Team Canada group on Basecamp (which is used for official communication from Orienteering Canada).
2. Take initiative for their own training and development, including taking responsibility to contact the coach to set up any meetings or phone calls.
3. Respond in a timely manner to all correspondence from Orienteering Canada (including from the HPC or other volunteers) on Basecamp or otherwise and also from Orienteering Canada's partners such as the Canadian Centre for Ethics in Sport (CCES).
4. Abide by everything agreed to your signed [Athlete Agreement](#).
5. Abide by all Orienteering Canada policies and procedures ([orienteering.ca/learn/about-us/policies](#)), including, but not limited to, the code of conduct and ethics, athlete agreement and social media policy.

6. Participate in all anti-doping education programs as requested, and fully commit to abiding by all the anti-doping rules and responsibilities contained in the [Canadian Anti-Doping Program](#). Complete the Canadian Centre for Ethics in Sport (CCES) Athlete e-learning module for 2026 once it becomes available.
7. Acquire and pay for an [Athlete License](#) from the International Orienteering Federation (if required to compete internationally).
8. In addition to all of the above, fulfill the expectations listed in the Team Culture section of this document.

Once accepted to a TCP National Team an athlete may withdraw or be withdrawn from the Team Canada Program as per sections 33 through 35 of the Athlete Agreement. Note in particular section 34:

34. Orienteering Canada may terminate this Agreement, subject to section 35 by providing written notice, prior to its scheduled expiry if the Athlete:
 - a. has been found guilty by the CCES, WADA, or a designated body with the authority to conduct anti-doping testing of a doping control violation if:
 - i. the limitation period for an appeal has passed or the Athlete has appealed and the appeal has been decided; and
 - ii. the sanction against the Athlete was not reduced;
 - b. has been convicted of a violent criminal offense;
 - c. has become ineligible to represent Orienteering Canada; or
 - d. has otherwise not fulfilled their obligations in this Agreement and in the Team Canada Athlete Handbook published by Orienteering Canada on their website.

18 / 5K Time Trial

All athletes considering membership in the Team Canada Program National Squads or National Teams in 2026 (excluding ski orienteering and MTB orienteering) must complete a timed, accurately measured 5 km race (e.g. parkrun, fun run, track race) of their choice between May 15th and November 15th, 2025. Results (with link to event) must be included in the 2026 Team Canada Program National Squads and National Teams online application. The race cannot be a net downhill race.

The 2026 5 km time trial benchmarks are:

Squad	Men	Women
National Elite	17:49	20:18
National Development	18:58	21:50
Junior Elite	20:18	23:38
Junior Development	21:50	25:46

Time Trials as a TCP National Squads Benchmark and a Training Incentive

Going forward the 5 km time trial will be mostly used in two ways. First as meeting a benchmark time to assign athletes to the various TCP National Squads (Elite vs Development). Second, the time trials will be used as a fun way for TCP athletes to push each other to become faster runners.

Time Trials within the TCP National Teams Selection Policy

In appropriate cases, time trials may be used to break a tie or a near tie when athletes are very close in a National Teams selection (i.e., their race performances and rankings are close).

Injury

Athletes that are injured during the time trial window (May 15 - November 15, 2025) can get an exemption with an official letter from a doctor submitted to teamcanada@orienteering.ca before November 30th, 2025.

