

FIELD HOCKEY CANADA INTERNAL NOMINATION PROCEDURES (INP) FOR LIMA 2027 PANAM GAMES

Updated October 7, 2026

1. INTRODUCTION

The National Field Hockey Team is a group of players that represent Canada at international competition and to whom Field Hockey Canada (FHC) provides training, competition, coaching, and administrative support.

Purpose of the Internal Nomination Procedures (INP)

The objective of these Internal Nomination Procedures (INP) is to set out the process and criteria that will be used by Field Hockey Canada to nominate athletes to the Canadian Olympic Committee (COC) for the Lima 2027 PanAmerican Games as members of the Canadian team.

These Internal Nomination Procedures (INP) will provide the criteria to select athletes for nomination to the COC for the Lima 2027 PanAmerican Games with the goal of fielding the team with the ability to achieve the best possible result for Canada. Specifically, it will outline;

2027 Pan American Games (Lima)

The process and criteria to select 16 female athletes plus 2 alternate athletes and support staff for the 2027 Lima Pan American Games

The process and criteria to select 16 male athletes plus 2 alternate athletes and support staff for the 2027 Lima Pan American Games

2. DECISION MAKING AUTHORITY

Field Hockey Canada's National Team Head Coaches (Head Coach of WNT and Head Coach of MNT) are responsible for developing and approving the national team selection policies. The Head Coaches, in conjunction with the high-performance coaching staff, will select the final teams for the Lima 2027 Pan American Games using the criteria published in this document. The Head Coaches, in consultation with the Pathway Director, can select team members at his/her discretion, pursuant to the selection criteria, including support staff.

Athletes and support staff have the responsibility to read team selection criteria carefully and immediately request further information from the coaching staff and Field Hockey Canada to ensure they clearly understand.

Field Hockey Canada's identified coaching staff, under the leadership of the Head Coaches, and with approval of the Pathway Director, will have full decision-making authority on site for all team and game selections.

If the Head Coach is prevented from exercising their functions for any reason, the authority to make decisions in accordance with this INP shall be vested in the Pathway Director until the Head Coach is able to resume their functions.

3. INTERNATIONAL FEDERATION CRITERIA

Qualification and entry regulations for the Lima 2027 PanAmerican Games are determined according to criteria published by the International Field Hockey Federation (FIH), on their website. The FIH criteria can be found here at [Qualification process](#). In the event of changes by the FIH to the criteria following the publication of this INP, the most recent version of FIH criteria will apply. Field Hockey Canada will inform impacted individuals as soon as possible.

These Internal Nomination Procedures are based on FIH rules and regulations, as presently known and understood, and on the latest information available to Field Hockey Canada. Affected athletes will be notified of any changes in the selection criteria and procedures necessitated by a change in FIH rules and regulations as soon as reasonably possible. Should such a circumstance occur, Field Hockey Canada will review and amend these INP to comply with the new regulations or conditions. However, any modifications made to FIH rules and regulations shall come into effect as of the date specified by FIH, irrespective of the date on which this INP has been modified. Amendments to this document will be communicated directly to the affected athletes as well as posted on the Field Hockey Canada website.

To be selected to the Lima 2027 PanAmerican Games athletes must achieve the minimum eligibility standards set forth by FIH. Minimum standards can be found on the FIH website at [FIH Eligibility](#)

In the event of changes by FIH to the selection and eligibility criteria, Field Hockey Canada is bound by these changes and will inform its members as soon as possible.

4. ATHLETE ELIGIBILITY FOR SELECTION

All participants that wish to be considered for selection must:

- Be a Canadian citizen in accordance with Rule 41 of the Olympic Charter
- Hold a Canadian passport valid until 6 months after the conclusion of the event in question.
 - For the Lima 2027 Pan American Games, this means a passport valid until February 9th, 2028
- Be a registered member of Field Hockey Canada, in good standing with a provincial branch and Field Hockey Canada member club.
- Comply in all respects with the Anti-Doping Rules of the FIH, the Canadian Anti-Doping Program (CADP) and the Anti-Doping Rules of any other Anti-Doping Organization that has authority over them and must not be serving a period of ineligibility for an anti-doping rule violation.

- Sign and submit the most current Field Hockey athlete agreement and waivers as required by Field Hockey Canada.
- Follow all relevant FHC, FIH and Canadian Olympic Committee (COC) requirements for eligibility
- Sign, submit and comply with the COC athlete agreement and Lima 2027 PanAmerican Games Conditions of Participation Forms on or before the COC deadlines provided.

Additional Criteria

- May not have represented another country in the 3 years preceding the start date of the Lima 2027 PanAmerican Games.
- Athletes must have signed the current Field Hockey Canada National Team Member Athlete Agreement, which includes a commitment to fulfilling all elements of the outlined YTP and to making any applicable program or tour levy associated with the program as outlined by the NSO.
- Must acknowledge that he or she is aware of and agrees to be bound by the Field Hockey Canada Code of Conduct and the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), as well as any other relevant and applicable policies.
- Comply in all respects with the Anti-Doping Rules of the FIH, the Canadian Anti-Doping Program (“CADP”), and the Anti-Doping Rules of any other Anti-Doping Organization that has authority over them, and 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; and be available for sample collection and have provided accurate and up-to date whereabouts information on a regular basis as directed by FIH and/or Sport Integrity Canada, as applicable.
- Athletes named to compete in the Lima 2027 PanAmerican Games will be required to comply with dress code regulations of Field Hockey Canada and the Canadian Olympic Committee. This will include the Official Team Competition Clothing Policy and the Official Team Podium/Parade Clothing Policy.
- Athletes named to the Lima 2027 PanAmerican Games team will only be allowed to use equipment that meets with the rules and regulations of the FIH

5. FHC SELECTION CRITERIA

5.1.1 *ATHLETE SELECTION PROCESS*

- Performance in DTE environment from September 2026 - July 2027
- Carding camps - MNT November 2026 and WNT March 2027
- Performance and competitive opportunities including international games:
 - November 2026 (MNT and WNT)
 - January/February 2027 (MNT/WNT)
 - March/April 2027 (MNT/WNT)
 - Nations Cup 2 - February 2027 or June 2027 (MNT/WNT)

Selection decisions are the responsibility of the national coaches, where the ultimate authority for selection rests with the head coach, with the approval of the Pathway Director. Conducting player assessments for team selection involves weighing the needs of the team and the perceived relative strengths and weaknesses of the athletes to select a team deemed most appropriate to represent Canada. In the interest of selecting the best

possible team, selection decisions will consider overall team composition and performance requirements. Therefore, the best individual athlete in a given circumstance may not always be selected if another combination of athletes is deemed to better meet the team's objectives. The player evaluation system considered by the national coaches to aid in the selection process can be found in *Appendix I*. The coaches are free to assign different weightings to the importance of these factors in their decision-making process as they deem appropriate to the goal of fielding the best possible team.

5.1.2 ATHLETE SELECTION CRITERIA

To be considered for selection, athletes must:

- Demonstrate factors listed in the categories from the Field Hockey Canada athlete selection criteria. These are listed in *Appendix I*
- Meet and maintain the fitness requirements as determined by the national head coach and support staff. For the MNT, these are listed in *Appendix II* and for the WNT, *these are listed in Appendix IIb*
- Demonstrate commitment to winning medals at international competitions, Pan American and Olympic Games
- Demonstrate commitment to the rigors of national team training and competition, e.g., travel, fitness, lifestyle, personal sacrifice, etc.
- Exhibit the ability to adapt to new training environments, e.g., coaches, support staff, venues, etc.
- Show a positive attitude toward teammates, the national team, coaches and support staff, and Field Hockey Canada
- Demonstrate commitment to participating in injury reduction and management programs
- Consistently perform in international competition at a level that impacts the team reaching its goal of winning medals.

5.2 ALTERNATIVES AND SUBSTITUTIONS

For the Lima 2027 Pan American Games, a list of 2 non-traveling reserves, and 2 alternates will be identified at the time of the team nomination, June 17th, 2027, in accordance with this document. If one of the final 16 athletes selected to the Lima 2027 Pan American Games team is injured and does not receive medical clearance, i.e., they cannot perform to their maximum, an alternative will be named from the identified list of non-traveling reserves and alternates, with the following timelines:

- Prior to June 17, 2027, athletes from the non-traveling reserves and alternate list can be named, provided these athletes were included on the long list submitted to the COC by the deadline of March 17, 2027, for the Lima Pan American Games and have completed the COC registration requirements.
- After July 4th only non-traveling reserves can be named and are subject to the COC team selection committee for approval and the IOC Late Athlete Replacement Policy (LARP).
- If a player is injured following the start of the Lima 2027 Pan American Games the FIH replacement and substitution rules and regulations will apply.

5.3 PERFORMANCE READINESS AND INJURY

Athletes being considered for team selection are to be cleared for training and competition by the team doctor / trainer/ physiotherapist. The expectation is that the named 16 athletes, 2 non-traveling reserves, and extended reserve squad selected, be ready to play in any, or all matches of the 2027 Lima Pan American Games.

In the case of an athlete not able to adhere to the fitness requirement/s or fitness assessment/s due to injury and/or illness, the Head Coach will require an athlete to undergo a medical examination to determine their fitness to participate. The team-designated doctor / trainer/ physiotherapist will carry out the examination. The following procedure will be adhered to:

- Assess whether the athlete can compete in the named event (2027 Pan American Games)
- Whether a follow-up course of action (retest or medical examination on a later date) is necessary and/or functional and/or impartial to the athlete and selection process.
- Whether the athlete will be selected or deselected for the named event (2027 Pan American Games).
- If the athlete passes the medical examination, the Head Coach (with consultation with the team doctor/ trainer/ physiotherapist) will consider selection in accordance with the selection policy.
- If the athlete passes the medical examination, but the Head Coach still has concerns over whether the athlete can compete to the best of his ability due to the underlying injury or illness, the Head Coach can require the athlete to undergo a set of pre-determined sports specific performance tests. If the athlete fails, the test(s) he will be withdrawn from the squad or team on medical grounds and (if appropriate) the Head Coach in accordance with the selection policy can nominate a replacement.

5.4 REMOVAL OF AN ATHLETE ONCE SELECTED

The National Head Coach, with the support of the Pathway Director, may remove an athlete from the national team or squad if they do not meet the provisions of this document. The National Head Coach will personally contact the athlete and provide formal feedback. Regarding injuries, the National Head Coach will require a written injury report from team medical personnel. After the final COC nomination deadline (June 17, 2027, but prior to July 2nd 2027 for Lima 2027 Pan American Games, in exceptional circumstances (e.g. medical or otherwise) and on a case-by-case basis, athlete substitutions are subject to the approval of the COC Team Selection Committee. Any athlete substitutions after July 2nd, 2027 for Lima 2027 Pan American Games are subject to the Late Athlete Replacement Policy (LARP) . For an athlete replacement to be considered, the athlete must have been nominated as an alternate on or before the deadlines stated June 17th, 2027 for Lima 2027 Pan American Games.

5.5 ON-SITE DECISION-MAKING AUTHORITY

The National Head Coach, in collaboration with his/her support staff, has the final decision-making authority regarding team selection and related on the ground team performance decisions. Field Hockey Canada is responsible for ensuring that the National Head Coach abides by Field Hockey Canada policies associated with his/her role as a representative of Field Hockey Canada.

6. AMENDMENTS & UNFORESEEN CIRCUMSTANCES

Field Hockey Canada reserves the right to review and modify any selection criteria or decision related to the selection process in the case of rule or policy changes from the FIH or the International Olympic Committee that affect the selection criteria set out in this document. In the event that the selection criteria are modified, Field Hockey Canada will promptly post an announcement on its website announcing the changes. Any changes to this document shall be communicated directly to all affected parties.

In the event of unforeseen circumstances beyond the control of *Field Hockey Canada* that prevents the *Head Coach and Pathway Director* from fairly implementing these Internal Nomination Procedures as written, the *Head Coach with the support of the Pathway Director* shall have the full discretion to resolve the matter as they see fit, taking into account factors and circumstances that they deem relevant.

7. APPEALS

Any athlete disagreeing with selection or non-selection by the national head coach can appeal in accordance with Field Hockey Canada's [Appeal Policy](#), provided there are grounds for an appeal (refer to Appendices in the [FHC Athlete's Handbook](#)). Appeals can also be brought directly to the Sport Dispute Resolution Centre of Canada (SDRCC). The deadline for appeals will be June 8th, 2027.

8. GENERAL

8.1 INTERNAL NOMINATION PROCEDURE

FHC's internal nomination procedure will be published no later than 6 months in advance of the Lima 2027 Pan American Games, in accordance with the COC 2027 Selection Policy, and will be circulated to the FHC athletes, staff members and posted on the FHC website.

8.2 STAFF SELECTION

The national team National Head Coach, in conjunction with the Pathway Director, has the responsibility for selecting the support staff, including team manager, medical staff, and coach(s). The support staff will be selected based on the principle of sending a team of specialists that is best capable of assisting athletes in achieving podium performance at the Games. All selections are subject to approval by Field Hockey Canada's Pathway Director and COC.

All Staff must meet the following eligibility conditions:

- All coaches must be a registered or chartered professional coach with the CAC by June 14, 2027
- Have a valid passport that does not expire on or before February 9, 2028 (passports usually have to be valid for up to 6 months after the Games).
- Must be 18 years of age or older at the time of nomination. Sign, submit, and comply with the COC Support Staff Agreement and Organising Committee (OCG) Conditions of Participation form (or Eligibility Conditions form for Pan Am Games) no later than June 14, 2027.
- Be a member in good standing of Field Hockey Canada.
- Not be subject to a provisional suspension, other interim measure or period of ineligibility for an anti-doping rule violation or any sanction imposed by Field Hockey Canada, Sport Integrity Canada, an

SDRCC Safeguarding Tribunal or Appeal Tribunal, or any other relevant sport organization that would prevent or restrict the athlete's ability to participate in or adequately prepare for the Games.

8.3 TEAM SELECTION

The announcement of the athletes, alternates, and support staff to be nominated to the COC for the selection to both the 2027 Lima Pan American Games will be made, in accordance with the COC's final team nomination deadline. Please note that this process is subject to change and will be communicated to athletes at a future date. Based on the COC Funding Principles, Field Hockey Canada will communicate the total expenses for athletes at the date of invitation.

The following process will be followed for 2027 Pan American Games team announcement:

- All athletes need to be available during hours 10:00am-12noon PST on June 1st, 2027
- The National Head Coach will notify those athletes not selected to the team of 16 and the 2 non-traveling reserves, between the hours of 12noon – 2 pm PST on June 1st, 2027.
- The National Head Coach will internally announce the 2027 Pan American Games team of 16 and 2 non-traveling reserves via email at 3 pm PST, on June 15, 2027. All external announcements must be made confidential until the COC Press Release

8.4 CLOTHING

Athletes named to compete in the Lima 2027 Pan American Games will be required to comply with the Canadian Olympic Committee dress code.

Athletes named to the Lima 2027 Pan American Games will only be allowed to use equipment that meets with the rules and regulations of the FIH, COC and IOC

9. TIMELINE SUMMARY

FHC Selection Pathway for Lima 2027 Pan American Games	
Dates	Events
July 23, 2026	INP published / circulated for Lima 2027 Pan American Games.
November 9, 2026	Field Hockey Canada Men's National Team Carding camp in Vancouver
November 15, 2026	Azlan Shah tournament - Malaysia (MNT)
November 15, 2026	Europe tour (WNT)
January / February 2027	Warm weather training and camp (MNT/WNT) - TBD
February 2027	Nations Cup 2 window (MNT/WNT)
March 17, 2027	Games portal launch of Longlist

March 2027	Field Hockey Canada's Women's National Team Carding Camp
May 2027	Centralized DTE in Vancouver (MNT/WNT)
June 2027	European Tour / Nations Cup 2 (MNT/WNT)
June 14, 2027	Registration requirements final deadline
June 1, 2027	MNT and WNT team announcement
June 8, 2027	Window for internal appeal process
June 15, 2027	Pan American Games Teams (MNT and WNT) Internal Announcement
June 17, 2027	Lima 2027 Pan American Games team nomination deadline. Team of 16 (plus 2 alternates) announced for Field Hockey Canada's MNT and WNT (External announcement)
July 23 to August 8, 2027	Lima 2027 Pan American Games

10. CHANGES TO THIS DOCUMENT & LANGUAGE

Field Hockey Canada reserves the right to make changes to this document, if necessary, to ensure the selection of the best possible team. Any changes to this document shall promptly be communicated to the COC, all National Team Members, and posted on the FHC website. Changes would only be made if required due to a typographical error or a lack of clarity in a definition or wording and would not be made to justify selection of different athletes than would have otherwise been selected.

11. CONTACT

For any questions related to this INP, please contact FHC's Manager of Operations, Chan Campbell at ccampbell@fieldhockey.ca.

APPENDIX I: SELECTION CRITERIA –FHC NATIONAL TEAM'S

The aim of developing a set of selection criteria is to ensure that the selection process for FHC'S National Teams is as transparent and objective as possible. It is important for players to understand what is required of them to be picked for the National team.

1. PHYSICAL ATTRIBUTES

All players must meet various physical standards. This means that members of our national hockey squads are expected to maintain physical fitness requirements whether in centralized or decentralized training blocks and whether in or out of competition. The physical attributes that are important for players to fulfil are:

- Aerobic capacity – all players are expected to be able to run as hard as possible for as long as possible. This is to ensure that in time our national side can OFFENSIVELY play at a tempo that is difficult for the opposition to match, but also that DEFENSIVELY we can fulfil our defensive roles without fatigue hindering decision-making.
- Physical strength and explosive power – the ability to dominate your physical space in a game, to develop an explosive change of pace or to hit the ball harder. To meet this physical requirement players are expected to adopt a rigid strength and conditioning programme. Hockey players are said to enjoy a physical contest – this theory MUST be matched by practical implementation of strength and explosive power.
- Speed – This is an essential attribute across all playing lines. Some players are born with raw pace; however, all national players can work hard to maximize their natural speed. Whether i offensively destroying defences or defensively adding extra cover – pace is crucial to our future national team.

As a national team we need to ensure that we are always able to control as many variables as possible within our environment. The most important variable is that of physical conditioning. Every time our team performs against international opposition, we must ensure that physically we are in a state to compete and battle from this point of view. Our unique environment cannot allow for us to carry players who are physically unconditioned. The physical attributes outlined above also play an enormous role in a player's ability to maintain concentration levels for the duration of a game and to make quality decisions when fatigued. Bad decision making as a result of an inability to deal with physical fatigue must be reduced within our national hockey environment.

2. TEAM DYNAMICS AND PERSONAL CHARACTERISTICS

How does each player fit within the team environment and how much does the team's success mean to that person? Players must be encouraged to be individuals; however, our national side must be filled with players who have as their primary goal the success of the team. Our players must be able to cooperate with one another, staff and organization and work together toward a common goal without introducing personal behaviours that are disruptive to the team environment. When the team is together the team dynamic needs to be filled with individuals who are cooperative and team oriented.

Individual personality characteristics are also important to selection criteria. Players need to be problem-solvers and not problem definers. They need to cope with adversity - a loss, bad form, injury, personal circumstances, teammates letting them down. They need to bounce back from any tough situations and keep fighting for themselves and the team. Players must have opinions on the game and must be prepared to express these opinions in a positive and productive way but must also be able to put the team's goals ahead of their personal beliefs and opinion. In line with this would be the expectation of players to proactively define the team's core value system, that of FHC as well as to carry it out.

Players must understand the importance of the above criteria.

3. SET PIECE INDISPENSABILITY

Set piece situations are areas within the game that can be “controlled” by a team through consistent practice and preparation as well as having as many players as possible who have mastered set piece skills.

Defensive penalty corner specialists (first wave specialist, brave and tough defenders in this area), offensive penalty corner specialists (pushers, drag flickers etc), players with disguised hits outside the circle, penalty stroke takers. All these are situations that can be controlled by players with specific skills.

Team selection must be based on selecting players with as many of the above set piece skills. Players selected must be indispensable in one or two of the above areas.

4. SPECIAL SKILL/QUALITIES

Do any of our players have that special “something” that makes them indispensable to the team? Examples of “special qualities” are distance aerial thrower, goal scorer, extreme pace, offensive skill that creates regular overload situations.

These kinds of qualities can win or save a game; however, selection will never be based solely on these qualities. Players with “special skills” will still be expected to fulfil the required physical expectations of the team as well as to ensure that he contributes positively toward team dynamics.

5. PAST RECORD/EXPERIENCE

Selection for the national team will take into consideration a player's past record and performance in major tournaments, series etc. A player's experience and ability to understand the international hockey environment will be an important selection criterion.

Players' past record will be measured against current form and physical conditioned state. No player will be selected on sentiment or to ‘reward’ past services. When it comes to selection the experienced player will not be allowed to become complacent.

6. CURRENT FORM

In the current environment this is difficult to measure due to a lack of competitiveness in domestic league games. Current form is crucial when selecting teams for tournaments and series. In our environment current form is measured through DTE and identified camp or tour performances. Certain high intensity league games will be videoed to ensure that current league form can be monitored. Athletes playing overseas will have game footage analyzed also.

7. FLEXIBILITY AND UNDERSTANDING OF THE GAME

Players will be expected to master as many skills as possible to ensure that they can play in almost every position on the field. Coupled with skills flexibility comes the intellectual ability to understand the “art” of the game. Players will be expected to display a sound tactical appreciation of the game that will allow them to think on their feet in pressured game situations. In line with understanding the game comes the ability of players to carry out a game plan and fulfil specific tactical roles. Our national team environment requires players who are skilled, but at the same time mentally disciplined to fulfil small roles that benefit the whole of the team

8. PLAYER COMBINATIONS

Special consideration will be given to players who show signs of developing unique combinations. In our environment where training together over long periods is difficult, natural player combinations are important for the team’s success.

APPENDIX II: FITNESS REQUIREMENTS

To be selected to the National Team, athletes are required to meet and maintain the fitness requirements as determined by Field Hockey Canada’s High-Performance staff. The following fitness requirements are set in this INP. The levels and testing requirements are subject to change.

a. FHC WNT Standards

Achieve a standard level on a 30-15 Test, or equivalent test currently being used to determine aerobic endurance. Standard levels for the 30-15 Test are as follows:

- Standard competition level: 20km/h
- Minimum eligibility level: Outfield athletes: 19km/h Goalkeepers: 18km/h
- Athletes may be considered for selection if the minimum eligibility level (19km/h) is achieved but must reach the standard competition level (20km/h) within a period, as prescribed by the Women’s National Head Coach.

b. FHC MNT Standards

Achieve a standard level on a 30-15 Test, or equivalent test currently being used to determine aerobic endurance. Standard levels for the 30-15 Test are as follows:

- Standard competition level: 21km/h
- Minimum eligibility level: Outfield athletes: 20km/h Goalkeepers: 18km/h
- Athletes may be considered for selection if the minimum eligibility level (20km/h) is achieved but must reach the standard competition level (21km/h) within a period, as prescribed by the Men’s National Head Coach.

Additional physiological, psychological, and technical testing will be used, at the high-performance staff (Head Coach and PD) discretion, to help develop a more complete profile of the athlete. There will be no minimum



standards associated with these tests, and they will not explicitly be used to grant or withhold entry into the Senior National or Junior National Team program.

*Notwithstanding the above, the Head Coach, with the approval of the Pathway Director, reserves the right to assess talent that has been identified by any other means.