

Racquetball Canada Parental Leave Policy

Racquetball Canada supports the well-being of all athletes which includes pregnant and parenting athletes. This policy is designed to ensure that pregnant and parenting athletes have the necessary support and resources to continue pursuing high performance racquetball while prioritizing their health and the health of their child.

Carded athletes will fall under the policy of Sport Canada and the Athlete Assistance Program. Racquetball Canada supports the adoption of a separate Pregnancy & Postpartum Card and a Parenting Card.

An athlete has 15 weeks postpartum and 35 weeks for parental leave to return to competition.

An athlete while on pregnancy or parenting leave will maintain their status on the National Team at the time of their leave and will receive 50% of eligible funding. Upon completion of the Pregnancy & Postpartum leave, or Parenting leave, the athlete will return to their previous support level (i.e., Development or Elite Support) for the remainder of the season. If the athlete, at the end of that season, has not achieved the standard required to maintain their position on the team because of pregnancy or parenting, they will be selected to the team and receive support at their previous level for one additional season.

The athlete will be exempt from Racquetball Canada's inactivity policy for official rankings.

Racquetball Canada will collaborate with the athlete and qualified medical staff to provide the athlete with an individualized training and development plan that is updated during and following pregnancy, including an athlete-centered return to sport timeline.

Pregnancy & Postpartum Support

1. Athletes are eligible for a Pregnancy & Postpartum support from the point of written notification to Racquetball Canada that they are pregnant until the end of pregnancy (maximum 9 months), plus up to an additional 15 weeks for the postpartum period.
2. Pregnancy & Postpartum support is only available to, and must be initiated by, the athlete who is unable to maintain full training and competition commitments because they are pregnant or have recently given birth.
3. The athlete must signify in writing, their intention to return to full high-performance training and competition at the earliest date possible (i.e., at the end of the Pregnancy & Postpartum Support or Parenting Support)
4. Pregnancy & Postpartum Support will be determined by the level of the support the athlete was receiving prior to notification (i.e., Elite Team Support or Development Team Support).
5. The athlete will continue to comply with Racquetball Canada's athlete monitoring program. The athlete will also initiate a meeting at least four weeks prior to the end of the of the Pregnancy & Postpartum Support with Racquetball Canada to:
 - a. indicate their intention to return to sport
 - b. discuss any additional supports they may wish to access during pregnancy and/or their return to sport (e.g., mental or physical health support).

6. Following the completion of the Pregnancy & Postpartum Support, athletes are automatically eligible for Parenting Support.

Parenting Support

1. Athletes are eligible for Parenting Support if they are the parent of a newborn or newly adopted child and they are unable to maintain full training and competition commitments.
2. The Parenting Support must be initiated by the athlete within a week of the child's date of birth or, in the case of adoption, within a week of when the child is placed with the athlete for purpose of adoption
3. Parents can access up to 40 weeks shared between parents, but one parent cannot receive more than 35 weeks.
4. The athlete signifies in writing, their intention to return to full high-performance training and competition at the earliest date possible.
5. Parenting Support will be determined by the level of the support the athlete was receiving prior to notification (i.e., Elite Team Support or Development Team Support).
6. The athlete will continue to comply with Racquetball Canada's athlete monitoring program. The athlete will also initiate a meeting at least four weeks prior to the end of the of the Parenting Support with Racquetball Canada to:
 - a. indicate their intention to return to sport
 - b. discuss any additional supports they may wish to access during their Parenting Card or their return to sport (e.g., mental or physical health support).

Selection to International Events

To qualify for an international travel team athletes are to use Racquetball Canada's Special Exemption policy with the following exceptions:

1. If the athlete misses two selection events in the selection process:
 - a. They must compete in the third selection event and place first in Open singles. The athlete will be given the #3 spot on the international travel team.
 - i. Must be the selection event immediately following their return from leave and immediately preceding the international event.
 - b. Should the athlete qualify using Racquetball Canada's special exemptions policy they will be given the specific spot earned via the policy on the international travel team.
2. Selection criteria based on pro tour ranking will be implemented as per the specific international event criteria.
3. In the above cases the highest qualified position will be considered.