



ARCHERY AUSTRALIA

INCORPORATED

ATHLETE AGREEMENT AND CODE OF CONDUCT

Your selection as part of an Archery Australia Team is conditional on you agreeing and signing this Agreement and observing all the terms and conditions detailed in this document.

BACKGROUND

A. Archery Australia Inc is responsible for selecting a National Team for

2017 World Para and VI Archery Championships

B. You have been selected and accepted selection to be a member of the Archery Australia National Team to the event/s listed above.

C. As part of National Team selection you agree to be bound by the terms and conditions of this Athlete Agreement and Code of Conduct.

1. INTRODUCTION

1.1 This agreement sets out the terms and conditions governing your inclusion as a member of the National Team detailed on page 1.

1.2 You agree:

a) That your inclusion and membership of the Team and the benefits associated with such membership are conditional upon you signing this Athlete Agreement and Code of Conduct and complying with its terms and conditions, and

b) You are bound by and must comply with this Athlete Agreement and Code of Conduct at all times.

1.3 This Agreement commences on:

a) The date at which AA receives a signed copy of this Athlete Agreement and Code of Conduct from you, and referred to as the "Commencement Date".

1.4 This Athlete Agreement and Code of Conduct concludes on the day the team returns to Australia subject to your participation in any other event or official

functions that may occur after your return which have been identified as part of the National Team duties.

- 1.5 For the avoidance of doubt, this Athlete Agreement and Code of Conduct applies to you as a Team member at the event/s including Training Camps or lead up events covered by this document.

2. CONDITIONS OF TEAM MEMBERSHIP

- 2.1 You acknowledge that your selection to, and continued membership of the National Team, is at the discretion of AA and conditional upon;

- a) You signing and returning to Archery Australia the cover page and Scheduled 1 of this Athlete Agreement and Code of Conduct by the date specified;
- b) Your parents or legal guardians, if you are under 18 years of age, must sign and return to AA Schedule 2 by the date specified;
- c) You, have not at any time having been convicted of, or charged with, any serious offence involving alcohol or drugs, violence, or any sex offence which is punishable by imprisonment unless you have previously disclosed the offence in writing to AA and AA has consented in writing to you being available for selection in the Team;
- d) You have not at any time have been engaged in conduct which is or is not publicly known and in the absolute discretion of AA may breach this Team Agreement and Code of Conduct or the AA Member Protection Policy and would be likely to bring you, AA, the Team or the sport of Archery into disrepute or controversy unless you have previously disclosed the offence in writing to AA and AA has consented in writing to you being available for selection in the Team;
- e) You have satisfied the eligibility criteria for selection for the National Team and being selected for the same.

- 2.2 You acknowledge that if you fail to comply with Clause 2.1, AA may terminate your membership of the Team and subject to the disciplinary procedures set out in this Agreement.

3. RULES

- a) You must comply with AA Rules, Constitution and By-Laws
- b) You must comply with the WA Rules, constitution and By-Laws
- c) You must comply with the AA Code of Conduct, Zero Tolerance Policy and AA Member Protection Policy which are available on the AA website www.archery.org.au
- d) Conduct yourself so as to obtain and maintain your best possible standard of mental, physical fitness and health to perform to the highest possible standard when you are a Team Member at the Event, including AA training camps and carry out your duties to the Team to the best of your ability.
- e) Not in AA's sole opinion, be involved in, nor persist with, any conduct, activity or situation that may;
 - a) Harm AA, its name or reputation;
 - b) Harm the name of any sponsor;
 - c) Harm or interfere with AA contractual relationships with, or obligations to any sponsor;

- d) Bring you, the team, team members, AA or a sponsor into disrepute, contempt, controversy, scandal or ridicule;
- e) Offend public opinion or the sensibilities of any group.
- f) Not at any time be convicted of, or charged with, any offence involving alcohol, drugs, violence, child abuse, sexual activity which is punishable by imprisonment;
- g) Not, by your acts or omissions, engage or participate in;
 - a) Direct and indirect discrimination;
 - b) Harassment;
 - c) Vilification; or
 - d) Child abuse; and
- h) Honestly and fully disclose and continue to disclose any information to AA concerning any matter arising in relation to your compliance with this Agreement, immediately upon becoming aware of any such matter, and ensure that such disclosure is not false or misleading.

4. NATIONAL TEAM VALUES

You must conduct yourself in a manner fitting of an athlete representing their country and sport ensuring your behaviour does not bring you, the sport of Archery, AA, WA, other athletes or Team members into disrepute contempt, controversy, scandal or ridicule or affect the performance of any other athlete in the Team.

You must conduct yourself in accordance with the following values:

- (a) Attitude – My positive attitude is essential to overcoming obstacles to help me improve and give of my best. My positive attitude is a key ingredient to success and leadership.
- (b) Sportsmanship – I recognise that sport is greater than the individual; that cheating reduces the stature of sport and all who love it; that class, race and creed are never factors in the attitude of true sports people and those who respect the virtues and values of sport.
- (c) Pride – pride drives me to achieve more when the temptation to settle for something less. I am proud to have been chosen to represent our country.
- (d) Individual responsibility – I alone am responsible for my performance but I will be generous in acknowledging the support of others.
- (e) Respect – I respect sport, the efforts of my competitors, my team mates and officials. I respect Australia and our archery past.
- (f) Express – I have an opinion and will express my view with thought and consideration to others. In showing my emotions I do so with individuality and, where possible, good humour.

5. USE OF TEAM MEMBERS IDENTITY

5.1 You acknowledge that AA has and will continue to obtain sponsorship from organisations wishing to support the Team and AA; Team Members are required to assist AA in the promotion of these sponsors.

5.2 To give effect to Clause 8.1, you agree to allow:

- a) AA to utilise your identity;

- b) Allow sponsors to utilise your identity to promote their association with AA subject to the sponsor not being a competitor of your personal sponsor(s).
- 5.3 You acknowledge that you do not have any rights, including intellectual property and moral rights, to any advertisement, promotion or document produced under this Agreement by AA which uses your identity.

6. ALOCHOL

The AA Responsible Use of Alcohol policy applies to all camps, domestic and international competitions including travel.

- a) If underage you will adopt a zero tolerance policy for the consumption of alcohol while a member of an AA team. You also when travelling on a youth team regardless of age will comply with the 1043 Alcohol Policy.
- b) You will at all times act in accordance with the laws of Australia and other countries you visit (e.g. age restrictions) with regard to the consumption of alcohol.
- c) You will be expected as a responsible team member by reinforcing responsible attitudes and behaviours regarding the consumption of alcohol amongst all team members.
- d) You understand as a team member of an appropriate age (regarding each countries law) that it has been deemed acceptable to consume no more than two alcoholic drinks with dinner at the team member's personal cost.
- e) In line with Clause d) you undertake to accept the direction of Team Officials when requested to stop consuming alcohol.

7. COMPETITION, EVENT, DISPLAY AND TRAINING

- a) You agree to comply with any written or verbal directions, not inconsistent with this Athlete Agreement and Code of Conduct, made by Archery Australia or a Team Official in relation to the control, management, administration and operation of the Team.
- b) You will attend all training sessions unless absence has been previously arranged with Team Officials.
- c) You will be punctual and always attired in the appropriate uniform for all competition and schedule training sessions and other planned meetings or functions, the uniform to be clean and tidy and in good repair.
- d) You will immediately notify the AA or Team Officials of any injury or illness whilst a member of the team. If required, you will be required to give permission to your nominated health professional to disclose confidential information to the AA or Team Officials that is relevant to your illness or injury. You will be prepared to undertake additional medical assessment or treated as agreed with your nominated health professional and AA or Team Officials.
- e) You acknowledge that in the lead up to and during competition you will not take part in activities that may cause or aggravate an injury or illness, which will prevent you from competing to the best of your abilities.
- f) You agree to maintain appropriate personal hygiene for the duration of the tour.
- g) You must afford all team members the utmost respect for their rights and act professionally at all times including the period after you have finished

competing.

- h) You may not participate in any non Sanctioned Event without written approval from AA. Such participation may be a breach of this Team Agreement and Code of Conduct, AA constitution and Archery Australia Copyright and you may face sanctions including expulsion from the team.

8. MEDIA

- a) You agree not to make public comments about AA, AA High Performance Program, Team Members or Team Officials without first gaining permission from AA or Team Officials. You agree to ensure that AA is made aware of any media or sponsor commitments.
- b) You, unless requested by AA or the Team Manager to do so, will not make any comment to media or on social networking sites (Facebook, Twitter, Forums etc) in relationship to any aspect of AA or AA High Performance Administration, High Performance Program, Team Selection Criteria, team selection, the team, squad or any other athlete.
- c) You are not restricted from commenting to the media on any aspect of your personal training, performance or on a particular competition.
- d) You acknowledge that your obligations under this Agreement survive the Term of the Agreement.
- e) You by agreeing to this document agree to provide AA with consent to use your image and profile for marketing purposes or other associated avenues for the positive promotion of archery.
- f) You agree to make yourself available to AA for promotional purposes at mutually agreeable times.
- g) You shall not allow your name, image, past performances or inclusion in the Shadow Squad or Team to be used for the promotion of individuals and organisations not sanctioned by AA or WA without written approval from AA.

9. SOCIAL MEDIA/BLOGGING

- 9.1 For the purposes of this Clause 9 Social Media and a “blog” is a type of website, or a webpage on a website, where entries are made (such as in a journal or diary), usually displayed in a reverse chronological order and includes without limitation websites such as MySpace, Facebook and Twitter or public forums.
- 9.2 Team Members must only post content on Social Media or a blog where they own all rights in relation to the content, and that content must be confined solely to the Team Member’s own personal Team-related experience.
- 9.3 Without limiting the generality of Clause 9.2, a Team Member posting on Social Media or blogs should take the form of a diary or journal and should not contain any interviews with, observations of, or stories about, other Team Members. That is, a Team Member may, in describing his or her own Team-related experiences, include descriptions of or accounts of conversations with other Team Members, however the Team Member may not post content such as commentary, speculation or opinion about such other Team Members.
- 9.4 Team Members should not disclose on Social Media or in a blog any information that is confidential or private in relation to any third party, including without limitation information, which may compromise the security, staging and organisation of the Team activities, any other Team Member, or the privacy of any other Team Member.

- 9.5 Team Member posting on Social Media and blogs should at all times conform to the values set out in Clause 4, be dignified and in good taste, and not contain vulgar or obscene words or images.
- 9.6 Team Members shall not include any Team Content on a Social Media posting or blog without AA's written permission, such permission to be on the condition that the Team Member comply with this Clause 9 and any other rules set by AA relating to Team Content.
- 9.7 Team Member content on Social Media and blogs must not include any still pictures of Team Content without AA written permission unless the still picture is of that Team Member only and does not contain any sporting action of the Team Event and is otherwise used in accordance with this Clause 9.
- 9.8 Team Members are responsible for obtaining consent from any other persons appearing in any still or moving images posted on Social Media or a blog.
- 9.9 Team Members must not include any commercial reference in connection with Team Content posted on Social Media or a blog. Specifically, no advertising or sponsorship (such as brands) may be visible on a Team Member's posting on Social Media or a blog at the same time as Team Content.
- 9.10 Team Members must not post Team Content on Social Media or a blog on a website controlled by a third party that is, or is likely to be regarded as, a competitor of an AA sponsor.
- 9.11 Team Members must not permit any third party to reproduce or use Team Content that has been posted on Social Media or that Team Member's blog, to promote the third party's goods and/or services, and must take all reasonable steps to prevent such conduct.
- 9.12 Subject to Clause 9.10, Team Members posting Team Content in accordance with this Clause 9 must include a hyperlink on Social Media or the blog to AA's website, www.archery.org.au
- 9.13 Team Members acknowledge that AA is not liable for any content placed by a Team Member on Social Media or a blog or the internet, irrespective of whether the Team Member obtained AA prior written consent or complied with this Clause.

10. EXPENSES

- 10.1 You acknowledge that you will be required to pay any expenses incurred that are not otherwise covered by AA within fourteen days of being invoiced.

11. TEAM UNIFORM/EQUIPMENT

- 11.1 You agree to wear the team uniform provided to you to all training and competition sessions or as directed by Team Officials.
- 11.2 Team Members will be entitled to retain possession of the Team Uniform provided the following conditions are observed:
 - a) Team Uniform or any part of it will not be used for any commercial purposes without the prior written permission of AA. This includes without limitation public sale of an item of the Team Uniform through any means, including internet sites such as eBay.
 - b) Team Members will not permit, and will not allow third parties, to use the Team Uniform or any part of it in memorabilia programs, fundraisers, or donations to charities for sale without the prior written permission of AA, which AA may give or withhold at its absolute discretion and on such conditions as it considers appropriate.
 - c) You shall not participate, compete, take part or be involved in any way in a non Sanctioned Event using any archery equipment including uniform and intellectual property (covered by Archery Australia Copyright) which has

been provided and arrange by AA as part of your inclusion in the AA High Performance Program, Shadow Squad or Team, unless prior written approval has been received from AA.

12. ANTI DOPING

- 12.1 You agree to make yourself available and you will comply with all directions in relationship to Anti Doping and Drug Testing.
- 12.2 You agree to comply with Archery Australia, ASADA, WADA and World Archery Anti Doping policies and procedures.
- 12.3 You agree to inform Archery Australia immediately if you believe you may have breached these policies and procedures.
- 12.4 You agree to inform Archery Australia in confidence of any medications that you maybe taking and to ensure the appropriate TUE forms are completed and lodged.
- 12.5 You agree to undertake and make yourself available for any Anti Doping training and testing and provide a copy of the certificate of completion from ASADA.

13. ANTI BETTING AND MATCH FIXING

- 13.1 You agree to undertake and make yourself available for any Anti Betting and Match Fixing training and testing and provide a copy of the certificate of completion of any training.
- 13.2 You agree to comply with Archery Australia Policy and Federal Government, Sate Government and International laws regards Anti Betting and Match Fixing

14. MEDICAL INFORMATION

- 14.1 This Clause 14 does not apply in relation to testing for drugs, stimulants or other prohibited practices insofar as these matters are covered by Clause 12 above.
- 14.2 You acknowledge that if you have an existing medical condition or dietary requirement, prior to team departure you will advise the AA or Team Manager and complete the Medical Declaration form available from the AA website www.archery.org.au and submit to the AA or Team Manager. This form will be kept confidential and destroyed after the team returns.
- 14.3 You acknowledge that in the event of an accident or illness you authorise Team Officials to obtain such medical treatment, as the Team Officials, on appropriate medical advice, consider necessary or desirable. Such treatment may, where a duly qualified Medical Practitioner advises the Team Officials is necessary, include consent by the Team Officials on behalf of you to operative and associated intervention.

15. PRIVACY POLICY

- 15.1 You acknowledge and agree that AA may collect personal information from or about you from third parties, including personal, health, medical or biological information and any information about compliance with your obligations under this Agreement.
- 15.2 You acknowledge and agree that if a third party provides information to AA about you, or represent you in dealings with AA, and then AA has your permission to disclose your personal, health, medical or biological information to that third party.
- 15.3 Notwithstanding this Clause 18, AA will comply with the Privacy Act 1988 (Cth), the National Privacy Principles in Schedule 3 of that Act and the AA Privacy Policy with respect to the collection, use, disclosure, access and storage of your personal information.

15.4 The AA Privacy Policy is published and available on the AA website www.archery.org.au.

15.5 You consent to AA collecting, using, disclosing and storing your personal information and sensitive information in accordance with the Privacy Policy and this Agreement.

16. SPONSORS

16.1 You agree to advise AA of any sponsorship commitments including the provision of any archery equipment that you have entered into.

17. REPORT

17.1 You agree that within two weeks of the team's return to Australia you shall provide a report to the Archery Australia High Performance Manager on your performance and on the performance of the Team Officials.

18. GOVERNING LAW AND JURISDICTION

18.1 You acknowledge the law of New South Wales governs this Agreement.

19. NO EMPLOYMENT

19.1 You acknowledge that this Agreement is not an employment agreement and that you are not employees of AA simply by virtue of being bound by, and complying with, this Agreement.

20. SEVERABILITY

20.1 If a provision of this Agreement is invalid or unenforceable:

- a) The provision is to be read down or severed in that jurisdiction to the extent of the invalidity or unenforceability; and
- b) That fact does not affect the validity or enforceability of the remaining provisions of this Agreement.

21. RELEASE AND INDEMNITY

21.1 You hereby agree to release AA from any liability whatsoever towards you, except any liability:

- a) Which cannot be excluded by statute or any other law; or
- b) Arising as a result of AA's negligence.

21.2 You hereby agree to indemnify AA from all claims, losses, damages, costs and proceedings of any kind that may be made against AA in any way arising out of or in connection with your breach of this Agreement.

22. ALTERATIONS

22.1 This Agreement may **NOT** be amended by any parties.

23. MINORS

23.1 You, if under the age of 18 years, acknowledge that this Agreement is for your benefit and that your selection as a Team Member is conditional upon your parents or guardians submitting the signed consent set out in Schedule 2.

23.2 If, notwithstanding your acknowledgement that this Agreement is for your benefit, you purport to repudiate this Agreement:

a) Before the commencement of the Team Event – then you acknowledge and agree that your membership of the Team will automatically terminate upon repudiation; and

b) After the commencement of the Team Event – then the repudiation will be of no effect unless confirmed by a court of competent jurisdiction.

24. RESTRAINT OF TRADE

24.1 You acknowledge and agree:

a) That this Agreement restricts your absolute freedom to exploit your identity, person and performance at the Event; and

b) That such restrictions are necessary and reasonable in the public interest and the interest of Archery Australia, its name, identity and reputation and for the purposes of protecting AA sources of income, marketing and fundraising, from which Team Members receive benefit and which are necessary to fund:

i) AA teams;

ii) AA operations;

iii) The future development and participation of the sport.

24.2 You agree that your obligations under this Agreement will bind your heirs, executors, assigns and personal representatives

25. TEAM MEMBERSHIP DISCIPLINE PROCESS

25.1 You acknowledge that if you breach this agreement or act in any way that affects your performance or the performance of a team member you will face sanction or expulsion from the team under this agreement.

25.2 You acknowledge the level of breach will be categorised in one of the three categories by Team Officials. The reasoning behind the categories is to use the outcome of the breach rather than the action to determine the seriousness of the infringement.

Level 1

A level 1 breach is determined when the team member's actions have not brought the sport into disrepute nor affected their team mates but the outcome of the team member's actions have not been seen to be in the spirit of the team and this Agreement.

Level 2

A level 2 breach is determined when the team member's actions have not brought the sport into disrepute but the outcome of the athlete's actions have affected another team members performance in a negative fashion.

Level 3

A level 3 breach is determined when the outcome of the team member's actions are of a serious nature that has breached this agreement bringing the sport into disrepute and/or effected their own or team members performance and are contrary to this Agreement.

26. ACTION ON A BREACH OF THIS AGREEMENT AND THE CODE OF CONDUCT

Where, after due consideration of any submission by you, Team Officials are of the opinion that the Athlete is in breach of this Agreement and Code of Conduct the Team Official may apply the following sanctions:-

Level 1 Breach

- Issue a verbal warning by Team Officials
- Team Officials will provide a formal report to the AA Board where the incident will be noted on your file for future reference.

Level 2 Breach

- Issue a formal written warning by Team Officials followed by a formal report to the AA Board where the incident will be noted on your file for future reference.
- Attend a formal meeting with team members affected, where you will be required to formally apologize for your actions to the team members affected.
- The Archery Australia Board may impose a fine of up to \$500.00

Level 3

- Terminate your membership of the Team
- Exclude you from further participation in the Event
- Require that you return to Australia forthwith (travel) arrangements to be made by the Team Officials.
- Cancel or impound your Event identity card.
- Invoice you for expenses incurred
- Formally report the incident to the AA Board where the incident will be noted on your file for future reference.
- The Board may impose a fine of up to \$1000.00

You acknowledge that the AA Board has the right to impose further penalties depending on the severity of the breach of the agreement.

NOTE – Any fines will be withheld from any grants or team funding you will be eligible to receive.

You acknowledge that AA will maintain a record of any breach's and penalties imposed for a period of four (4) years. Such breaches and penalties may be considered in regard of future team selection.

27. DISPUTE RESOLUTION

27.1 You acknowledge that any dispute arising from disciplinary action shall be dealt with by Team Officials in the first instance.

- 27.2 You acknowledge you have the right to appeal such action to the AA Appeals Committee within 14 days of the return of the Team to Australia. The matter may be referred to the AA Appeals Committee by the Athlete or the Team Officials.
- 27.3 You further acknowledge that if either party is not satisfied with the outcome, the matter may be referred to the Court of Arbitration for Sport (NSW).

28. ARCHERY AUSTRALIA's OBLIGATIONS

28.1 AA will provide you with:

- a) Administrative support, inline with 1007 Team Management Procedure;
- b) Coaching, administrative and medical support, inline with 1007 Team Management Procedure
- c) Travel, accommodation, meals and ground transport inline with 1005 Team Funding Procedure
- d) Funding support inline with 1005 Team Funding Procedure
- e) Public relations and media advice, as determined appropriate by AA from time to time; and
- f) The Team Uniform, training and competition apparel and any other items of clothing inline with 1008 Team Uniform Procedure
- g) Travel insurance for the duration of the Athlete Agreement and Code of Conduct

APPENDIX 1

DEFINITIONS

In this document the words and phrases below have the following meanings

1. **Athlete** - means a person registered with Archery Australia.
2. **Archery Australia** - means Archery Australia Incorporated or AA.
3. **Board** - means the Archery Australia Board.
4. **Bring into Disrepute** - In this Agreement the term “Bring the sport into Disrupt” means – To act in a manner that would lead to dishonor or discredit of Archery Australia, the High Performance Program, the team or Shadow Squad or to affect the performance of yourself or a fellow team or Shadow Squad member.
5. **By-Laws** - means the By-Laws of Archery Australia created in accordance with the Constitution.
6. **CEO** - means the Archery Australia Chief Executive Officer.
7. **Coach(es)** - means those person/s appointed by Archery Australia as Coach(es) of a Team.
8. **Constitution** - means the Constitution of Archery Australia.
9. **Controversy** – means a state of prolonged public dispute or debate.
10. **Code of Conduct** - means the Code of Conduct detailed in this Agreement and detailed in the Archery Australia Member Protection Policy and the Archery Australia Code of Conduct.
11. **Copyright** – means the Intellectual Property (including but not limited to - printed and published material, events, activities, awards, logos, identity or images) of Archery Australia and World Archery
12. **Disrepute** – means to bring onto the sport, the organisation, individual/s or one self, damage or loss of reputation, discredit, dishonour, shame of good reputation and name within the sporting or general community.
13. **Equipment** – means team members personal sporting equipment.
14. **Eligibility Criteria** – means the performance standards, administrative requirements and personal standards set by AA, World Archery or any other controlling organisation.
15. **Event** - means the competition/s for which the team is selected, any training or lead up events and associated travel.
16. **High Performance Program** – means the AA High Performance program

- 17. Identity** - means your likeness, name, voice, signature, reputation, nicknames, media tags, photographs or caricatures or cartoons or anything else that identifies you.
- 18. Medical Practitioner** - means a medical practitioner appointed by Archery Australia.
- 19. Member** - means a Registered Affiliate of Archery Australia as detailed in Clause 1.4 of the Constitution of Archery Australia.
- 20. MQS** – means Minimum Qualifying Score
- 21. National Anti Doping Organisation** – means the entity(ies) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules, direct the collection of samples, the management of test results, the conduct of hearings, at the national level. If this designation has not been made by the competent public authority(ies), the entity shall be the country’s National Olympic Committee or its designee.
- 22. NHC** - means National Head Coach.
- 23. Team Official** – means any person elected or appointed to any position with Archery Australia or otherwise employed by Archery Australia.
- 24. Privacy Policy** – means the Privacy Policy published and available on the Archery Australia website from time to time (www.archery.org.au).
- 25. Rules** – means the Rules of Archery approved by the Archery Australia Board or issued by World Archery.
- 26. Sanctioned Event** – Means a competition, event, display, training or media activity approved by Archery Australia. Note – competitions or events listed on the Archery Australia or World Archery calendar are automatically recognised as a Sanctioned Event. Participation in other competitions, events, displays, training or media activity must be approved in writing by Archery Australia.
- 27. Shadow Squad** – means athletes who has met the MQS and registered an application for consideration for selection by the due date.
- 28. Sponsor** – means a sponsor of Archery Australia.
- 29. Team** – means any team of athletes, coaches officials or appointed support staff.
- 30. Team Manager** – means the person appointed by Archery Australia to have overall management and responsibility of the Team.
- 31. Team Uniform** – means the official uniform of Archery Australia and the Team as determined by Archery Australia from time to time.

- 32. Training Camp** – means a training camp organised by Archery Australia from time to time for the team.
- 33. WA** - means World Archery, the International Archery Federation or FITA
- 34. You** – means the Team Member who’s name appears on the first page of this Agreement and having signed and submitted Schedule 1. **Your and Yourself** - have the same meaning.

APPENDIX 2

BEHAVIORS OF A HIGH PERFORMANCE PROGRAM

The following is a guide to the professional standards required from each athlete in the Archery Australia High Performance Program and National Team. Its purpose is to give athletes an overview of the professional standards requirement to be an athlete in the Archery Australia High Performance Program and National Team.

The Archery Australia Board, Team Officials and Administration Staff are all doing their utmost to ensure that all athletes have a long-term success and are able to achieve their archery potential.

Archery Australia regards highly all athletes in the High Performance Program and in return expects a high degree of personal integrity and competence. This by nature includes areas of personal conduct and behaviour as well as athletes endeavours and determination to succeed.

This document will assist players to understand the expectations of Archery Australia on athletes in the High Performance Program and National Team.

Be assured Archery Australia will do whatever it can to assist all athletes to become the best competitors they possibly can be. This will reflect positively on the athlete and Archery Australia as a whole.

COACHING STAFF TRADEMARK

- Planning
- Excellence
- Respect
- Forward
- Effort
- Challenge
- Team

COACHING STAFF BEHAVIOURS

The coaching staff will endeavour to;

- Continue to learn
- Be at the cutting edge of coaching practice
- Demonstrate consistent behaviour
- Be well prepared and plan thoroughly
- Believe in the process
- Be clear and decisive
- Strive for success

The coaching staff will also uphold a standard of professional integrity. This will include a willingness to demonstrate in action and in deed;

- Fairness
- Maturity
- Personal Integrity
- Commitment to Coaching

- Commitment to Archery Australia

TEAM TRADEMARK

- Perfection
- One direction
- Winning in mind
- Effort – 100%
- Rewards Replicates effort

TEAM BEHAVIOURS

- Selfless
- Responsible for other team members
- Honesty
- Excellence

UNACCEPTABLE BEHAVIOUS

- Short cuts, not giving 100%
- Dishonesty
- White anting
- Disrespect of fellow athletes, coaches, Team Official and Archery Australia
- Breaching this team agreement
- Undermining or effecting the performance of fellow athletes

The team and squad will also uphold a standard of professional integrity. This will include a willingness to demonstrate in action and in deed:

- Fairness
- Maturity
- Personal Integrity
- Commitment in achieving personal best
- Commitment to Archery Australia

Schedule 1

Acknowledgment of Agreement

I acknowledge that membership of the team is an honour and a privilege and that membership of the Team is subject to my absolute compliance with the terms of the Athlete Agreement and Code of Conduct to which this Schedule is attached.

I acknowledge that my membership of the Team and the benefits and entitlements associated with such membership, are conditional on my signing this Athlete Agreement and Code of Conduct and compliance with the terms and conditions set out in this document and I confirm:

1. I am an Australian citizen;
2. I am eligible to represent Australia and comply with World Archery Eligibility Code;
3. I am a current financial affiliate of Archery Australia and will maintain my financial status;
4. I acknowledge that I have read this Athlete Agreement and Code of Conduct and that I am aware that it creates a legally binding relationship between me and Archery Australia;
5. I acknowledge I have the right to obtain independent legal advice in relation to the terms of the Athlete Agreement and Code of Conduct;
6. I acknowledge my membership to the team may be terminated and I may be subject to discipline set out in Clause 25 of the Athlete Agreement and Code of Conduct in the event of any breach;
7. I understand the nature and extent of my obligations and the restraints imposed upon me by the Athlete Agreement and Code of Conduct;
8. I agree to comply with this Athlete Agreement and Code of Conduct;
9. I consent to Archery Australia using my personal information, sensitive information and health information as defined under any applicable State, Territory or Commonwealth laws in accordance with the Athlete Agreement and Code of Conduct;
10. I am aware that I may access my personal information, sensitive information and health information as held by Archery Australia at any time;
11. I agree to contact Archery Australia immediately if I change my personal information, sensitive information and health information as held by Archery Australia.

Schedule 2

Parent/Guardian Consent for Minors

I/We are the parents/guardians the team member and acknowledge (and if more than one, jointly and severally acknowledge) as follows:

1. That the team member is under the age of 18 years at the date of signing Schedule 1 of this Athlete Agreement and Code of Conduct;
2. I/We have read and understood the terms of the Athlete Agreement and Code of Conduct and have fully explained the terms of the Athlete Agreement and Code of Conduct to the team member;
3. I/We understand we have the right to obtain independent legal advice in relation to the terms of the Athlete Agreement and Code of Conduct;
4. The team member has read the Agreement and, together with the benefit of our explanation of its terms, understands the terms;
5. The Agreement is for the benefit of the team member;
6. The team member's membership to the team may be terminated or he/she may be subject to discipline set out in Clause 25 of the Agreement in the event of any breach;
7. I/We guarantee the team members complete and punctual performance of the Agreement, including in respect of any release or indemnity in the Agreement provided by the team member in favour of any person;
8. I/We agree to comply with the Parent/Guardian Code of Conduct;