

Surf Life Saving New Zealand

ATHLETE AGREEMENT



(HIGH PERFORMANCE SQUADS and NEW ZEALAND TEAMS)

DATE:

1.0 OPERATIVE PART

Surf Life Saving New Zealand (SLSNZ), the selection panel, and the athlete agree that participation in SLSNZ High Performance Squads (“HP Squads”) and in New Zealand Teams (“NZ Team”), if relevant, shall be on the following terms and conditions.

2.0 TERM

This agreement shall commence on the public announcement date of athlete selection to the HP Squad and/or NZ Team, and shall remain in place for the period of one year, or upon Termination.

3.0 ATHLETE OBLIGATIONS

The athlete agrees that they:

3.1 Have read and understand the relevant Selection Policy.

3.2 Communication and administration

3.2.1 Will complete all documentation and education requested by SLSNZ in a timely manner.

3.2.2 Will keep in regular communication with the appointed HP Support Team member/s prior to and during the period selected as applicable.

3.2.3 Will complete an Athlete plan or equivalent when requested as part of performance planning and monitoring.

3.2.4 Consent to all relevant personal and medical information being collected and retained by SLSNZ and distributed only to authorised HP Support Team Member/s, officials or persons as may be necessary for the administration of HP activities or relevant event.

3.3 Accountability and behaviour

3.3.1 Will comply with all SLSNZ and International Life Saving Federation (ILS) Constitution, Regulations, rules, codes of conduct, by-laws, policies and procedures as they relate to your participation in the sport.

3.3.2 Will behave and conduct yourself in a manner that reflects the ONE culture and values.

3.3.3 Consents to making a positive commitment to supporting and achieving the aims and objects of SLSNZ, the HP Strategy, and the NZ Team (where applicable); and conduct themselves in a sportsperson like manner respecting fellow athletes, coaches, managers and officials both within the team and toward other nations’ teams.

3.3.4 Will comply with all SLSNZ directions in relation to HP Squad activities, travel and accommodation.

3.3.5 Comply with the directions and reasonable requests of the appointed HP Support Team responsible for the HP Squad and NZ Teams.

3.3.6 Will wear the HP Squad or NZ Team Apparel where prescribed by the HP Support Team.

3.4 Travel and expenses

3.4.1 Will be responsible for purchase of travel and medical insurance at their own cost (where relevant). For athletes travelling as a NZ Team, SLSNZ will arrange Travel Insurance through a group package.

3.4.2 Will be responsible for prompt payment of athlete user pays contributions toward travel and expenses, as per payment schedule provided by SLSNZ. Non-payment of user-pays contributions prior to travel, or as agreed with SLSNZ will mean the athlete will not be allowed to travel.

3.4.3 Will be entirely responsible for any excess baggage charges levied by the airline or carrier and for any customs duties levied in relation to the athlete’s baggage (unless otherwise agreed).

3.4.4 Will stay with the HP Squad (when specified) or NZ Team accommodation provided.

3.5 Integrity

3.5.1 Not to bet or gamble on any aspect of any surf lifesaving Event nor in any way participate in, or support such betting or gambling.

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3.5.2 Will not breach any medical or anti-doping obligations set out by Drug Free Sport New Zealand, World Anti-Doping Agency and the ILS. Will take all reasonable steps to keep physically and mentally fit to participate in events for SLSNZ team selection, and will inform SLSNZ or appointed HP Support Team Member/s of any illness and/or injury in the period following their selection to the HP Squad.

3.6 Commercial

3.6.1 Will participate in commercial activations to support the SLSNZ sponsors and partners supporting the SLSNZ HP Programmes, as reasonably requested.

3.6.2 Will remain in communication with SLSNZ to both notify and together seek to manage and resolve any potential conflict of interest between SLSNZ and your personal sponsors (if relevant).

3.6.3 Acknowledge they are representing SLSNZ when travelling or competing and understands their participation in social media forums is subject to scrutiny. Athletes should conduct themselves in an appropriate manner when using social media. If an athlete is found to have used any social media channels to bring disrepute to the HP Squad, NZ team or SLSNZ, there will be possible disciplinary action.

3.6.4 Consents that any photographs taken during HP Squad activities, and/or competition may be used by SLSNZ on their website, newsletters, media releases, social media or other such purposes.

4.0 SLSNZ OBLIGATIONS

SLSNZ agrees:

4.1 That selection for HP Squads and/or NZ Team for International competitions will be according to the conditions set out in the SLSNZ Selection Policy for the competition.

4.2 To provide communication and education to support athletes to be informed of HP Squads and NZ Team expectations.

4.3 That distribution of all relevant information collected by SLSNZ, provided by the athlete for the purposes of their personal wellbeing and care, will be distributed only to the appointed SLSNZ staff, HP Support Team Member/s and SLSNZ administration, for use in relation to a medical or health emergency or similar. All other information contained in these forms or submitted to SLSNZ for any other matter is otherwise confidential and can only be released with an athlete's consent.

4.5 To obtain all relevant information from the athlete and complete entry requirements into the competition as necessary.

4.6 To arrange travel and other insurances (as necessary) for the period of the competition if requested by the athlete.

4.7 To provide a payment schedule for athlete user pays (either for entire or partial costs) well in advance of travel and HP activities, and where relevant reimburse costs evenly across all HP Squad and/or Team members.

4.8 To arrange logistics such as accommodation and transport between the appropriate venues for the period of camps and competition (except where an agreement has been made otherwise).

4.9 To provide any media, public relations and sponsorship guidance to the athlete which may arise relating to the competition.

4.10 To inform the athlete of all the necessary arrangements referred to within this agreement.

5.0 TERMINATION

5.1 If the athlete breaches any provision of this agreement, is convicted of a criminal offence, suspended from the Event, or is found guilty by the ILS or SLSNZ of a breach or violation of their rules or regulations; then SLSNZ (Campaign Lead/Team Management, in consultation with the SLSNZ Sport Manager or proxy, and SLSNZ CEO) may, in its absolute discretion, do any one or more of the following:

5.1.1 Remove the athlete from the team for the Event; and/or

5.1.2 Terminate this agreement by written notice; and/or

5.1.3 Take such other disciplinary action as they consider fit under the SLSNZ Constitution and/or regulations; provided that before taking action under this clause, SLSNZ must give the athlete a reasonable opportunity to be heard concerning the alleged breach or matter giving rise to the proposed sanction.



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- 5.2 In the event of a termination the following should be that:
 - 5.2.1 Any investigation is carried out fairly and thoroughly;
 - 5.2.2 Any matter under this clause is confidential to the athletes and SLSNZ.;
 - 5.2.3 The athlete is provided the opportunity to take a support person with them in any process under this clause;
 - 5.2.4 No media statement will be made about any incident without the agreement of the athlete and SLSNZ.
 - 5.2.5 Any specified loaned gear or equipment shall be returned and settle outstanding debt.
- 5.3 If an athlete retires or withdraws from, or wishes to appeal non-selection to a Squad or NZ Team, the process for doing so is set out in the relevant Selection Policy.

6.0 DISPUTE RESOLUTION

- 6.1 If any dispute or difference arises between the athlete and SLSNZ in regards to this agreement, including for example, in relation to the relationship between the athlete and SLSNZ or the meaning/interpretation of any clause in this agreement, then it is agreed that the parties will complete with the following procedure:
 - 6.1.1 The athlete and SLSNZ shall use their best endeavours to resolve the difference or dispute between the parties in a timely manner;
 - 6.1.2 If no resolution can be reached, the parties shall appoint a mutually agreeable mediator to assist in the process.

The athlete acknowledges that by signing this Agreement they have read and understood the Agreement and its obligations, and has agreed to be bound by it. Both SLSNZ and the Athlete will receive a copy of the signed Agreement.

The athlete also understands that:

I will sign this Agreement before inclusion in an HP Squad and/or NZ Team and/or travel to the event. If I do not sign, then I further understand that I will not be included and/or able to travel to the destination of this event with the NZ Team.

Signature (Athlete):	
Print Name:	Date:
Signature (SLSNZ representative)	
Print Name	Date: