



## **ATHLETE AGREEMENT**

### **ATHLETE RESPONSIBILITIES:**

#### **Introduction/General**

Athletes in the Swiss Netball National Squad are expected to uphold high standards of behaviour, appearance and respect on and off the court. Athletes are furthermore expected to respect and uphold all of the responsibilities outlined in this agreement, and to uphold and sign the attached Athlete Declaration.

#### **Code of Conduct**

The Athlete will abide by Swiss Netball's Code of Conduct for Athletes at all times (see Annex I).

#### **Performance Objectives**

The National Squad is led by a coaching team, working to a Performance Plan and established Performance Objectives, under the overall responsibility of the Head Coach. The coaching team will communicate aims and objectives to each Athlete, which fit into the broader Performance Plan, and the Athlete must work to the best of her ability to fulfil these objectives.

The Athlete agrees to take on board feedback given by the coach(es) and to demonstrate learning and improvement by putting any such feedback into practice. Feedback may take place in a group setting or individually, and the Athlete may be asked to attend short meetings to periodically review progress.

#### **Fitness, Injury & Illness**

The Athlete agrees to use her best efforts, and to work with the Swiss Netball appointed coaches where appropriate, to obtain and maintain the highest possible level of health and physical fitness required for consistent training and competition as a National Squad athlete.

The Athlete agrees to notify the Swiss Team Manager(s) or Swiss Netball Coach(es) as soon as the Athlete becomes injured or ill during an event or competition or at other times if the illness or injury interrupts the Athlete's training.

The Athlete must carry personal insurance against accident and/or injury to themselves and others. Swiss Netball does not accept any liability for accidents and/or injury that may occur. Furthermore, Swiss Netball recommends that the Athlete is adequately insured in case illness, injury or other, prevents her from being able to attend a competition/tour at the last minute so that she can claim back associated costs including and not limited flights and hotel accommodation.

#### **Managing Differences**

The Athlete and parents acknowledge the importance of dealing with disputes openly, honestly and fairly as soon as they arise and shall notify the Team Manager of the full details of any dispute at the earliest possible opportunity. Swiss Netball has zero tolerance to bullying. If there is bullying reported to any member of the Management team, this will be taken seriously. An athlete will be suspended from the Squad if deemed appropriate by the Management Team and no refund will be given.

#### **Clothing & Equipment**

The Athlete agrees to wear the designated clothing and use designated team equipment as required by Swiss Netball.

#### **Umpiring**

All National Squad athletes are expected to attend the Europe Netball C Award Theory course and sit the online written assessment (if not an active qualified umpire) and assist at a minimum of 1 event per year. If an athlete wishes to continue the pathway to becoming a fully qualified C Award umpire she will need to complete the Practical assessment which will be at an additional cost to the athlete.

### **Training and Competition Participation**

The Athlete agrees to attend sessions as outlined below and will be punctual for all sessions:

- 4 September 2022
- 24 September 2022 evening
- 25 September 2022
- 9 October 2022
- 30 October 2022
- 11 Dec 2022
- 8 Jan 2023
- 29 Jan 2023
- 11-12 March
- 1-2 April 2023 – selected athletes only
- 2 April 2023 – match play for some none-selected athletes
- 23 April 2023 – selected athletes only

### **Attendance**

Attending training sessions is obligatory unless a medical certificate is provided. If two sessions are missed with no medical certificate, then the athlete may well lose her place in the Squad. For athletes studying in the UK, missed attendance is three sessions without a medical certificate. Selection sessions and ones after selection can not be missed.

### **Anti-Doping**

The Athlete will remain fully compliant with all applicable anti-doping rules (WADA, Swiss Netball, INF, and of the organiser of any event in which the Athlete participates). It is the Athlete's personal responsibility, which she cannot delegate to anyone else, to ensure such compliance.

The Athlete must ensure that any medication or substance taken in any form does not contain any substance prohibited for use by the Anti-Doping Rules<sup>1</sup>.

The Athlete must ensure that she advises and keeps Swiss Netball (through the Team Manager) advised of all medication, whether prescribed or not, being taken by her.

### **Eligibility**

To be eligible for the National Squad and to represent Switzerland in international competitions, athletes must hold a Swiss passport/ID and/or have been resident in Switzerland for 2 years or more prior to the competition with proof such as a residency permit.

Swiss Netball reserves the right to consider exceptional athletes who will become eligible in a forthcoming season, provided that there is a commitment to the Squad in the long-term. N.B. In any such cases, the athlete will be able to train and participate in match play, but will not be eligible to represent Switzerland in an official team until she meets the eligibility criteria.

Proof of eligibility (or forthcoming eligibility) shall be held on record by Swiss Netball. The Athlete is under obligation to inform Swiss Netball should this change at any time (e.g. change of residency status) and, in such cases, if the Athlete is no longer eligible for the National Squad, she must withdraw.

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<sup>1</sup> <https://www.wada-ama.org/en>

In addition to nationality/residency requirements, to be eligible for the National Squad, the Athlete must be clear of any ban under Swiss and WADA Anti-Doping Regulations.

### **Media & Photography**

The Athlete consents to her performance being filmed and recorded by or on behalf of Swiss Netball whilst she is training, competing or otherwise carrying out any activity as part of the National Squad. Such films and recordings may be used by Swiss Netball for training, coaching or promotional purposes.

The Athlete agrees to use all social media in a responsible manner and not to publish or disseminate anything that might bring Swiss Netball in to disrepute.

### **Financial commitment**

The Athlete agrees to make prompt payments to Swiss Netball to meet financial commitments related to the National Squad Performance Programme, as follows:

- An annual National Squad Programme fee, and
- Competition entry fees and/or tour fees (if selected into a representative team), and
- Trial fees of CHF 100.- (when applicable)

The annual Programme fee is currently **CHF 600.-**, which includes the Europe Netball C Award Theory Course. This cost must be settled immediately when the Athlete is accepted onto the Programme before any training commences. Upon acceptance of a place in the National Squad, the Athlete must email a copy of proof of payment to the Team Manager.

No refunds will be given when an Athlete withdraws or is de-selected from the Programme.

With regards to competition entry and tour fees, the total tour fee is dependent on length of competition, destination, etc. By agreeing to be part of the Programme, the Athlete agrees to pay these fees if selected. Athletes are encouraged to individually approach their local club, commune or canton for assistance with these costs.

If the Athlete finds herself facing financial difficulty, she will notify the Team Manager, who will explore whether she is eligible for hardship funding (limited).

### **Termination**

Continued participation in the National Squad is dependent upon satisfactory performance by the Athlete and conformance with programmes, reporting requirements, policies, procedures and reasonable requests of Swiss Netball.

The National Squad coaches will conduct regular reviews, in which they will take into account the above (and any other relevant) factors, in order to determine whether to continue, suspend or terminate an Athlete's participation in the National Squad.

The Athlete shall be entitled to terminate her place in the National Squad at any time subject to discussing her intentions with the Head Coach and then submitting her withdrawal in writing (via post or email) to the Team Manager. All financial commitments must be met in full before withdrawal, and all attempts should be made to ensure that the timing of withdrawal avoids negatively impacting on plans in place for upcoming competitions. If the athlete has already committed to attending a competition, she should make all efforts to attend.

## Annex I: Swiss Netball Code of Conduct for Athletes

Swiss Netball is fully committed to safeguarding and promoting the wellbeing of all its members. The Association believes that it is important that athletes, coaches, volunteers and parents associated with Swiss Netball should, at all times, show respect and understanding for the safety and welfare of others. Therefore, athletes are encouraged to be open at all times and to share any concerns or issues that they may have with the appropriate member(s) of the National Squad Management Team.

Being part of a Swiss Netball Squad is a privilege and requires a serious commitment to Netball. You are expected to:

- Participate fairly and safely
- Know and play by the rules
- Be respectful to fellow athletes, coaches, officials, spectators and volunteers
- Respect the decisions of umpires and coaches
- Respect the talent, potential and development of fellow athletes and competitors
- Behave in a responsible manner relating to language, temper and punctuality
- Make every effort to develop your own sporting abilities in terms of skills, tactics and fitness to meet the demands of training and competition
- Wear appropriate kit for matches, training and events
- Be honest and consistent in attitude and preparation to training and attendance of all training sessions and co-operate fully with coaches and staff in respect of training programs and competitions
- Inform the management team of any injury or medical condition which may affect your performance.
- Respond promptly to communications from Swiss Netball
- Swiss Netball has zero tolerance to bullying
- Maintain a high standard of personal behaviour at all times and adhere to guidelines and rules applied to events you are required to attend
- Represent Swiss Netball positively on social media and in other communications and not use social media or other communications to bring the game into disrepute or make an inappropriate comment about a fellow athlete, coach, official, volunteer or the governing body
- Abide by the anti-doping rules in conformity with the World Anti-Doping Agency (WADA) code and not engage in practices that affect sporting performance (alcohol, tobacco and drug use). Please refer to the [WADA prohibited list](#).
- Assist at annual tournaments as well as at events to raise the profile of netball and generate additional funding.

# ATHLETE DECLARATION

I..... (insert name), accept the place offered to me in the Swiss Netball National Squad 2022-23. I agree to uphold and respect the Athlete Responsibilities outlined in the Athlete Agreement, including the Code of Conduct, and solemnly and sincerely declare:

## **Eligibility to represent Switzerland in terms of nationality:**

*Tick the relevant box(es) below and provide at least one piece of corresponding documentation to support your eligibility.*

- I am a citizen of Switzerland (attach copy of passport or other document evidencing citizenship).
- I have been living permanently, and have been physically present in Switzerland for at least 24 months prior to the trials (attach your residence permit or a Carte de legitimat<sup>2</sup> evidencing that you have lived in Switzerland for 24 months).
- I am a resident of Switzerland and I confirm that I will become eligible to represent Switzerland on ..... (insert date and attach full supporting documentation). I understand that I will not be eligible to represent Switzerland until I have lived in Switzerland for 24 months.

## **With regards competition eligibility in terms of age (where relevant):**

My date of birth is ..... (insert date).

## **Photography/Filming:**

I am aware that Swiss Netball trials, training sessions, and competitive matches may be filmed and/or photographed by Swiss Netball, the event organizer or spectators. I irrevocably and unconditionally consent to the making of recordings and the creation of still and moving representations (visual, audio, or audio/visual and in or any medium) of my performances and/or official appearances at these events and/or at event related functions.

Date: .....

Athlete's name: .....

Athlete's signature: .....

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<sup>2</sup> Athletes holding a Carte de Legitimation will also need to provide additional documentation attesting to their date of entry into Switzerland and their place of residence since entry, from an appropriate authority (e.g. Head of Human Resources at a United Nations agency; School Director).

**General indemnity (for an Athlete over 18):**

I confirm that I am aware of the possible risks when participating in netball and any related activities, which are inherent in the nature of sport. I understand that netball involves physical contact and exertion and that there is a potential for injury, sickness, body harm, death and property damage.

Being aware of the risks referred to above, I assume the risks referred to above and any other risk which might be associated with my participation in any activity undertaken or provided by Swiss Netball, and accept to participate in any such activity.

I confirm that I am physically fit and have no known medical condition which would prohibit my participation in netball and any related activity undertaken or provided by Swiss Netball.

I confirm that I carry the relevant personal health and accident insurance. I further confirm that I am aware that Swiss Netball does not provide any health, accident or personal liability insurance for Athletes in respect of any activity undertaken or provided by Swiss Netball. I further confirm that I understand that Swiss Netball does not accept any liability for any accident and/or any injury that may occur in the context of any such activity.

I hereby give my consent to emergency transportation and the administration of first aid, medical and/or dental treatment in case of injury or illness and accept responsibility for the payment of any expenses to cover such transportation and/or treatment.

I hereby forever release Swiss Netball, its officials, members, committees, employees, volunteers, agents or any other representatives of Swiss Netball (“representatives”) from any and all claims, liabilities, demands and responsibility relating to injuries, death or damages to me or my property which arise from, or are caused by, the use of facilities, equipment, or from my participation in any activity undertaken or provided by Swiss Netball, including claims, losses or demands caused or alleged to be caused in whole or in part by the negligence of Swiss Netball or any of its representatives referred to above, except to the extent that such injury, death or damages is caused solely by any of their gross negligence or willful misconduct.

I understand and agree that Swiss Netball and any of its representatives referred to above makes no express or implied representation to me regarding the adequacy or safety of any activity undertaken or provided by Swiss Netball.

Date: .....

Name: .....

Signature: .....