

TEAM MEMBER AGREEMENT AND CODE OF CONDUCT



Your selection as part of an Archery NZ Team is conditional on you agreeing, signing and returning this Agreement with in the timeframes set out in the Selection Policy and observing all the terms and conditions detailed in this document.

This Agreement is made on the _____ day of _____ 20____

Between: Archery NZ Inc

And

Name: _____

Address: _____

Email: _____

Telephone: _____

Mobile: _____

Archery NZ (Inc) is responsible for ratifying a Team selection for the following event/s

You wish to be eligible for selection as an athletic representative/official in this Team.

You agree to be bound by the terms and conditions of this Agreement in consideration for being selected for the Team.



Archery New Zealand Inc
www.archerynz.co.nz
Patron: B.C. Fraser



1. INSTRUCTIONS

- 1.1 This document has been put into place to ensure that all athletes and team officials representing Archery NZ (Inc) are fully aware of the conditions of selection or appointment and agree to conduct themselves in a manner that sets a positive public image for Archery NZ (Inc), the sport of Archery, the team and the athletes own personal profile within New Zealand and overseas by establishing standards of performance and code of conduct for all team members.
- 1.2 Please carefully read this Agreement so as to understand the document and the consequences flowing from any breach of its terms and conditions. If you do not understand the agreement or parts thereof we recommend you seek advice or clarification. If you change or alter any part of this Agreement you may forfeit selection as part of the Archery NZ (Inc) Team.
- 1.3 Complete and sign Schedule 1, which requires you to acknowledge your agreement and acceptance of the Agreement. Sign, where indicated in the presence of a witness above 18 years of age. The witness must sign the Agreement where indicated.
- 1.4 If you are under 18 years of age your parents or legal guardian should also execute the Parent/Guardian consent set out in Schedule 2.
- 1.5 You should retain a copy of this Agreement for your records. By making an official application for consideration for selection into the team you have agreed to adhere to the Archery NZ (Inc) Team Member Agreement and Code of Conduct and the Archery NZ Member Protection Policy and accept any penalties imposed following a breach.
- 1.6 Send the signed Agreement to:
Representatives@archerynz.co.nz

2. INTRODUCTION

- 2.1 This agreement sets out the terms and conditions governing your selection for the team and participation in the event/s.
- 2.2 You agree:
 - a) That your membership of the Team is conditional upon you signing this Agreement and complying with its terms and conditions, and
 - b) To be bound by and to comply with this Agreement.
 - c) This Agreement commences on the date at which Archery NZ receives a signed copy of this Agreement from you, referred to as the "Commencement Date".
- 2.3 This Agreement concludes on

3. CONDITIONS OF TEAM MEMBERSHIP

- 3.1 You acknowledge that your selection for, and continued membership of the Team, is at the discretion of Archery NZ (Inc) and conditional upon:
 - a) You signing and returning to Archery NZ (Inc) this document and the cover page of this Agreement and the form set out in Schedule 1;
 - b) Your parents or legal guardians, if you are under 18 years of age, must also sign and return to Archery NZ (Inc) the form set out in Schedule 2;



- 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 Archery NZ (Inc) and Archery NZ (Inc) has consented in writing to you being available for selection in the Team;
 - d) You have not at any time having been engaged in conduct which is or is not publicly known to have breached this Agreement or the Archery NZ (Inc) Member Protection Policy and would be likely to bring you, Archery NZ (Inc), the Team or the sport of Archery into disrepute or controversy unless you have previously disclosed the offence in writing to Archery NZ (Inc) and Archery NZ (Inc) has consented in writing to you being available for selection in the Team;
 - e) You have satisfied the eligibility criteria for selection for the Team and being selected for the same.
- 3.2 You acknowledge that if you fail to comply with Clause 3.1, Archery NZ (Inc) may terminate your membership of the Team.

4. YOUR GENERAL OBLIGATIONS AS AN ATHLETE

- 4.1 You will depart from and return to New Zealand to participate in the competition(s) at such times and by such means of transport as will be directed by or agreed upon by Archery NZ.
- 4.2 From the time the team assembles at the venue set by Archery NZ, to the date and venue set by Archery NZ at the conclusion of the event, you will remain under the control and management of Archery NZ. You will comply with all reasonable requests of Archery NZ through the Team Manager/Coach or Team Captain during that period. In particular you will:
- (a) participate in all events as directed by the Team Manager or Coach; and
 - (b) wear the appropriate official uniform at all official ceremonies, presentations, official practice, during competition and at other times as directed by the Team Manager or Coach; and
 - (c) avoid making any public statement or supplying any material, photographs, information or comment to any member of the press, radio, television or other media without the prior consent of the Team Manager; and
 - (d) undergo any medical or other examination as directed by the Team Manager or Coach for the purpose of verifying eligibility to participate in the competition; and
 - (e) undergo any drug test, medical or other examination as required by the rules of World Archery or IOC for the purpose of verifying that no illegal substances have been used either before or during the competition; and
 - (f) sign any documents required by World Archery or IOC verifying that no illegal substances have been used either before or during the competition;
 - (g) If travelling separately from other members of the team, and particularly when wearing Archery New Zealand-identified clothing, I will do and say nothing that may bring the sport of archery and/or the Archery NZ into disrepute.

5. BEHAVIORS OF AN ATHLETE

The following is a guide to the professional standards required from each athlete representing Archery NZ (Inc).

- 5.1. Expected behaviours are:



- Pride in representing Archery NZ
- Positive attitude
- Selflessness
- Responsible for other team members
- Individual responsibility for your own performance
- Support for other team members
- Respect
- Honesty
- Excellence
- Sportsmanship

5.2. Unacceptable behaviours are:

- Not giving 100%
- Dishonesty
- Disrespect of fellow athletes, coaches, managers, team officials and Archery NZ (Inc)
- Breaching this team agreement
- Undermining or affecting the performance of fellow athletes
- Un-sportsman like behaviour
- Breaching this team agreement

5.3. You and the team 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 the best performance possible
- Commitment to Archery NZ (Inc)

6. TEAM MANAGEMENT AND/OR COACHES BEHAVIOURS

6.1. The team management and/or coaches will also uphold a standard of professional integrity. This will include a willingness to demonstrate in action and in deed:

- Fairness – treat all team members equally
- Maturity – lead by example
- Personal Integrity
- Effective organisation and communication with the team members
- Support for ALL Team members from the time the Team is announced and the arrival of the Team back in New Zealand
- Remaining at the event venue while ANY team members compete (unless in an emergency)
- Commitment to Archery NZ
- Provide regular updates for publication on the website and social media
- Provide a written report for the editor of The New Zealand Archer magazine

7. MEDICAL, INJURY OR ILLNESS

- 7.1 You acknowledge that if you have an existing medical condition or dietary requirement you must advise Archery NZ (Inc) or the Team Manager, Coach or Team Official prior to team departure.
- 7.2 If, at any time prior to departing from New Zealand you suffer any injury or illness that might adversely affect your ability to compete or to complete your role as a member of the team, you will notify Archery NZ immediately and abide by the decision of Archery NZ as to whether or not you participate in the competition. There will be no liability whatsoever on the part of Archery NZ for any loss suffered by you as a result of the decision of Archery NZ.
- 7.3 If, at any time after departing from New Zealand, you suffer any injury or illness that might adversely affect your ability to compete or to complete your role as a member of the team, you will notify the Team Manager, Coach or Team Official immediately. You will abide by the decision of the Team Manager, Coach or Team Official as to whether you continue to participate, remain with the team but not participate, or return to New Zealand.

8. ALCOHOL

- 8.1 The Archery NZ (Inc) Alcohol Policy applies to all Archery NZ Team members or potential Team members attending any training camps, domestic or international competitions including travel
 - If underage, all Team members will adopt a zero tolerance policy for the consumption of alcohol while a member of an Archery NZ Team.
 - If travelling on a Youth Team, regardless of age, everyone will comply with this policy and the Team Agreement and Code of Conduct.
 - All Team members will at all times act in accordance with the laws of New Zealand and other countries the team visits (e.g. age restrictions) with regard to the consumption of alcohol.
 - All Team members will be expected, as a responsible team member, to reinforce responsible attitudes and behaviours regarding the consumption of alcohol amongst all Team members.
 - Team members of an appropriate age (regarding each country's law) that has been deemed acceptable to consume alcohol, may consume no more than two alcoholic drinks (at the Team member's personal cost) with dinner after the conclusion of all shooting at the event.
 - Alcohol is not to be consumed by Team members for the duration of the competition.
 - All Team members are required to accept the direction of Team Officials when requested to stop consuming alcohol.

9. COMPETITION, EVENT, OFFICIAL PRACTICE AND TRAINING CAMPS

- 9.1 You will follow the instructions issued by and the discretion afforded to Team Officials when a member of a team.
- 9.2 You will attend all training sessions unless previously arranged with Team Officials.
- 9.3 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 may prevent you from competing to the best of your abilities.
- 9.4 You agree to maintain appropriate personal hygiene for the duration of the event.
- 9.5 You may not participate in any archery competition, event, display, training or media activity, which is not sanctioned by Archery NZ (Inc).

10. MEDIA

- 10.1. You agree not to make public comments about Archery NZ (Inc), Team Members or Team Officials without first gaining permission from Archery NZ (Inc) or the Team Manager.
- 10.2. You agree to ensure that Archery NZ (Inc) are made aware of any media or sponsor commitments.
- 10.3. You, unless requested by Archery NZ (Inc) or the Team Manager to do so, will not make any comment to media or on social networking sites (Facebook, Twitter, Instagram, Snap Chat Forums etc.) in relationship to any aspect of Archery NZ (Inc), Team Selection Criteria, team selection, the team, squad or any other athlete or official.
- 10.4. You are not restricted from commenting to the media on any aspect of your personal training, performance or on a particular competition.
- 10.5. You by agreeing to this document agree to provide Archery NZ (Inc) with consent to use your image and profile for marketing purposes or other associated avenues for the positive promotion of archery.
- 10.6. You agree to make yourself available to Archery NZ (Inc) for promotional purposes at mutually agreeable times.

11. SOCIAL MEDIA/BLOGGING

- 11.1. For the purposes of this Clause 11 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, Instagram and Twitter or public forums.
- 11.2. Team Members must only post Team 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.
- 11.3. 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.
- 11.4. Team Member posting on Social Media and blogs should at all times be dignified and in good taste, and not contain vulgar or obscene words or images.
- 11.5. 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. Do not "tag" others without their permission.
- 11.6. Team Members acknowledge that Archery NZ (Inc) 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 Archery NZ (Inc) prior written consent or complied with this Clause.

12. EXPENSES

- 12.1 You acknowledge that you will be required to pay any expenses incurred that are not otherwise covered by Archery NZ (Inc) within twenty one days of being invoiced.

13. TEAM UNIFORM

- 13.1 You agree to wear the team uniform to all training camps, official practice and competition sessions or as directed by Team Officials.



14. ANTI DOPING

- 14.1 You agree to make yourself available and you will comply with all directions in relationship to Anti-Doping and Drug Testing.
- 14.2 You agree to comply with Archery NZ (Inc), Drug Free Sport NZ and World Archery Anti-Doping policies and procedures.
- 14.3 You agree to inform Archery NZ (Inc) immediately if you believe you may have breached these policies and procedures.
- 14.4 You agree to inform Archery NZ (Inc) in confidence of any medications that you may be taking and to ensure the appropriate TUE (Therapeutic Use Exemption) forms are completed and lodged.
- 14.5 You agree to undertake and make yourself available for any Anti-Doping training arranged by DFSNZ or WA.

15. REPORTING

- 15.1 You agree that you shall provide feedback to Archery NZ (Inc) either via:
 - a) the Athlete Feedback Survey that will be sent to you after your return. This will be completed within 10 days of receiving the survey, or
 - b) a Team Officials written report to the Board which is to be completed within 10 days of the conclusion of the event

16. MINORS

- 16.1 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.

17. INSURANCE

- 17.1. You will provide for yourself comprehensive insurance including, but without limitation, sickness or injury, travel delays and damage or loss to your archery equipment.
- 17.2. You will participate in the competition at you sole risk in all respects and will not make any claim against Archery NZ or its agents, officials, employees, servants or contractors in respect of any loss whatsoever suffered by you or your personal representatives, whether or not any loss arises from the negligence of Archery NZ or its agents, officials, employees, servants or contractors.

18. BREACH OF CONDITIONS

- 18.1. That during the times set by Archery NZ, the Team Manager, Coach or Team Official will be the agent of Archery NZ to determine whether or not you have at any time been in breach of the provisions of this agreement or have otherwise conducted yourself in a manner against the best interests of Archery NZ. Without limiting any sanction provided by the rules of Archery NZ, the Team Manager, Coach or Team Official may, in the event of any serious breach or misconduct, decide that you will:
 - (a) Return to New Zealand at your own expense; and/or
 - (b) Not be entitled to any allowances, expenses or privileges which might otherwise follow from your participation in the competition.

19. DEFINITIONS

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

- **Athlete** - means an archer registered with Archery NZ.
- **Archery NZ** – means Archery New Zealand (Incorporated)
- **Board** - means the Board of Archery NZ (Inc).
- **Bring the sport into Disrepute** - In this Agreement the term “Bring the sport into Disrepute” means –
To act in a manner that would lead to the dishonour or discredit of Archery NZ, the team or squad or associated officials or to affect the performance of yourself or a fellow team or squad member.
- **Coach(es)** - means those person/s appointed by Archery NZ (Inc) as Coach(es) of a Team.
- **Constitution** - means the Constitution of Archery NZ (Inc).
- **Controversy** – means a state of prolonged public dispute or debate.
- **Code of Conduct** - means the Code of Conduct detailed in this Agreement and detailed in the Archery NZ (Inc) Member Protection Policy.
- **Copyright** – means the Intellectual Property (including but not limited to - printed and published material, events, activities, awards, logos, identity or images) of Archery NZ (Inc) and World Archery
- **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.
- **DFSNZ** – means Drug Free Sport NZ
- **Equipment** – means team members personal sporting equipment.
- **Eligibility Criteria** – means the performance standards, administrative requirements and personal standards set by Archery NZ, World Archery or any other controlling organisation.
- **Event** - means the competition/s for which an individual or team is selected, any training camps or lead up events and associated travel.
- **Identity** - means your likeness, name, voice, signature, reputation, nicknames, media tags, photographs or caricatures or cartoons or anything else that identifies you.
- **Member** - means a fully paid up member of Archery NZ (Inc).
- **Member Protection Policy** – means the Member Protection Policy published and available of the Archery NZ (Inc.) website www.archerynz.co.nz
- **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.

- **Team Official** – means any person elected or appointed to any position with Archery NZ (Inc).
- **Rules** – means the Rules of Archery approved by the Board of Archery NZ (Inc) or issued by World Archery.
- **Team** – means any team of athletes, coach/es, manager/s, officials or appointed support staff.
- **Team Manager** – means the person appointed by Archery NZ (Inc) to have overall management and responsibility of the Team.
- **Team Uniform** – means the official uniform of Archery NZ (Inc) for the event.
- **Training Camp** – means a training camp organised by Archery NZ (Inc) from time to time for the team.
- **WA** - means World Archery.
- **WADA** – mean World Anti-Doping Agency
- **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.



Archery NZ

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 Agreement 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 Agreement and compliance with the terms and conditions set out in this document and I confirm:

- a) I am a New Zealand citizen;
- b) I am eligible to represent New Zealand and comply with World Archery Eligibility Code;
- c) I am a current financial member of Archery New Zealand;
- d) I have no outstanding debts with Archery New Zealand;
- e) I acknowledge that I have read this Agreement and that I am aware that it creates a legally binding relationship between me and Archery New Zealand;
- f) I understand the nature and extent of my obligations and the restraints imposed upon me by the Agreement;
- g) I agree to comply with this Agreement if I am selected by Archery New Zealand for the team;
- h) I consent to Archery New Zealand using my personal information, sensitive information and health information as defined under any applicable laws in accordance with the Agreement;
- i) I am aware that I may access my personal information, sensitive information and health information as held by Archery New Zealand at any time;
- j) I agree to contact Archery New Zealand immediately if I change my personal information, sensitive information and health information as held by Archery New Zealand.

For team member on the _____ day of _____ 20____

Name of Team Member

Signature of Team Member

Witness Name:

Witness Signature:

Return completed form to: Representatives@archerynz.co.nz



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Schedule 2
Parent/Guardian Consent for Minors

I/We are the parents/guardians of, _____ (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 Agreement;
2. I/We have read and understood the terms of the Agreement and have fully explained the terms of the Agreement to the team member;
3. I/We have had the opportunity to obtain independent legal advice in relation to the terms of the Agreement;
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 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;

For ATHLETE under 18 years of age on the _____ day of _____ 20____

Name of Parent/Guardian

Signature of Parent/Guardian

Name of Parent/Guardian

Signature of Parent/Guardian

Witness Signature

Witness Name

Return completed form to: Representatives@archerynz.co.nz

*If this form is signed by person or person other than a parent or legal guardian, written confirmation from a parent or legal guardian confirming you are acting as their agent will be required to accompany this document.



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