



# ORIENTEERING C A N A D A

## Canadian Orienteering Federation ATHLETE AGREEMENT

For all:  
**High Performance Program (HPP) Associate Members**

AGREEMENT made this \_\_\_\_\_ day of the month of \_\_\_\_\_ 20\_\_

**BETWEEN:**

NAME \_\_\_\_\_

(hereinafter referred to as the "Athlete"), currently residing at \_\_\_\_\_

**AND**

CANADIAN ORIENTEERING FEDERATION, having its national office at Calgary, Alberta (hereinafter referred to as the "COF")

WHEREAS the COF is recognized by the International Orienteering Federation (hereinafter referred to as the "IOF") as the sole National governing organization for the sport of Orienteering in Canada;

WHEREAS the COF recognizes the need to clarify the relationship between the COF and the Athlete by establishing their respective rights and obligations;

NOW THEREFORE the parties agree to the following:

**1. COF OBLIGATIONS**

The COF shall

- (a) organise the High Performance Program (HPP) and publish an updated HPP handbook annually (by Dec 31st for the following year);
- (b) administer the High Performance Program Fund through the High Performance Committee (HPC);
- (c) redraft Athlete agreements as needed to reflect current realities;
- (d) allow for an Athlete's Representative, elected every three years by the Athletes, starting in November 2008, to sit as an ex-officio member of the COF Board of Directors;
- (e) provide a hearing and appeal procedure that is in conformity with the generally accepted principles of natural justice and due process and includes access to an independent arbitration through the Sport Dispute Resolution Centre of Canada (SDRCC) with respect to any dispute the Athlete may have with COF

## **2. ATHLETE OBLIGATIONS**

The Athlete shall:

- (a) be a fully registered member of an orienteering club which is in good standing with its provincial/territorial association which is in good standing with the COF;
- (b) commit to training consistently and well with the goal of an excellent personal performance in orienteering
- (c) provide the COF with current contact information so that the Athlete can be reached throughout the year;
- (d) pay all COF invoices in a timely manner and respond to requests from the COF in a timely manner;
- (e) abide by the COF Rules and Code of Conduct (section 3 below);
- (f) avoid the use of banned drugs in contravention of the rules of the International Orienteering Federation, Sport Canada, Canadian Centre for Ethics in Sport and the COF;
- (g) prioritize attendance and compete at the Canadian Orienteering Championships (The COF would like the athlete to prioritize the COCs on your competition list and attend if your schedule and finances permit);
- (h) take an active role in communication projects regarding the High Performance Program, i.e. COF Newsletter, press conferences, national team blog; such activities may be reasonably requested by the COF, where the scheduling does not unreasonably interfere with the Athlete's training, competition, employment and education;
- (i) utilize the hearing and appeal procedure referred to in paragraph 1 (e) for the remedy of complaints and issues especially where the situation involves the conduct or performance of COF volunteers or staff or coaches;
- (j) provide regular feedback to the Athletes' Representative on issues facing the High Performance Program;

## **3. ATHLETE CODE OF CONDUCT**

As representatives of COF and the High Performance Program, the HPP Associate Member Athletes are expected to conduct themselves in a dignified and responsible manner at all times, maintaining respect and consideration towards the public, the coaches, other athletes, media personnel, officials and volunteers/staff involved with orienteering. This includes but is not limited to respecting the COF and IOF competition rules.

The following behavior is unacceptable:

- a. Any action or conduct that would, at the discretion of the designated individual who is directly responsible for the team, unreasonably disrupt or interfere with a competition or training camp, or is detrimental to the reputation or image of the HPP or the COF.
- b. Any illegal activities, including committing an act that is considered an offense under any law in the jurisdiction in which the act took place (including underage drinking & impaired driving).
- c. Breaking curfew regulations as defined by the Leader directly responsible for the team.
- d. The willful abuse of property owned, rented, borrowed or leased by the COF including vehicles, motel/hotel rooms and team equipment.

Infractions of the Athlete Code of Conduct will result in the imposition of disciplinary sanctions that are reasonable and proportionate to the conduct complained of. Sanctions can include, but are not limited to the following: loss of eligibility to participate in COF sanctioned activities on an interim or permanent basis; the requirement to pay compensation for any damaged property, loss of "membership in good standing", loss of membership in the HPP.

Enforcement of the Code of Conduct will be the responsibility of the COF designated individual who is directly responsible for a specific team/group. Prior to the imposition of any disciplinary sanction, the designated individual will meet with, hear and consider the Athlete's version of events. In a case where there is a conflict between an Athlete and the COF designated individual regarding the interpretation of this policy and/or the disciplinary sanction imposed, the Athlete has recourse as outlined in paragraph 1 (e).

**5. DEFAULT OF AGREEMENT**

Where one of the parties of this agreement is of the opinion that the other party has failed to conform with its obligation under the agreement it shall forthwith:

- (a) notify the alleged offending party in writing of the alleged default,
- (b) where applicable, indicate in the notice to the party the steps to be taken to remedy the situation,
- (c) where applicable, indicate in the notice a reasonable period of time within which such steps as set out herein shall be taken.

Where the complainant party who has given notice referred to in paragraph 4 (a) is of the opinion that the other party has not remedied the situation, it shall file a complaint through the hearing and appeal procedure referred to in paragraph 1 (e).

**6. DURATION OF AGREEMENT**

This AGREEMENT comes into force upon signing and terminates on November 30, 2011.

**7. CONTACT INFORMATION**

The Athlete is to contact the COF:  
by mail at 1239 Colgrove Avenue NE, Calgary Alberta, T2E5C3  
by fax to 403-451-1681  
by phone 403-283-0807  
or by email to [info@orienteering.ca](mailto:info@orienteering.ca)

The COF will contact the athlete using information provided in Appendix A. It is the Athlete's responsibility to inform the COF of any changes to his/her contact information on an on-going basis.



**APPENDIX A  
ATHLETE CONTACT INFORMATION  
EMERGENCY CONTACT INFORMATION**

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

POSTAL CODE \_\_\_\_\_

HOME PHONE # ( ) \_\_\_\_\_

CELL PHONE # ( ) \_\_\_\_\_

EMAIL \_\_\_\_\_

IF YOUR CURRENT ADDRESS IS TEMPORARY, PLEASE PROVIDE A PERMANENT ADDRESS AS WELL  
(Including postal code and phone number)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

WHICH CANADIAN ORIENTEERING CLUB ARE YOU A MEMBER OF? \_\_\_\_\_

The club must be a club in good standing of your provincial/territorial orienteering association which must be in good standing with the COF.

DATE OF BIRTH (year/month/day) \_\_\_\_\_

CITIZENSHIP \_\_\_\_\_

IN CASE OF EMERGENCY PLEASE CONTACT:

NAME \_\_\_\_\_

PHONE NUMBER \_\_\_\_\_

ALTERNATE PHONE NUMBER \_\_\_\_\_