



ORIENTEERING
C A N A D A

**Orienteering Canada
ATHLETE AGREEMENT**

**For all:
High Performance Program (HPP) Athletes
& 2013 WOC Athletes who are not part of the HPP**

AGREEMENT made this _____ day of the month of _____ 20__

BETWEEN:

NAME _____

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

AND

ORIENTEERING CANADA having its national office at Calgary, Alberta

WHEREAS Orienteering Canada 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 IOF requires that Orienteering Canada certify the eligibility of the Athlete to compete as a member in good standing;

AND WHEREAS Orienteering Canada and the IOF requires that the Athlete be aware of and abide by all policies pertaining to the use of drugs and doping in the sport;

WHEREAS the Athlete wishes to be an active competitor in IOF/Orienteering Canada sanctioned events with his or her rights and obligations clearly defined;

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

NOW THEREFORE the parties agree to the following:

1. ORIENTEERING CANADA OBLIGATIONS

Orienteering Canada shall

- (a) organize the High Performance Program (HPP) and publish the HPP handbook prior to the end of each year.
- (b) organize, select, register and operate teams of Athletes and team officials which will represent Canada at the World Orienteering Championships (WOC), Junior World Orienteering Championships (JWOC), World University Orienteering Championships (WUOC) and various World Cup races in a just and fair manner;

- (c) publish selection criteria for the WOC, WUOC, JWOC teams in the athlete handbook, and at least 2 months prior to the selection for the World Cups;
- (d) provide the Athlete the opportunity to purchase the uniform;
- (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 Orienteering Canada;
- (f) notify the Athlete immediately in writing of any changes to the National / Junior National Team rules, regulations and procedures;
- (g) administer the High Performance Program Fund. All fundraising done on behalf of the High Performance Program (HPP) (the junior national and senior national teams) is to be forwarded to Orienteering Canada for allocation by the HPP committee.
- (h) redraft Athlete agreements as needed from time to time;
- (i) allow for an elected Athlete's Representative to sit as a member of Orienteering Canada Board of Directors;

2. ATHLETE OBLIGATIONS

The Athlete shall:

- (a) be a fully registered member in good standing of Orienteering Canada (this means the Athlete must register and pay all club / association registration fees on a yearly basis);
- (b) commit to training consistently and well with the goal of an excellent personal performance at events including the WOC, the JWOC, the WUOC or World Cup event(s);
- (c) notify Orienteering Canada immediately, in writing of any injury or other legitimate reason that will prevent the Athlete from competing at the 2013 WOC, JWOC, WUOC or World Cup events if the Athlete has been selected to compete at one or more of these events. Provide as much notice as possible so that there is the opportunity for alternates to make the necessary arrangements to compete;
- (d) understand that after committing to a position on any of the WOC, JWOC, WUOC or World Cups teams, the Athlete is liable for costs incurred by Orienteering Canada for the Athlete's registration and other arrangements made by Orienteering Canada, even if the Athlete is unable to attend the event.
- (e) provide Orienteering Canada with current contact information so that the Athlete can be reached throughout the year;
- (f) pay all Orienteering Canada invoices in a timely manner and respond to communication and requests from Orienteering Canada in a timely manner;
- (g) avoid any action or conduct that would reasonably be expected to significantly disrupt or interfere with a competition or the preparation for a competition of any Athlete;
- (h) abide by Orienteering Canada Rules, Code of Conduct and understand the Discipline Policy (section 3 below);
- (i) 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 Orienteering Canada;
- (j) dress in the National Team uniform when participating in designated National / Junior National Team activities; the National Team uniform shall not be sold, loaned, traded or otherwise mishandled or defaced without the permission of Orienteering Canada. The Athlete must have the mandatory team gear from when the uniform is delivered until November 30th of that year. If the Athlete wants to trade part of their uniform away, it must be a non-mandatory item or a duplicate item that the Athlete has purchased. The National Team uniform may be loaned to members of the current year's National/Junior National Team if required;
- (k) dress in the National Team uniform or any other official clothing during official competition days of the Canadian Orienteering Championships, North American Orienteering Championships and other IOF sanctioned events; club uniforms may be worn for all other competition and training including non-championship and relay events during the COC week (see Section 4);

- (l) refrain from wearing the uniforms of any other national team when participating in any designated activities, including IOF sanctioned events, the Canadian Orienteering Championships, official marketing activities and media appearances on behalf of Orienteering Canada;
- (m) make a solid effort to attend and compete at the Canadian Orienteering Championships and North American Orienteering Championships (in other words, prioritize attendance at the COCs and NAOs if scheduling and finances permit);
- (n) take an active role in communication projects regarding the national team i.e. team photos, Orienteering Canada Newsletter, team thank-you letters, press conferences, national team blog postings; such activities may be reasonably requested by Orienteering Canada, where the scheduling does not unreasonably interfere with the Athlete's training, competition, employment and education;
- (o) actively participate in fundraising efforts for the High Performance Program Fund. An Athlete may choose to fundraise for him/herself. Money raised during fundraising efforts that are billed as fundraisers for the HPP, Orienteering Canada or the national teams, must be forwarded to Orienteering Canada;
- (p) ensure that Orienteering Canada is party to all endorsement and sponsorship contracts and contracts with agents entered into by the Athlete; this excludes any personal endorsement for the Athlete as individual with no connection to the sport of orienteering or the National Orienteering Team;
- (q) 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 Orienteering Canada volunteers or staff or coaches;
- (r) provide regular feedback to the Athletes' Representative on issues facing the National Team;
- (s) attend race banquets and award ceremonies where possible;
- (t) be responsible for providing personal travel health insurance.

3. ATHLETE CODE OF CONDUCT

As representatives of Canada and Orienteering Canada, the 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 Orienteering Canada and IOF competition rules.

Members of the HPP are expected to promote pride and goodwill for the orienteering through their behaviour and attitude. HPP Athletes are ambassadors for the sport at all times.

The athlete agrees to abide by Orienteering Canada's Discipline Policy (at www.orienteering.ca/about/policies). The athlete has read and understood the Discipline policy which includes the code of conduct.

4. ENDORSEMENT, SPONSORSHIP AND MARKETING POLICY

The Endorsement, Sponsorship and Marketing Policy is in place to ultimately help the HPP. The intention is to provide some exposure at high profile events for our potential sponsors and thereby increase the ability of Orienteering Canada and the High Performance Committee to obtain sponsors. Wearing the National Team uniform at the Canadian Orienteering Championships is also seen as a chance to raise the profile of the National Team amongst the general Canadian orienteering population. We hope this will increase support for the HPP from masters runners and inspire junior runners. Athletes still have the opportunity to wear their club uniforms at all other events including relay and non-championship events at the COCs. In addition, athletes have space for personal sponsors on their National Team uniforms. Details are provided below.

Personal Attributes

This refers to the specific image, name, photograph, description or other identifiable property of the Athlete. When the individual's attribute has no identification whatsoever (including uniform and team clothing) with Orienteering Canada or its teams, program or events the attribute belongs exclusively to the Athlete.

When an Athlete is acting as an individual, Orienteering Canada accepts and acknowledges it has no rights to market his/her individual properties without the consent of the Athlete.

Athlete Attributes

When an individual's attribute, whether appearing individually or as part of a group, can be identified by uniform, clothing, equipment or activity as part of the National Team, the promotion of the property is a shared responsibility between the Athlete and Orienteering Canada.

The Athlete cannot enter into a sponsorship, endorsement or advertising agreement and use attributes that can be identified as team properties without prior consultation with Orienteering Canada President or his/her designate. Consent will not be unreasonably withheld and the association will not normally require a fee for use of its property. Athletes are required to wear National Team clothing during all public relations activities where attributes are linked to the national team and Orienteering Canada.

In return Orienteering Canada may use an Athlete's attribute in marketing/promoting team or program properties. Orienteering Canada will request the Athlete's permission to use the selected attribute. The expectation is that permission will not be unreasonably withheld and that if after one week, no response has been received, Orienteering Canada will assume permission has been granted.

Team Attributes

Team attributes occur when two or more National Team Athletes occur as a group, whether by image, name, likeness or other identifiable attribute and are used to promote Orienteering Canada, National Team and sponsored events. This may include two or more Athletes in one competitive shot, or a composite of 2 or more Athletes. Use of team attributes may extend to partners of the association when they choose to advertise their sponsorship or support of the sport and/or National Team activities. Under these circumstances the sponsor must receive permission from Orienteering Canada prior to such advertising taking place.

Third Party Use

When a sponsor, media or third party requests use of an Athlete's image for commercial use the following process will be followed:

1. Image use details such as volume of distribution and nature of use will be gathered.
2. Details will be passed on to the Athlete via email. Athlete is expected to respond.
3. If no response is received after three days another Athlete's likeness will be offered to the third party.
4. In the case of the Athlete withholding approval, the reason for withholding approval shall be provided in writing to Orienteering Canada.

Athlete Personal Endorsement Process

1. Orienteering Canada recognizes the Athlete's right to enter into personal endorsement agreements, subject to the terms and conditions set forth in this process.
2. A personal endorsement agreement is defined as a commercial agreement between an Athlete and a corporation or individual supporter.
3. The following steps must be followed for each agreement made by the Athlete:
 - a. written consent of Orienteering Canada is required prior to negotiations with a potential sponsor. The Athlete must disclose in writing the name of the potential sponsor as well as the particular product and/or service to be endorsed. Orienteering Canada's consent shall be withheld if the contemplated product and/or service to be endorsed by the Athlete conflicts directly or indirectly with any of Orienteering Canada's sponsorship agreements or is deemed inappropriate i.e. tobacco or alcohol. The Athlete does not require consent from Orienteering Canada if the sponsorship involves compasses or shoes, but the Athlete is still required to notify Orienteering Canada if sponsorship is attained.
 - b. Orienteering Canada is to respond to the written notice within 10 days. If consent is withheld, the Athlete is to cease all dealings with the potential sponsor and Orienteering Canada agrees to provide reasons in writing for the decision.

Elements of personal endorsement agreement must include the following:

- **Term**- all personal sponsorships should be developed for one season with an option to renew. State the term of the contract and that the Athlete will give the Sponsor first right of refusal for subsequent years.
- **Clothing**-Mention that the Athlete will obtain his/her uniform from Orienteering Canada and that the Athlete must wear National Team Clothing as outlined in the clothing policy.
- **Conflict of interest**- Include a statement regarding conflict of interest with Orienteering Canada suppliers and that if Orienteering Canada brings on a company that conflicts with yours your contract will terminate following the current season.
- **Disclosure**-All personal endorsement agreements shall comply in all respects with all applicable rules established by IOF and Orienteering Canada in the competition rules.
- All agreements should not interfere with the Athletes training or competition schedule and National Team obligations or appearances.
- The Athlete is fully responsible for servicing and implementing the contract.

Orienteering Canada Obligations associated with Athlete Personal Endorsements

1. Orienteering Canada shall provide as a benefit to National Team Athletes the opportunity to utilize space on the uniform. Orienteering Canada will designate where that space will be on the uniform. Technical specifications about the size form and the number of commercial markings on clothing are decided by the IOF.
2. All personal sponsor commercial marks added to the uniform will be at the Athlete's cost.
3. National Team Athletes are also provided with promotional space in their Athlete information on Orienteering Canada website for their personal sponsors. This space will be provided to non-conflicting sponsors only.

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.

**APPENDIX A
ATHLETE CONTACT INFORMATION
PROOF OF CANADIAN CITIZENSHIP
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? _____

DATE OF BIRTH(year/month/day) _____

CANADIAN PASSPORT # _____

PASSPORT EXPIRATION DATE _____

IN CASE OF EMERGENCY PLEASE CONTACT:

NAME _____

PHONE NUMBER _____

ALTERNATE PHONE NUMBER _____