



Karate Alberta

“Promoting growth, development and
excellence in karate in Alberta”

KARATE ALBERTA

2019-2020 PROVINCIAL TEAM ATHLETE AGREEMENT

PLEASE PRINT CLEARLY

Name: _____

Junior or Senior Team: _____

Address: _____

Telephone: _____

E-mail: _____

Your selection as a member of the Provincial Team Prospect Roster requires that you enter into this Agreement and abide by its terms. This is a binding agreement between you and Karate Alberta. If you do not understand the contents of this Agreement you may wish to consult with any of the Karate Alberta Coaches and/or the Karate Alberta Team Logistics Committee (TLC).

Please read this document carefully, as by signing this Agreement you are confirming that you have read and understood it. Please initial each page.

This copy, signed by Karate Alberta, is provided for your signature and completion in full. Please complete, sign this Agreement, along with your initials at the bottom of each page, and return via email a scanned copy or mail the original, by the deadline provided to you, to:

Karate Alberta TLC

Email: Karate.alberta.logistics@gmail.com

Reception of the signed Agreement completes your selection process within our Provincial Team Prospects.

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KARATE ALBERTA

2019-2020 PROVINCIAL TEAM ATHLETE AGREEMENT

BETWEEN:

KARATE ALBERTA

c/o Karate Alberta TLC

Calgary AB

AND

NAME OF ATHLETE: _____

Address of Athlete: _____

(Hereinafter referred to as the “Athlete”)

WHEREAS the Athlete wishes to be an active competitor in Karate Alberta’s sanctioned events with his or her rights and obligations clearly defined;

WHEREAS Karate Alberta is recognized by Karate Canada and Alberta Sport as a Provincial Organization governing the sport of karate in Alberta;

WHEREAS Karate Alberta and the Provincial Team Athletes recognize the need to clarify the relationship between them by establishing their respective rights and obligations;

AND WHEREAS Karate Canada requires each PTSO to certify the eligibility of each Provincial Team Athlete to compete as a member in good standing;

NOW THEREFORE the parties agree to the following:

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Obligations of Karate Alberta

1.0 Karate Alberta shall:

- a) organize, select and operate teams of athletes, coaches and other necessary support staff to represent the province of Alberta in the sport of karate at selected events throughout the country;
- b) publish selection criteria for all provincial team prospects national teams at least three months before the selection for the Karate Canada National Championships;
- c) conduct selection of members to all provincial teams in a manner that is in conformity with the generally accepted principles of natural justice and procedural fairness;
- d) organize programs for the development and provision of coaching expertise and officials in the province of Alberta, in accordance with the budget of Karate Alberta;
- e) supply the Athlete selected to be a member of the Provincial Team Roster with the option to purchase Provincial Team apparel at a reasonable cost, in accordance to the budget of Karate Alberta;
- f) regularly provide Provincial Team program information (training and competitions) to the Athlete in the form of emailed correspondence;
- g) provide funding for the Athlete for training camps and competitions in accordance with the budget of Karate Alberta;
- h) provide for an athlete representative elected by the Karate Alberta coaches to sit as a voting member of the Karate Alberta Coaching Committee; and
- i) provide an appeal procedure that is in conformity with the principles of natural justice and procedural fairness, which shall include access to an independent dispute resolution process with respect to any dispute the Athlete may have with the PTSO

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Athlete's Obligations

2.0 The Athlete shall:

- a) recognize the responsibilities of the Provincial Team Coaches and Team Leaders / Managers (or their appointed substitutes) in coaching and team management-related decisions, and follow the training and competitive program / plan provided by the Provincial Team Coaches or their designate, when applicable;
- b) avoid living in an environment not conducive to high-performance achievements or taking any deliberate action that puts the athlete's ability to perform at risk or limits performance;
- c) provide the Provincial Team Head Coach or designate if deemed necessary, by email, with an annual training chart and monthly updates of changes to the chart or any other appropriate information that Karate Alberta may request, as applicable;
- d) participate in all mandatory training camps and competitions as detailed in Appendix A of this agreement;
- e) notify Karate Alberta immediately in writing of any injury or other legitimate reason that will prevent the Athlete from participating in a mandatory training and/or an upcoming event referred to in Appendix A of this Agreement and ensure in the case of an injury that a certificate from a medical doctor setting out the specific nature of the injury is forwarded to Karate Alberta, within three weeks of the injury;
- f) dress in the Provincial Team apparel / uniform and other official clothing, if applicable and as requested, while travelling or participating as part of the Provincial Team;
- g) avoid any action or conduct that would reasonably be expected to significantly disrupt or interfere with a competition or the preparation of any Athlete for a competition;
- h) For Senior athletes: during/or at Provincial and/or National Team training camps and competitions, avoid alcoholic consumption to a level that would reasonably be expected to impair the Athlete's ability to speak, walk or drive, or cause the Athlete to behave in a disruptive manner;
- i) For Junior athletes: during/or at Provincial and/or National Team training camps and competitions, refrain from alcohol consumption altogether;
- j) adhere to and comply with Karate Canada's Code of Conduct, policies and appeal procedure;
- k) avoid the use of banned substances and/or marijuana and methods that contravene the rules of International Olympic Committee (IOC), the rules of the respective International Federation and the Canadian Anti-Doping Program;
- l) avoid the possession of anabolic drugs and neither supply such drugs to others directly or indirectly nor encourage or condone their use by knowingly aiding in any effort to avoid detection of the use of banned substances or banned performance enhancing practices;

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- m) when using social media, avoid any messages that:
- n) may constitute harassment, discrimination, cyber bullying or violence;
- o) are hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals;
- p) refer to controversial or potentially inflammatory subjects including, but not limited to, politics, sex, and religion;
- q) are damaging to Karate Alberta and/or Karate Canada’s brand and/or relationships with our stakeholders and funding partners;
- s) divulge confidential or proprietary information that belongs to Karate Alberta;
- t) failure to respect the privacy of others by disclosing personal information without consent.

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3. Default of Agreement

a) Where one of the parties to this agreement is of the opinion that the other party has failed to conform with its obligations under this agreement, the following shall occur forthwith:

- i) The one party shall notify the other party in writing of the particulars of the alleged default.
- ii) If there exists a reasonable opportunity to correct the default and the default is not so fundamental as to amount to a repudiation of this agreement, the notifying party shall indicate in the notice the steps to be taken to remedy the default and a reasonable period of time to complete the remedial steps.
- iii) The parties agree that the giving of the above referred-to notice by a party will not prevent that party from later asserting that the default was so fundamental as to amount to a repudiation of this agreement.

b) If the party receiving the notice remedies the breach within the specified time, the dispute shall be considered resolved and neither party shall have any recourse against the other concerning the matter alleged to comprise the default. If the party receiving the notice fails to remedy the breach within the specified time and either party wishes recourse against the other concerning the matters alleged to comprise the default, that party shall use the dispute settlement mechanism of this agreement to resolve the differences between the parties.

Duration of Agreement

This Agreement comes into force on December 14, 2019 (Juniors) or January 18, 2020 (Seniors) and terminates on June 30, 2020

Date _____

Coaching Staff, Karate Alberta

Athlete

Date

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KARATE ALBERTA

2019-2020 PROVINCIAL TEAM ATHLETE AGREEMENT

THIS SECTION MUST BE COMPLETED IF THE ATHLETE IS 17 YEARS OF AGE OR UNDER

PARENT/GUARDIAN INDEMNITY AGREEMENT

A parent or guardian’s signature must accompany the Provincial Team Athlete Agreement if the Athlete is under the age of 18 at the time of signing the Agreement. This signature is in addition to and not in place of the Athlete’s signature on the Agreement.

I am the parent/guardian of _____, who was born on _____ and is therefore a minor at the time of signing the Provincial Team Athlete Agreement with Karate Alberta.

I recognize that the Athlete derives benefits from signing this Agreement and accept that my child/ward signs the Provincial Team Athlete Agreement. I also recognize that the Athlete assumes obligations and I further recognize Karate Alberta’s desire and need to enforce these obligations.

In consideration of the Athlete and Karate Alberta entering into the Provincial Team Athlete Agreement, I hereby agree to indemnify and hold harmless Karate Alberta from any losses which Karate Alberta may incur as a result of the breach of any provision of this Agreement by the Athlete. This indemnification shall survive termination of this Agreement

Parent/Guardian name Date

Parent/Guardian signature

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EXPECTATIONS OF APPROPRIATE CONDUCT

INTRODUCTION

Members of Karate Alberta are expected to conduct themselves at all times in the spirit of fair play and in a responsible manner. While representing Alberta, it is expected that all participants (athletes, team captains, coaches and team managers) will fulfill their roles and responsibilities as outlined in this handbook. Individuals who fail to do so will be subject to discipline. Though several infractions have been listed in this document, please note that this is not inclusive. All parties concerned will deal with any infraction in an appropriate manner.

Karate Alberta is committed to providing an environment in which all individuals are treated with respect. Team members will refrain from comments or behaviors that are disrespectful, offensive, abusive, racist or sexist. Being a member of Karate Alberta is an honor and should be treated as such.

Exhibiting behavior which is unbecoming of a Karate Alberta member or which negatively reflects on the association or the Province of Alberta is strictly prohibited. All members of Karate Alberta will represent Alberta with dignity, personal integrity and within the spirit of fair play at all times. All members of Karate Alberta will show respect for the social and cultural values of their own team members, officials, athletes from other provinces and territories, and host personnel.

At any-time you are travelling with Karate Alberta, if you or someone else finds themselves in an uncomfortable situation and is unsure of what to do, please contact the Team Coach or Team Manager.

Athletes are expected to work as a team and support each other as a team. While other team members are competing, it is expected that athletes are in the stands as much as possible supporting and cheering for the Karate Alberta Team. It is also expected that athletes act respectfully to the other provincial teams, officials or volunteers, no matter what the circumstances.

Athletes should not expect to get any homework/studying done throughout the weekend. Athletes are expected to be ready to compete and to enjoy the experience of being at Trainings and Nationals. Outside distractions are discouraged.

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ALCOHOL, TABACCO AND BAN SUBSTANCE

Alberta Law defines a minor as a person under the age of 18 years. This is also the legal age in Quebec and Manitoba. The legal age in the rest of the country is 19 years of age.

Minors shall not consume alcohol and not use any tobacco products at any time during team travel to or from the event. Tobacco products would include marijuana as it is considered a ban substance based on the World Anti-Doping Agency ('WADA') and the International Olympic Committee ('IOC') lists. Minors found possessing any alcohol or tobacco products will have these items confiscated, and may be subject to further discipline. The WORLD ANTI-DOPING CODE INTERNATIONAL STANDARD list (APPENDIX B) released effective January 1, 2019 notes the following:

S8 CANNABINOIDS

The following cannabinoids are prohibited:

- Natural cannabinoids, e.g. cannabis, hashish and marijuana,
- Synthetic cannabinoids e.g. Δ^9 -tetrahydrocannabinol (THC) and other cannabimimetics.

All Karate Alberta members who are of legal drinking age are encouraged to take reasonable steps to manage the responsible consumption of alcoholic beverages in social situations associated with the events and should make every attempt not to consume alcohol in the presence of minor athletes.

ATHLETE CURFEW

Curfew will be decided by the Karata Alberta Coaches in conjunction with the the TLC. All athletes, coaches, and managers will stay in their assigned room accommodation and all athletes will abide by the curfew.

All members of Karate Alberta will show respect for their own team members and other team members, athletes, coaches, officials, volunteers and team managers of all provinces and territories by not creating a disturbance or disruption after the established curfew.

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Athletes are encouraged to socialize politely in public spaces. Athletes who chose to socialize in another athlete’s room must do so respectfully, with a Team Alberta buddy, and the door must be left open more than ½ way.

ILLEGAL DRUGS

All Karate Alberta members will be “drug-free” except for medication prescribed by a physician that has been declared to the Team Manager. There will be zero tolerance for the use of illegal drug substances by any member of Karate Alberta. Any team member found in the possession of illegal drugs will be subject to discipline.

SOCIAL MEDIA

Athletes are reminded that they are representing the Province of Alberta and the sport of karate. All forms of communication on social media should reflect the highest standard of expectations of the athletes. Any inappropriate use of social media that has the potential to negatively impact the reputation of the athletes, coaches, or team will be subject to disciplinary action.

CELL PHONE/SMART PHONE USE

While the Karate Alberta coaches and team managers acknowledge that cell phones will provide an effective and efficient means of communication with the team, between athletes, between athletes and their families and friends, and can also be used to help prepare an athlete for competition (i.e. listening to music); the coaches and managers also realize that cell phones/smart phones can create unhealthy distractions during competition. Athletes are reminded that outside of communication and event preparation, during the competition they are expected to be fully participating in the competition including training, physical and mental preparation, and supporting their teammates when not competing. The coaches and managers would also like to remind the athletes that communication during the competition is subject to the same expectations that have been laid out in the code of conduct. Any communication that is determined to be disrespectful or inappropriate will be subject to disciplinary action.

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FINANCIAL RESPONSIBILITIES

1. Pre Camp & Qualification Event - \$100 per athlete
This includes the Saturday tournament and Sunday training
Team training fees - \$50.00 per individual scheduled session
 - a. Price is applicable to all provincial and regional training camps/sessions
 - b. For families with 2 or more team prospects the price for the second individual is reduced by 50%
 - c. Paying for the team training fees does not guarantee you a spot on the provincial team.
2. Karate clinic fees - \$75.00 per individual session
 - a. For families with 2 or more team prospects the price for the second individual is reduced by 50%
3. Volunteer Bond - \$200 cheque
 - a. Section **Error! Reference source not found.** for more information

KARATE ALBERTA 3-STRIKES POLICY

The KA provincial team has implemented a 'strike policy' for all team prospects. If an athlete fails to adhere to the rules and policies implemented to benefit the individual and the team the coaches and/or coaching committee may pursue disciplinary action against the athlete. If the infraction is great enough the team member can be suspended or expelled from the team immediately and/or indefinitely.

All athletes competing in the Junior and Senior categories will follow the 3-strike policy. Athletes who receive three strikes will not be able to attend Nationals.

With the Senior and Juniors Nationals being split into two separate tournaments, Karate Alberta has revised the strike policy for U21 athletes wishing to participate in both National Championships. All athletes in the U21 category, trying out for Junior & Senior Teams, will be expected to attend both the trainings for the Senior and Junior team. Since there will be more trainings and opportunities for development, (the athlete is expected to participate in both team trainings, the strikes will not cross accumulate, if the athlete intends on making both teams, they need to meet the requirements for both teams. However, disciplinary measures can be applied for both teams.

Actions that constitute a 'strike'

- Unexcused absences from all mandatory trainings and/or clinics will receive a minimum of two strikes
- You must attend all training sessions
- Unexcused late arrival to training
- Not contributing to set up and take down of equipment at team trainings and team events.
- Late payment of training or seminar fees or submission of required paperwork/forms

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- Behavioral issues in/out of team events
- Misuse of all forms of social media

Serious infractions with zero-tolerance

- alcohol abuse (under-age drinking, public intoxication or inappropriate behavior);
- drug or cannabis abuse;
- taking performance enhancing substances;
- discrimination;
- bullying;
- sexual abuse;
- illegal activities;
- disrespectful behavior towards coaches, team managers, team-mates or team support staff;
and
- any action that causes harm to the reputation of karate and/or Karate Alberta

All disciplinary action will be reviewed by the Coaches and Coaching Committee and sent to the Discipline & Appeals Sub-Committee (selected Board Members) and an official decision will be made.

ALL ATHLETE’S MUST READ AND FOLLOW THE KARATE CANADA CODE OF CONDUCT AND ETHICS

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