



# **Territory Team Participants Agreement**

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## Acronyms

ASC	Australian Sports Commission
AusDBF	Australian Dragon Boat Federation
DBNT	Dragon Boat Northern Territory
IDBF	International Dragon Boat Federation

## Information Regarding the Agreement

In signing this agreement I understand that it is:

1. voluntary;
2. has no effect on my selection within the team;
3. a commitment to my team mates that I will work towards being the best paddler that I can be within my physical personal and work constraints; and

that The Agreement may be rescinded without any penalty by notification in writing to the coaching panel who in turn will notify the DBNT Committee.

I also understand that

1. an open team will mean where-ever numbers permit a men's team;
2. a mixed team will be 12 men 8 women under current AusDBF rules and that DBNT will promote the use of that ratio while the rule applies;
3. any premier team will not contain masters unless a lack of numbers make it necessary;
4. a women's team comprised of all women under 40 unless there is a lack of numbers
5. DBNT's role is to promote the sport through the participation of its members;
6. DBNT committee will have input into and oversee the team structure and selection process;
7. the requirement above concerning team structure will be in force for the next 12 month period.

## Training Commitment

In committing to be a member of the Territory Team for the national competition, I agree that I will:

- undertake a total of 4 aerobic/anaerobic sessions per week, with a minimum of 2 water sessions , as programmed by the coach;
- undertake a minimum of 1 strength session per week (preferably 2), not necessarily at PYCC but I will attend testing at PYCC when required to do so
- advise the coach of any alterations to the training regime that are necessary to accommodate work or other commitments.
- participate in all designated team building activities and team presentations, time and work permitting
- purchase and wear identified team uniforms
  - for all team travel,
  - at all ceremonies and formal functions
  - on competition day
  - and any other time determined by Team Management
- adhere to the code of conduct, which specifies that all team members will:
  - abide by the coaches' decisions providing it is not detrimental to themselves or others
  - obey all directions from the sweep where safety is an issue
  - refrain from making negative comments during training
  - undertake to raise any controversial concerns with the coach appropriately, preferably outside the training session

I acknowledge that final selection for the team will be on the basis of:

- training and participation
- qualification standards as set by testing regime, the results of which will be available to all paddlers and will be based on a combination of
  - Time trials on water which will be conducted in the following manner:
  - 1 paddler, 1 sweep, balancing ballast of constantweight
  - Distance for men approximately 250 metres but same for each paddler
  - Distance for open team approximately 250 metres but same for each paddler
  - Distance for women approximately 200 metres but same for each paddler
  - Ergo test on rowing machine or similar device
  - Weights test programmed and advised at least 2 weeks prior to test
  - Power to weight ratio (taken into account) – formula  $[\text{Weight}/(\text{Distance}/\text{Time})]$

and that the Selection Team chaired by the Coach will put forward names for review by committee 4-6 weeks prior to competition.

I also acknowledge that disputes are to be raised with the team manager in the first instance and will be managed through the attached dispute resolution process.

NAME .....

SIGNED .....

DATE .....

## General Code of Behaviour

*(Adapted from the Australian Sports Commission – Ethics in Sports – General Codes of Behaviour).*

As a member of Dragon Boat Northern Territory, a member association or an affiliated club or a person required to comply with ASC member protection policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by DBNT, AusDBF and IDBF, a member association or an affiliated club and in any role you hold within dragon boat a member association or an affiliated club:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealing with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to, standards, rules, regulations and policies.
6. Operate within the rules of the sport including national and international guidelines which govern the sport of dragon boat, the member associations and the affiliated clubs.
7. Do not use your involvement with dragon boat, a member association or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of dragon boat a member association or an affiliated club.
8. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any form of harassment of others.
11. Refrain from any behaviour that may bring dragon boating, a member association or an affiliated club into disrepute.
12. Provide a safe environment for the conduct of the activity.
13. Show concern and caution towards others who may be sick or injured.
14. Be a positive role model.
15. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

## **Paddler's Code of Behaviour**

*(Adapted from the Australian Sports Commission – Ethics in Sports – Players Codes of Behaviour).*

In addition to dragon boat's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by DBNT, AusDBF and IDBF, a member association or an affiliated club and in your role as a player/participant in any activity held by or under the auspices of DBNT, a member association or an affiliated club:

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Do not tolerate acts of aggression.
3. Respect the talent, potential and development of fellow players and competitors.
4. Care for and respect the equipment provided to you as part of your program.
5. Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
6. At all times avoid intimate relationships with your coach (excluding recognised partnerships)
7. Conduct yourself in a professional manner relating to language, temper and punctuality.
8. Maintain high personal behaviour standards at all times.
9. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
10. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
11. Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

NAME .....

SIGNED .....

DATE .....

## Coach Code of Behaviour

*(Adapted from the Australian Sports Commission – Ethics in Sports – Coach Codes of Behaviour)*

In addition to dragon boating's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by DBNT, AusDBF and IDBF, a member association or an affiliated club and in your role as a coach appointed by DBNT, a member association or an affiliated club:

1. Do not tolerate acts of aggression.
2. Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback.
3. Recognise players' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors and physiotherapists).
4. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
5. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
6. Involve the players in decisions that affect them.
7. Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
8. Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players.
9. Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development.
10. Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
11. Avoid situations with your players that could be construed as compromising.
12. Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances.
13. Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players.
14. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
15. Know and abide by rules, regulations and standards, and encourage players/team members to do likewise and to respect those they compete against and discourage any form of negative actions in either word or action. Accept both the letter and the spirit of the rules.
16. Be honest and ensure that qualifications are not misrepresented

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The coach must agree to abide by the Coaches Code of Behaviour.

NAME:

SIGNED .....

DATE .....

### **Officials/Committee Code of Behaviour**

*(Adapted from the Australian Sports Commission – Ethics in Sports – Official Code of Behaviour)*

In addition to dragon boating's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by DBNT, AusDBF and IDBF, a member association or an affiliated club and in your role as an official appointed by DBNT a member association or an affiliated club:

1. Place the safety and welfare of the players/participants above all else.
2. Accept responsibility for all actions taken.
3. Be impartial.
4. Avoid any situation which may lead to a conflict of interest.
5. Be courteous, respectful and open to discussion and interaction.
6. Value the individual in sport.

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The Committee must agree to abide by the Officials/Committee Code of Conduct.

NAME: .....

NAME: .....

SIGNED .....

SIGNED .....

DATE .....

DATE .....

## Grievance and Disputes Procedure

This process applies to disputes between –

- (a) a team member and another team member;
- (b) a team member and the Coach;
- (c) a team member and the Coach;
- (d) a team member and the Committee; or
- (e) coach and the Committee

Within 14 days after the dispute comes to the attention of the parties to the dispute, they must meet and discuss the matter in dispute, and, if possible, resolve the dispute.

If the parties are unable to resolve the dispute at the meeting, or if a party fails to attend that meeting, then the parties must, within 10 days after the meeting, hold another meeting in the presence of a mediator.

The mediator must be –

- (a) a person chosen by agreement between the parties; or
- (b) in the absence of agreement –
  - (i) for a dispute between a team member and another team member – a person appointed by the Committee;
  - (ii) for a dispute between a team member and the Coach – a person appointed by the Committee; or
  - (iii) for a dispute between a team member and the Committee or coach and the Committee – a person who is a mediator appointed or employed by the department administering the Associations Act.

A member of DBNT Committee can be a mediator. The mediator cannot be a party to the dispute.

The parties to the dispute must, in good faith, attempt to settle the dispute by mediation.

The mediator, in conducting the mediation, must –

- (a) give the parties to the mediation process every opportunity to be heard;
- (b) allow due consideration by all parties of any written statement submitted by any party; and
- (c) ensure natural justice is accorded to the parties to the dispute throughout the mediation process.

The mediator must not determine the dispute.

If the mediation process does not result in the dispute being resolved, the parties may seek to resolve the dispute in accordance with the Associations Act, Australian Sports Commission (ASC) - Member Protection Policy or at law.

## Complaints and contact flowchart

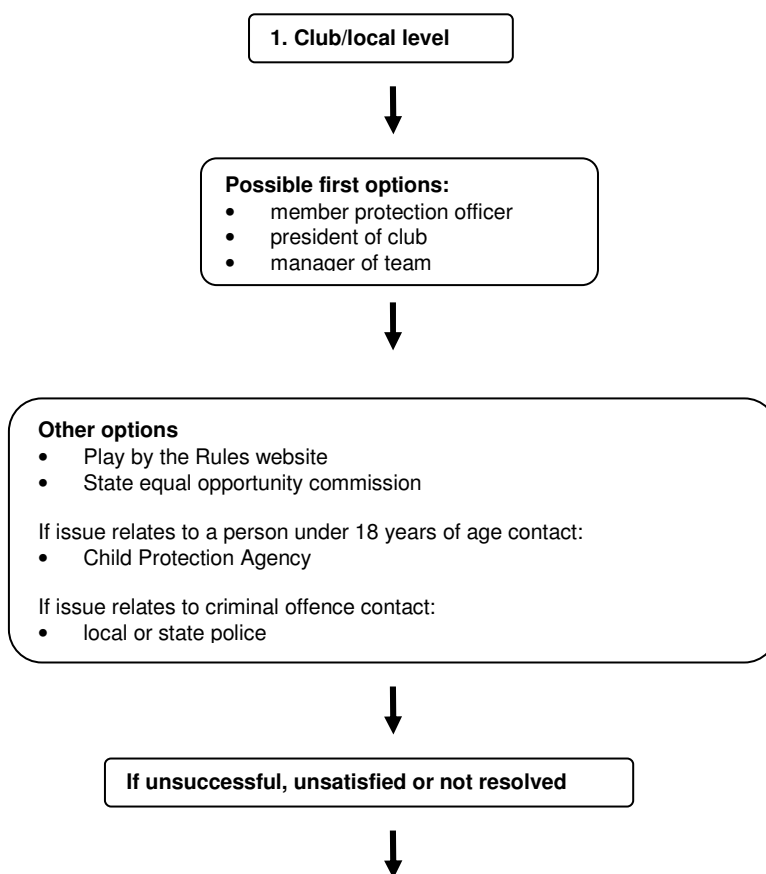
(Adapted from the Australian Sports Commission – Ethics in Sports – Complaints and contact flowchart).

<http://www.ausport.gov.au/ethics/hfsflow.asp>

If you need information, advice, to make a complaint or to raise a concern in relation to inappropriate behaviour in sport (such as harassment, discrimination or abuse), this chart may assist in working out who to contact and how. Start at the level (club, state or national) that the incident occurred.

There are 3 scenario's presented in this flowchart:

1. Club/local level issue
2. State Level Issue
3. National Level Issue



**2. State level Issue****If not previously contacted, possible first options:**

- member protection officer
- president, or other national organisation executive member
- manager of team

**Other options**

- Play by the Rules website
- Alternative dispute resolution organisation
- Australian Sports Commission (Sport Services section)

If issue relates to a person under 18 years of age contact:

- Child Protection Agency

If issue relates to criminal offence contact:

- local or state police

**If unsuccessful, unsatisfied or not resolved**

**3. National Level Issue****If not previously contacted, possible first options:**

- member protection officer
- president, or other national organisation executive member
- manager of team

**Other options**

- Play by the Rules website
- Alternative dispute resolution organisation
- Australian Sports Commission (Sport Services section)

If issue relates to a person under 18 years of age contact:

- Child Protection Agency
- 

If issue relates to criminal offence contact:

- local or state police

**If unsuccessful, unsatisfied or not resolved**

**Additional options**

- Humans Rights and Equal Opportunity Commission
- Court of arbitration for Sport (Oceania Registry)
- ANZSLA – the Sports Law Association.