



High Performance Programme (HPP) – Athlete’s Agreement

I, the applicant, on behalf of myself, members of my family, my heirs, executors, administrators and assigns, hereby forever release, discharge, and hold harmless TS, its representatives and agents, for any injury, loss or damage to my person or property, howsoever caused, arising out of any connection with taking part in the National HPP, and notwithstanding that the same may have been contributed to or associated by the negligence of TS, its representatives and agents.

I will also indemnify TS against all claims, actions, suits or proceedings whatsoever which may be taken or made against TS, for any act or omission by myself in relation to fulfilling my obligations and responsibilities as an athlete under the National HPP.

Name			
NRIC (Last 4 Digits)		Date of Birth	

TS Membership Number	
TS Membership Expiry Date	

Athlete's Signature		Date	
Parent/Guardian's Signature (If under the age of 18)		Parent/Guardian's Name	
Coach's Signature		Coach's Name	

1. General		
1.1	"Athlete" refers to the undersigned athlete of this Athlete Agreement "TS" means / refers to the Triathlon Association of Singapore. "ITU" means / refers to the International Triathlon Union. "ADS" means / refers to the Anti-Doping Singapore. "YPI" refers to the Yearly Performance Indicators. "Major Games" refer to Olympic, Asian, Commonwealth, South East Asian and Para equivalents. "Major Championships" refer to Asian, World and Para equivalents. "HPP" refer to the High Performance programme and its selection Policy.	Definitions

1.2	This Agreement should be seen as a "Statement of Shared Responsibilities" or "Code of Conduct", designed to enable the athlete to make the most of his or her sporting career and to allow the NSA to continue to develop athletes in support of high performance sports.	Aims & Objectives
1.3	TS and the Athlete, recognized the ultimate goal of everyone involved in this agreement is to improve the quality and rankings of the athlete, achieving the stipulated performance targets, and including, where possible, the attainment of top rankings at international competitions.	Goal
1.4	This agreement is between TS and the Athlete, who has been selected by TS to join the National HPP for the period beginning 1 January to 31 December of the calendar year.	Duration of Agreement and Relevant Parties
1.5	By signing this agreement, all parties had accept the obligations undertaken by this agreement.	Consent to terms and Conditions
1.6	Parents / Guardians of Athletes below 18 years of age must also sign on this document signifying their acceptance of the terms and their consent to the Athlete's participation.	Consent by Parents/Guardians for Minors

2. Athlete's Obligation		
2.1	Athletes are required to submit the following documents: <ul style="list-style-type: none"> - Signed Athlete's Agreement - TS Membership receipt for the calendar year - Pre-Participation Evaluation (PPE) Form - Draft-Legal Endorsement Form - Performance Training Plan - Yearly Performance Indicator (YPI) Plan 	Submission
2.2	Athletes are required to read and fully understand the HPP Selection Policy.	Selection policy
2.3	Athletes are required to be aware of and agree to be bound by the provisions of the ITU Rules, including: ITU Competition Rules, ITU uniform Rules, ITU Qualification Criteria, ITU Ranking Criteria. All these documents can be access through the ITU Website: www.triathlon.org	ITU Rules
2.4	Athletes are required to assign themselves to a certified Triathlon Coach, recognized under the National Registry of Coaches (NROC) or the Coaching Registry of the National Federation from which the Coach had obtained certification from.	Coaching
2.5	Athletes are required to perform National Performance Standard (NPS) tests at least 4 times a year, and aim for personal improvements. The tests can be conducted by TS, or by the athlete with an assigned coach, and can be in the form of time trials or races.	Monitoring
2.6	Athletes are to attend and follow (within reason) all training and competitive schedules as programmed in their performance training plan. Athletes must be committed to achieving and maintaining fitness and performance targets as specified by TS, or as indicated in their YPI.	Training & Competition

	<p>To that end, the Athlete shall:</p> <ul style="list-style-type: none"> • Adhere to the agreed training schedule and fulfil the requirements • Train in a disciplined manner whether or not coaches, team managers or parents are present. • Participate in local and overseas competitions on the advice of TS. • Participate in tests and comply with recommended treatment by Sport Singapore's sports medicine and sports science division to enhance performance and prevent injury, where required. • Work closely with TS and assigned coaches to identify and agree on performance goals and support service requirements to design an adequately comprehensive training programme. • Maintain close and regular consultation with their coaches with a view to monitor and ensure continued progress. • Contribute and participate in progress report meetings with coaches, parents and TS when scheduled. 	
2.7	<p>The Athlete will use their best endeavours to attain the following performance targets:</p> <ul style="list-style-type: none"> • 80-85% of NPS for National Squad • 70-75% of NPS for National Junior Squad • The stated performance targets in the YPI and/or • Within 5% (For Men), and 8% (For Women) of winner's time in races listed in their competition plan • 80% of the training hours in the programme etc. 	Achievement of performance targets
2.8	<p>The Athlete agrees to regularly update TS with accurate performance and personal information (including any known factor which will hinder their progress in the HPP or any related training/Competition. This can be due to career, family, school, exams, injuries, any medical conditions.)</p>	Promptly Update to TS
2.9	<p>The athlete acknowledged to undergo a Pre-participation Evaluation (PPE) prior to competing in ITU competitions. The PPE will consist of an annual Pre-competition health screening (which includes a medical questionnaire and Physical Examination) and a 12 lead resting electrocardiogram (ECG) which can be conducted every two years. Please refer to the PPE Form.</p>	Medical Status
2.10	<p>The athlete will abide to all Anti-Doping rules and policies adopted by ITU and ADS pursuant to the World Anti-Doping Agency (WADA) Code. This includes:</p> <ol style="list-style-type: none"> a) Testing: To submit to testing when requested to do so, and to respect all responsibilities throughout the doping control process. b) Consequences: To submit to the jurisdiction of the bodies in charge of applying the Anti-Doping Rules, and to be bound by any enforceable penalties deriving from the breach of these rules whether during an official competition or out-of-competition. c) Whereabouts: To report whereabouts where requested to do so, via any system approved by the requestor: TS, ITU, ADS or any bodies in charge of applying the Anti-Doping Rules. 	Anti-Doping

	<p>d) Therapeutic Use Exemption (TUE): To inform TS, ITU, ADS or any other bodies in charge, of any existing and valid TUE granted, or to apply for a TUE for any substance or method the athlete must use for therapeutic reasons.</p> <p>e) Reporting: to inform TS of any drug-related offences in which the athlete may be involved, or any drugs or medication prescribed by a certified doctor which might be in violation of any Anti-Doping rules.</p>	
2.11	<p>Athletes must wear designated team attire whilst traveling for competitions, competing or carrying out any sports-related activities as required by TS, ITU or organizing committees of any Major games or Competitions.</p> <p>In addition, Athletes must also use approved competition attire and equipment whilst competing.</p>	Apparel and Equipment
2.12	<p>Athletes are required to fulfil engagements as required by TS's sponsors, if any (within reason).</p> <p>They must take care to avoid any conflicts between individual sponsors and those of TS.</p> <p>Any sponsor's image on team and competition attire needs to be approved by TS.</p>	Sponsors
2.13	<p>Athletes (16 years and above) will endeavor to be available for the following key local races:</p> <p>Race 1 – Metasprint Triathlon Race 2 – Trifactor Triathlon Race 3 – Singapore International Triathlon Race 4 – Singapore Aquathlon Race 5 – Singapore Duathlon</p> <p>and/or any Major games Selection races.</p>	Availability for Key Races
2.12	<p>Athletes agree to abide by the full set of TS Code of Conduct as set out in this agreement.</p> <p>They will always respect the spirit of fair play and non-violence, and will behave accordingly on the field-of play. They will exhibit good sportsmanship at all times, and will treat all other athletes, officials, volunteers and spectators with respect and manners.</p> <p>They will not engage in any activities or conduct that is contrary to the laws of Singapore or in any place where competition or training is held. They will not bring themselves, SGP and TS into disrepute.</p> <p>Proper standards of personal hygiene must be observed. Athletes must be punctual for any official appointments, briefings, meals, conferences or ceremonies.</p>	Conduct

	When in overseas and/or local representation as a HPP athlete, the athlete will not engage in any activities or promotional activities to solicit for any personal sponsored brands, teams, clubs whatsoever.	
2.13	<p>Athletes will not make any public statement which is derogatory of TS, nor make any critical statement or disparaging remarks upon another fellow athlete or competitor, be it on a personal basis or with regards to any competition.</p> <p>Athletes must also obtain prior consent and approval from TS before engaging in any interview with any member of the media with regards to the HPP and related competitions and games, and shall refer all such requests of media interviews to TS.</p>	Media Discipline

3. TS's Obligations		
3.1	<p>Commit to manage and govern High performance-related issues in a manner that constitutes good governance and best practices.</p> <p>Strategic coaching and training support, including timely reviews for athletes on their individual development programmes. TS agrees to work closely with the athlete and assigned coach in the monitoring of the athlete's development and progression.</p> <p>Provide High performance training facilities and adequate equipment, where available.</p>	Planning and Management
3.2	Where necessary and eligible, TS will assist to identify and provide access to athlete's training support services as provided by ITU and ASTC.	Training
3.3	TS agrees to demonstrate transparency in all Major Games Selection Policies, and to adhere to all guidelines as required by an NF / NSA.	Selection Policies & NF Guidelines
3.4	<ul style="list-style-type: none"> • Provide or facilitate access to medical services and sports science support as provided by Sport Singapore, ITU or ASTC. • Opportunities for local and overseas training & competitions, with transparent selection policies. • Administrative support for local and overseas training & competitions. • Travel, board & lodging subsidies (as stipulated in the "local & overseas training and competition" Policy) • Insurance for local races., TAS shall procure insurance coverage for athletes to the extent of S\$10k (for death and permanent disablement) and S\$500 (for medical expenses per year), for local races. Athlete shall be bound by the terms of the aforesaid Insurance Policy and shall not hold TS liable in the event of non-recovery under the said Insurance Policy. 	Provision of Athlete Support

4. Breach of this Agreement & Disciplinary Procedure		
4.1	TS Disciplinary Committee shall have the rights to investigate any complaints about an athlete's your behavior, or any incidents with any	Disciplinary Procedure

	<p>reasonable grounds that an athlete may have breached this agreement. For the avoidance of doubt, the expiration of this agreement shall not in any way affect or impair the TS Disciplinary Committee’s authority and rights under this procedure</p> <p>If found guilty of any breach of this agreement, the TS Disciplinary Committee shall have the sole authority and discretion to determine any penalty to be imposed on the athlete, which may include:</p> <ul style="list-style-type: none"> - Suspension of good standing - Withdrawal from race and/or HPP - Interim suspension from HPP - Ban from future competition <p>If an athlete is accused of breaching this agreement, the athlete will be given an opportunity to meet with TS Disciplinary Committee to discuss the allegations made.</p>	
4.2	<p>An athlete shall attempt in good faith to resolve any dispute arising out of or relating to this agreement, which includes any decisions made by the TS Disciplinary Committee, in good faith and negotiations. An athlete shall endeavor to resolve all issues in tandem with the spirit of cooperation and collaboration.</p> <p>An athlete may put in an appeal by submitting a written request for a hearing of any case, within 7 days from receipt of written notice that a dispute has arisen.</p> <p>Any disputes which has not been settled within 14 days of receipt of the request, shall be referred to SportSG.</p> <p>In the event that the dispute cannot be resolved, the Parties agree the dispute shall be referred to the Singapore Mediation Centre for mediation and arbitration in accordance with the Framework for Alternative Dispute Resolution for Sports. The parties agree to participate in the mediation in good faith and undertake to abide by the terms of any settlement reached.</p>	Dispute Resolution / Appeal Procedure

5. Legalities		
5.1	<p>The athlete agrees and consent to TS collecting, processing, disclosing and using personal information for</p> <ul style="list-style-type: none"> - the purposes of disclosures to entities like ITU, LOC, WADA, ADS, SNOC, Sponsors, Insures, Law enforcement agencies, and/or any other entities that TS deems to require access to the data in order to achieve the purposes. - the implementation of this agreement and the HPP, any registration, disciplinary proceedings, historical and statistical records, any other reasonable purpose in order for TS to discharge its administrative and management functions. 	Data Privacy

5.2	<p>The athlete acknowledge and accept that TAS owns all intellectual property rights used in relation to the HPP and this agreement and shall not do anything to cause such rights to be interfered with, diminished, lost and/or damage.</p> <p>The athlete also understand and consent that the utilization of all images (still or moving), names, logos, programs, events, materials, by TAS or approved by TAS, will be permitted during and after the termination of this agreement for promotion purposes.</p> <p>The athlete must seek for prior approval before using them, or allowing sponsors to use them, for commercial or any other purposes.</p>	Intellectual property
5.3	<p>The Athlete agrees to engage in no form of discriminatory behavior or sexual harassment.</p> <p>The Athlete also agree to abide to the safe sport policy of TAS and SportSG, and will do their best to prevent any such incidents from occurring.</p>	Safe Sport
5.4	<p>All Parties will mutually respect and maintain reciprocal confidentiality of information at all times, both during and after the termination of this Agreement.</p>	Confidentiality

TS CODE OF CONDUCT

(This Code of conduct had been made with reference and adoption of certain points to the SNOC's Code of Conduct)

In addition to the Participant's other obligations in this Agreement, the Participant hereby agrees and undertakes to abide by the following rules of conduct at all times:

1. Participants shall uphold the good name of the Republic of Singapore, TS and our affiliate partners, and display exemplary behavior at all times.
2. Participants shall not at any time engage in conduct which will bring or have the tendency to bring themselves, their sport, the Team, any other member of the Team or TAS into disrepute or censure, or which is or would have the tendency to be inconsistent with, contrary to or prejudicial to the best interests, image or values of the TS or our partners.
3. Participants shall conduct themselves so as to obtain and maintain the best possible mental and physical fitness and health of themselves and the Team, to perform to the highest possible standard at the competition/games and carry out their duties to the Team to the best of their abilities;
4. Participants shall not at any time be convicted of, or charged with, any serious offence involving violence, alcohol or drugs, any sex offence, any offence relating to any gambling activities on sport, or any offence which is punishable by law.
5. Subject to the minimum age and other restrictions relating to the legal consumption of alcohol in the country or jurisdiction in which the Competition/Games are held (including in the Competition/Games Village and other venues), Participants may only consume alcohol after they have completed all their respective competitions. In doing so, Participants are to always exercise

reasonable restraint so as to avoid the excessive consumption of alcohol such that their behaviour and conduct will bring or have a tendency to bring themselves, the Team, TS or the Republic of Singapore into disrepute.

6. The Team is a "Family" and Participants should mix freely and at all times display solidarity.
7. Participants *accredited must respect the spirit of fair play and non-violence, and behave accordingly.*
8. Participants must always consider and respect the interests of other Team members and must not comment or behave in a way which, in TS opinion, may be damaging, humiliating or defamatory to the Team, a Team member, TS, or any other team or competitor.
9. Participants shall dress appropriately and be punctual for all appointments, competitions, meals and social functions.
10. Participants shall travel to and depart from the Competition/Games accommodation on the dates and in the manner determined or approved by TS or as directed by the Team Manager/Coach.
11. Participants shall reside in the competition/Games accommodation for the whole of the period determined by the Team Manager/Coach or at such other location during the Competition/Games period as directed or approved by the Team Manager/Coach.
12. Participants shall inform the Team Manager/Coach during the Games period of their whereabouts if they leave the Competition/Games accommodation.
13. Participants, including team managers and coaches, shall familiarize themselves with the competition programme and be present at the competition venue no later than the time or times stated in the applicable technical regulations or as notified at the respective technical meetings for the purpose of registration and /or competition, as the case may be.
14. Participants acknowledge and agree that the appointed Team Manager/Coach shall be the spokesperson on all matters concerning the Team, arrangements for the Competition/Games, the management of the Team and fellow Team members provided that the appointed Team Manager/Coach may in his/her discretion delegate the responsibility in whole or in part to other team officials or team captain to act as spokespersons on matters relating to the events, prospects or performances of those Athletes within their sport whom they are managing or coaching. Participants shall comply with all directions of, and arrangements made by, the appointed Team Manager/Coach and any person appointed by him.
15. Unless certified medically unfit by the doctor or approved by TS, Participants are to compete in all competitions including training sessions to the best of their abilities.
16. Participants are not allowed to pursue their own activities without the prior approval of their respective Team manager or coach.
17. "Lights out" is from 2300 hours to 0600 hours (or such other time set by the respective Team manager) daily and shall be strictly observed by all Team members. Team managers will be responsible for supervising this.
18. At no time shall any Participant argue or otherwise misconduct himself with referees, umpires, judges, opponents or officials. Sportsmanship should prevail at all times.

19. Participants shall not destroy misuse or keep any property not belonging to them and shall not take souvenir items such as towels, ashtrays etc from the competition/Games Village, hotels or other places.
20. Participants shall not litter and shall be responsible for the cleaning and tidying of their own rooms. Laundry shall be hung at the appropriate and assigned places. All Participants and Officials shall observe proper standards of personal hygiene and refrain from using foul language.
21. Participants shall be responsible for their personal luggage and other belongings. Luggage should be kept within the maximum allowable weight of twenty-three kilogrammes (23kg) only or as stipulated by the airline.
22. Gambling and smoking are prohibited at all times.
23. Participants must not consume any drugs or medication without the prior consent of a doctor
24. Participants shall strictly observe all safety and security arrangements and instructions which may be implemented by or which they may receive from TS, the appointed Team manager/Coach, the race organizing committee and in particular, shall not bring or facilitate the entry of non-accredited persons into the Competition/Games Village and other accredited venues or permit the use of their accreditation cards by non-accredited persons.
25. All cases of misconduct shall be dealt with by the TS Disciplinary Committee.