



TRIATHLON ASSOCIATION OF SINGAPORE (ATHLETE'S AGREEMENT)

1. General		
1.1	"Athlete" refers to the undersigned athlete of this Athlete Agreement "TAS" refers to the Triathlon Association of Singapore. "TRI" refers to World Triathlon. "ADS" refers to the Anti-Doping Singapore. "YPI" refers to the Yearly Performance Indicators. "Major Games" refer to the Olympic, Commonwealth, Asian, South East Asian Games, and its Youth & Para equivalents. "HPP" refer to the High Performance Programme.	Definitions
1.2	This agreement should be seen as a "Statement of Shared Responsibilities" and "Code of Conduct", designed to enable the athlete to make the most of his or her sporting career and to allow TAS to continue to develop athletes in support of high performance.	Aims & Objectives
1.3	TAS and Athlete, recognize the ultimate goal is to improve the quality and rankings of the athlete, achieving their performance targets, and including, where possible, the attainment of top rankings at Major Games and international competitions.	Goal
1.4	This agreement is between TAS and the Athlete, who has been selected by TAS to join the National HPP for the period beginning 1 January to 31 December of the stated calendar year.	Duration 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 read and fully understand the HPP Policy Document "TAS-HPE-HPP Policy V2024 B"	HPP Policy

2.2	Athletes are required to: - Sign and comply with the provisions of this Athlete's Agreement at all times - Complete an annual Pre-Participation Evaluation (PPE) – Medical Questionnaire. - Every 2 years, to complete PPE - Medical Examination and ECG Test (To be endorsed by a qualified GP or specialist) - Submit an updated Athlete Profile: to include coach's details, race results over last 24 months, weekly/monthly training schedule. - Submit Yearly Performance Indicator (YPI) plan: competition plan and race/training targets. - Complete Draft-Legal Endorsement: Exempted if have compete in a Draft-Legal race in the last 12 months. - Submit their Coaches' Assessment - Create a SportSync Account (www.sportsync.sg), and update their profile and information as accurately and promptly as possible. - Complete the Safe Sport Module for athletes, under SportSG-ED - Complete Anti-Doping Module for athletes, under ADEL	Administration
2.3	Athletes are required to be aware of and be bounded by the provisions of the TRI Rules, including: TRI Competition Rules, TRI uniform Rules, TRI Qualification Criteria, TRI Ranking Criteria. All these documents can be access through the TRI Website: www.triathlon.org	TRI 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) testing at least 3 times a year, and aim for personal improvements. The tests can be conducted by TAS, 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 participate and follow (within reasons) all training and competitions as programmed in their submitted plans. To that end, the Athlete shall: • Compete in all available National Championships Races • Endeavor to compete in as many local sanction races. • Endeavor to be available for TAS Time Trials and Selection Races • Identify Key overseas races for the year, with the advice from TAS, and agree on performance goals and TAS support/funding service • Be committed to complete at least 80% of their training plan • Immediately inform TAS should there be any changes / updates to their Training Plan and/or YPI	Training & Competition

	• Submit a half-yearly report to update on their training and racing performances and progress status • Contribute and participate in all engagement sessions, briefings or meetings scheduled by TAS, where required. • Participate in tests and comply with recommended treatment to enhance performance and prevent injury, where required.	
2.7	The athlete will use their best endeavors to attain the following performance targets: (Please refer to HPP – TAS HPP Policy for more details) • 80% NPS for National A Squad • 75% NPS for National B Squad • 70% NPS for Development Squad • 60% NPS for Youth Squad • 60% NPS for National Age Group Squad • Within 8% of winner's time in all races • Within 5% of the following benchmarked times, where possible: <u>Triathlon</u> Standard: 2:01:35 (M), 2:18:30 (W) Sprint: 0:59:56 (M), 1:07:30 (W) Super Sprint: 0:23:37 (M), 0:25:10 (W) <u>Duathlon</u> Standard: 1:57:36 (M), 2:14:49 (W) Sprint: 0:54:48 (M), 1:06:17 (W) Super Sprint: 0:21:20 (M), 0:24:31 (W) <u>Aquathlon</u> Sprint: 0:15:41 (M), 0:17:34 (W)	Achievement of performance targets
2.8	The Athlete agrees to promptly update TAS with accurate performance and personal information (including any known factor which will hinder their progress in the HPP or any trainings/Competitions. This can be due to career, family, school, exams, injuries, any medical conditions.) To that end, the athlete strives to maintain the highest possible level of personal hygiene, mental and physical well-being at all times.	Prompt update
2.9	The athlete agrees to undergo Pre-participation Evaluation (PPE), which consist of: - Annually, complete PPE – Medical Questionnaire. - Every 2 years, complete health screening and a 12 lead resting electrocardiogram (ECG). The athlete also agrees to undertake any further medical assessment, declaration or examinations as required, if any, and give consent that their medical-confidential information may be used as TAS deems fit for involvement in the National programme.	Medical Status

2.10	The athlete must refrain from the non-medical use of substances and recreational drugs, or the use of performance-enhancing drugs / methods. The athlete will abide to all Anti-Doping rules and policies adopted by TRI and ADS, pursuant to the World Anti-Doping Agency (WADA) Code. This includes: 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: TAS, TRI, ADS or any bodies in charge of applying the Anti-Doping Rules. d) Therapeutic Use Exemption (TUE): To inform TAS, TRI , 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. e) Reporting: to inform TAS 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. Athletes should refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athlete development or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to WADA Code and adopted by TRI and ADS.	Anti-Doping
2.11	Athletes may refer to the HPP Policy for more information on Uniform Rules and Attires. Athletes must wear the designated team attire while participating in HPP related programs, activities and events, including but not limited to competitions, games, trainings, camps, and any travel. Athletes must comply with any other additional regulations and rules regarding uniforms and equipment while competing in Major Games and overseas competitions. This includes wearing of designated team attire, and all branding rules and regulations as required by TAS, TRI and/or the organizing committees of Major games and competitions, for travel or for attending any official functions.	Apparel and Equipment

2.12	For all HPP programs, including training and overseas competitions, athletes are required to use all apparels and equipment provided for by TAS's sponsors, if any. (Competition attires and equipment can be excused with valid reasons to do with specifications and technicality, and must be given prior approval by TAS). Athletes must take care to avoid any conflicts between TAS's sponsors and their individual sponsors. Athletes are to fulfil any engagements as required by TAS's sponsors, if any (within reason). This includes any social media postings and/or sessions as arranged by the sponsors and/or as required in the sponsorship agreement. Athletes will not engage in any activities or promotional activities to solicit for personal/sponsored brands, Teams, Clubs whatsoever. At all times, athletes shall seek for TAS approval should they intend to put any sponsor/Club sponsored images on TAS attire or competition attire.	Sponsors
2.13	Athletes must make themselves available and participate in all activities designated by TAS. This includes appearing at events, clinics and social media whereby their images and presence are required to achieve the objectives of the HPP. (Minimum 2 engagement activations per year)	Engagement Activations
2.14	The Athlete will endeavor to be available for all key local and overseas competitions as advise by TAS. This includes all local sanctioned races, National Championships races, Regional Races, SEA/Asian Championships races and/or Major Games Selection races.	Availability for Key Races
2.15	Athletes must ensure that all individuals (including but not limited to other athletes, team officials, technical officials, volunteers, spectators, supporters) will be treated equally, fairly and reasonably. Athletes must demonstrate respect to all individuals age, gender, race, language, religion, citizenship, ancestry, ethnic origin, physical attributes, sexual orientation, disability, body type, athletic ability, socio economy status, family status and marital status. Athletes must maintain and preserve the dignity and self-esteem of other individuals when giving comments or criticism, or when interacting with others.	Anti-Discrimination
2.16	Athletes shall not engage in any conduct that adversely affects relationships with other individuals, or when it is detrimental to the image and reputation of themselves, other participants, TAS and our partners.	General Conduct

	Athletes shall not engage in any activities that is contrary to the laws of Singapore or in any places where their activities are being conducted. They shall not bring themselves, TAS and its partners into disrepute. Athletes must refrain from engaging in deliberate cheating, and/or not offer or receive any bribe, which is intended to manipulate the outcome of a competition. Athletes must always respect the spirit of fair play and non-violence. They must consistently demonstrate a spirit of sportsmanship, leadership and ethical conduct, and must ensure adherence to all rules, regulations, principles and policies in force. Athletes must respect the property of others and not willfully or selfishly cause damage	
2.17	TAS may appoint a Team Official in the form of a Team Manager, Team Coach, or both. Athletes acknowledges that the appointed Team Official shall be the spokesperson on all matters concerning the Team, including but not limited to: any arrangements involving travel, transport, rooming, meals, time schedules, management of the Team as a whole. The appointed Team Official may to their discretion delegate the responsibility in whole or in part to other team officials or the appointed team captain to act as spokespersons on certain matters. Athletes shall comply with all directions and arrangements made by the Team Official and/or any other appointed person. Any accompanying parents, supporters or personal coaches needs to be approved by TAS. All movements will need to follow the appointed Team official's schedule and instructions. Athletes are not allowed to pursue their own activities without the prior approval of the appointed Team Official, and must inform their whereabouts once approval is given. During any training sessions, any accompanying personal coaches seeking to conduct training, shall seek the permission of the appointed Team Official. The accompany personal coaches must discuss any training plans or racing strategies with the appointed Team Official to ensure there is no deviation from the Team's plan/strategy, if any. All final plans and race strategies will come from the appointed Team Official, and athletes must strictly comply with these. Men are not allowed to enter the rooms of Women, and vice-versa, unless absolutely necessary (e.g. Team Meeting or briefing, borrowing of items) Athletes shall strictly observe all safety and security arrangements and instructions which may be implemented by or receive from TAS, the appointed Team Official, and/or the race organizing committee.	Overseas Code of conduct

	If accreditation cards are issued, athletes shall take note not to facilitate any non-accredited person's entry into accredited venues, or permit the use of their accreditation cards by non-accredited persons. Athletes must be familiar with all given schedules and instructions, including but not limited to competition/course schedule, technical requirements and regulations, race registration, uniform and bike checks, course familiarization, race briefing etc. At no time shall any Participant argue or otherwise misconduct himself with referees, umpires, judges, opponents or officials. Sportsmanship should prevail at all times. Participants shall dress appropriately and be punctual for any official appointments, briefings, meals, conferences and/or ceremonies. Participants shall avoid getting into any potential situations where they might be involved in, 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. Subject to the minimum age and other restrictions relating to the legal consumption of alcohol in the country where their activities are being conducted, Athletes may only consume alcohol after they have completed their respective competitions. In doing so, athletes shall at all time take reasonable steps to manage the responsible consumption of alcohol in social situations Athletes shall be responsible for their own luggage and belongings. Luggage should be kept within the maximum allowable weight as stipulated by the airline. Athletes should mix freely with other Team members and at all times display solidarity. Athletes shall not destroy, mis-use or keep any property not belonging to them and shall not take souvenir items such as towels, ashtrays etc from the designated place of accommodation. Athletes 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. Athletes shall observe proper standards of personal hygiene and refrain from using foul language.	
2.18	Athletes will not make any public statement which is derogatory of TAS and its affiliated partners/sponsors, 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.	Media Discipline

	Athletes must also obtain prior consent and approval from TAS 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 TAS. In addition, athletes agrees to be filmed, televised, photographed or identified as determined by the organizer of the activities and in relation to the promotion of these activities.	
2.19	Exemption may be granted to the above due to extenuating circumstances such as: - Injury or illness - Equipment Failure - Travel Delays - Bereavement - Such other circumstances as TAS may consider to be relevant	Exemptions

3. TAS's Obligations		
3.1	Commit to manage and govern High performance-related issues in a manner that constitutes good governance and best practices. Strategic coaching and training support, including timely reviews for athletes on their individual development programmes. TAS agrees to work closely with the athlete and their assigned coach in the planning and monitoring of the athlete's development and progression. Provide High performance training facilities and adequate apparels and equipment, where available. Where necessary and eligible, TAS will assist to identify and provide access to athletes' development and training support services.	Planning and Management
3.2	TAS 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
3.3	Provide or facilitate access to medical services and sports science support as provided by SportSG and TRI, where qualified. Opportunities for local and overseas training & competitions, with transparent selection policies. Administrative support for local and overseas training & competitions. Subsidies and Performance Incentives (as stipulated in the TAS funding model)	Provision of Athlete Support

	Insurance for local and overseas races supported by TAS. Athlete shall be bound by the terms of the aforesaid Insurance Policy and shall not hold TAS liable in the event of non-recovery under the said Insurance Policy.	
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4. Disciplinary and Withdrawal Procedures		
4.1	The athlete agrees that in the event of any Breach by the athlete of the terms and conditions of this agreement, the TAS Disciplinary Committee may be call upon. TAS shall have the rights to investigate any complaints about any behavior, or any incidents with any reasonable grounds that may have breached this agreement. The following sanctions and measures may be imposed by TAS if after disciplinary inquiry, the athlete is found to be in default: - Withdrawal from HPP - Competition Ban - Interim Suspension - Suspension of any benefits - Financial Sanction Athletes may refer to the document "Complaint Policy", for a more detailed procedures and proceedings.	Disciplinary Procedure
4.2	The Athlete may, after prior consultation and discussion with TAS and/or the assigned Coach, withdraw from the HPP at any time. Such termination will take effect on the date that TAS receives the Athlete's written notice of termination / retirement. Where the Athlete is a minor, the written notice of termination / retirement must be countersigned by the Parent/Guardian.	Withdrawal / retirement

5. Dispute Resolution		
5.1	If any dispute or difference arises between the athlete and TAS, the athlete and TAS will use their best endeavors to resolve the difference or dispute by discussion. Both parties shall attempt to resolve the matter in good faith, in tandem with the spirit of cooperation and collaboration.	Discussion

6. Appeal Process		
6.1	If an athlete wishes to appeal a decision by the NSA, they must submit a written request for an appeal hearing from TAS within fourteen (14) working days of receiving an official decision from TAS.	Appeals

	TAS will grant a hearing within twenty-one (21) days to hear the Athlete's case. The decision of the committee hearing the case will be final. TAS will inform the Athlete of the results of the appeal via email. If there's a disagreement in the results of the appeal, both parties shall attempt to come to a resolution within 14 days. Otherwise, the matter will be referred to SportSG for resolution.	
6.2	In the event that any dispute or appeal cannot be resolved by TAS or SportSG, the matter will be referred to the Singapore Mediation Centre for mediation and arbitration in accordance with the Framework for Alternative Dispute Resolution for Sports or other dispute resolution framework jointly administered for the time being by Sport Singapore, the Singapore Mediation Centre and the Singapore Institute of Arbitrators. The parties agree to participate in the mediation in good faith and undertake to abide by the terms of any settlement or resolution reached.	Mediation & Arbitration

7. Legalities		
7.1	For athletes: In respect of any personal data (as defined in the Personal Data Protection Act 2012 of Singapore ("PDPA") that you may provide or that we may collect in connection with the provision of services to you and to the extent that your consent is required under law, you agree and consent that we (together with our service providers and third parties appointed by us on your behalf) may collect, use, disclose and process such personal data and information for: - the purpose of disclosures to any relevant entities and agencies that TAS deems necessary to require access to data in order to achieve the purposes. - the implementation of any registration, dissemination of information, investigations, disciplinary proceedings, historical and statistical records, and/or any other reasonable purpose in order for TAS to discharge its administrative and management functions If you provide us with any personal data relating to third party, by submitting such personal data to us, you also represent to us and must ensure that you have notified the third party of the terms of the personal data policy and obtained his/her consent thereto.	Data Privacy
7.2	Athletes acknowledge and accept that TAS owns all intellectual property rights used in relation to the HPP, and shall not do anything to cause such rights to be interfered with, diminished, lost and/or damage.	Intellectual property

	Athletes understand and consent that the utilization of all images (still or moving), names, logos, programmes, events, materials, by TAS or approved by TAS, will be permitted during and after the termination of this agreement for promotion purposes. Athletes will seek for prior approval before using them, or allowing sponsors to use them, for commercial or any other purposes.	
7.4	All Parties will mutually respect and maintain reciprocal confidentiality of information at all times, both during and after the termination of this Agreement.	Confidentiality

I, the applicant, on behalf of myself, members of my family, my heirs, executors, administrators and assigns, hereby forever release, discharge, and hold harmless TAS, 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 TAS, its representatives and agents.

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

Name			
NRIC		Date of Birth	

TAS Membership Number (Last 5 digits NRIC)	
TAS 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	