**Lacrosse Canada National Team Athlete Agreement**

THIS AGREEMENT as of \_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_

[month] [day] [year]

BETWEEN:

**Athlete Name­­­­­­**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, residing at:

**ADDRESS:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(the “Athlete”)

AND:

**Lacrosse Canada**, a registered Canadian

amateur athletic association having its registered office at:

**ADDRESS:** 18 Louisa Street, Suite 310, Ottawa, Ontario K1R6Y6

(the “Lacrosse Canada” or “LC”)

**BACKGROUND INFORMATION**

* LC is recognized by the World Lacrosse and the Government of Canada as the national governing body for the sport of Lacrosse.
* LC strives to deliver a world-leading program and enter a National Team into competition that achieves the best international results it possibly can.
* The Athlete has exceptional and unique knowledge, skill, and ability in the sport of Lacrosse and wishes to compete for Canada as a member of LC’s National Team.
* Execution of this Agreement means that both parties understand the mutual obligations set out in this Agreement, including their mutual responsibility to comply with requirements of external sport governance bodies such as World Lacrosse, the Canadian Centre for Ethics in Sport (“CCES”) and the World Anti-Doping Agency (“WADA”).

IN CONSIDERATION OF THE MUTUAL OBLIGATIONS CONTAINED IN THIS AGREEMENT, THE PARTIES AGREE AS FOLLOWS:

**TERM AND SCOPE OF THE AGREEMENT**

* + - 1. This Agreement comes into force on the date of signature and terminates 30 days from the final date of the **EVENT**, unless terminated earlier pursuant to this Agreement.

1. The Athlete is a member of the National Athlete Pool and/or National Team for the duration of this Agreement.

**GENERAL CODE OF CONDUCT**

* Be a **role model** for all aspects of the **Code of Conduct,** the **FairPlay Codes** and the **Harassment Policies.** (This is the only effective way to teach players the ethics in sport and to influence the values and attitudes of the FairPlay Codes for Athletes).
* **Be a model of the ethical standards and behaviour expected of the players** (i.e. conduct myself as an ambassador of Canada both on, and off, the field).
* **Follow, teach and enforce the rules of the game at all times.** Do not bend the rules or challenge the officials and do not encourage this behaviour from other players and teammates.
* **Ensure the safety of the athletes**. This includes monitoring behaviour at all times, controlling the style of play and providing a safe environment.
* **At no time become intimately and/or sexually involved with any athlete(s) or staff.** This includes requests for sexual favours or threat of reprisal for the rejection of such requests.
* **Ensure respect between all participants as well as respect for property**. The dignity of the individual must be preserved. Verbal and physical behaviours that constitute harassment or abuse are unacceptable. Respect for property is expected and players committing willful damage to properties such as locker rooms, hotels, or other will be held responsible.

**OBLIGATIONS**

**Team Selection & Eligibility**

1. LC will:
2. organize, select and operate teams of athletes, coaches and other necessary support staff as part of National Teams to represent Canada in the sport of Lacrosse throughout the world;
3. publish team selection and eligibility criteria for all National Teams at least three months before the selection of a particular National Team; publish team selection and eligibility criteria for all Major Games National Teams at least eight months before the selection of a Major Games National Team;
4. communicate the team selection and eligibility criteria by Lacrosse.ca and publish this link in the usual communications of LC;
5. post its policies, rules and regulations at: Lacrosse.ca;
6. not make changes to any policies, rules and regulations regarding an athlete selection while the selection process is underway;
7. conduct selection of members to all National Teams in conformity with the published selection criteria, process and generally accepted principles of natural justice and procedural fairness;
8. notify athletes individually of selection or non-selection and provide reasons;
9. protect the Athlete’s eligibility for national and international competition by educating the Athlete about applicable and potentially applicable eligibility requirements of LC, WORLD LACROSSE or other party and informing the Athlete if any proposed activity, communicated by the Athlete to LC, appears to be in violation of such eligibility rules; and
10. within all applicable timelines, register the Athlete or perform all necessary tasks for the Athlete to compete at all WORLD LACROSSE events that the Athlete is entitled to compete at, and agrees to compete at, subject to this Agreement and duly published LC eligibility and selection criteria for National Teams or Major Games National Teams.
11. The Athlete:
12. warrants that he or she is a Canadian citizen, or is otherwise eligible to compete representing the LC and Canada. If the Athlete’s status changes, the Athlete will immediately inform the LC’s Executive Director or Designated Contact;
13. will make best efforts to be aware of and comply with all policies, rules and regulations of the LC, which may change from time to time and are posted online at: Lacrosse.ca,
14. will make best efforts to be aware of and comply with all LC, WORLD LACROSSE or other applicable eligibility requirements; and
15. will notify the Designed Contact immediately of any circumstance which may affect their eligibility, for example, an injury or other legitimate reason that will prevent the Athlete from attending an event for which they have been selected.

**UNIFORMS & EQUIPMENT**

1. LC will:
2. pay for and provide Team Uniform and Equipment for National Team events or designate such items to be provided by an LC Sponsor;
3. pay for and modify Team Uniform and Equipment World Lacrosse the parties agree a modification is required to accommodate a reasonable need of the Athlete including a disability or performance need. A reasonable modification request will not be withheld.
4. The Athlete will:
5. Wear and use the National Team sponsored apparel only when representing the National Team at all National Team activities including training, competition, competition-day warm-ups, press conferences, photo sessions, promotional events or other public appearances, at all times and in the proper manner as directed by LC

**TRAINING & COMPETITIONS**

1. LC will:
2. present a schedule of mandatory training programs and competitions tailored to the teams progress towards achieving objectives and goals of the Athlete and National Team (the “Agreed Upon Training Plan”). The Agreed Upon Training Plan will be created by the High Performance Director, the team General Manager and the Athletic Director.
3. manage the Agreed Upon Training Plan;
4. not unreasonably withhold its approval of proposals by the Athlete to make changes to the Agreed Upon Training Plan; and
5. provide the Athlete with agreed upon updates to training plans, monitoring, testing schedules and results, player evaluation feedback, anticipated financial costs and assessments, proposed changes to competition and training plans.
6. The Athlete will:
7. not unreasonably withhold his or her approval of proposals by the LC to make changes to the Agreed Upon Training Plan;
8. demonstrate commitment to the Agreed Upon Training Plan and provide the High Performance Director, General Manager and High Performance Coordinator.
9. avoid participating in any competitions where federal government sport policy has determined that such participation is not permitted as communicated by LC.

**INFORMATION & PRIVACY**

LC is subject to Canadian privacy law; therefore, the Athlete may lodge a complaint under the *Personal Information Protection and Electronic Documents Act* (“*PIPEDA*”) if any information is shared without the Athlete’s consent and/or without being required by law. The link, provided below, explains *PIPEDA* and what to do World Lacrosse an Athlete feels their rights have been violated:<https://www.priv.gc.ca/en/privacy-topics/privacy-laws-in-canada/the-personal-information-protection-and-electronic-documents-act-pipeda/>

The Athlete’s responsibilities to the LC regarding information and privacy require the Athlete to share necessary information, and to not discuss or share information that LC wishes to remain private and has expressed that wish to the Athlete.

1. LC will:
2. designate an employee who acts in the role of LC’s Privacy Officer and communicate that designation and any changes to the designation to the Athlete as soon as the circumstances permit;
3. collect Personal Information from the Athlete;
4. communicate to the Athlete which recordings, technology, tactics, methods, logistics or other information that the LC deems confidential as soon as the circumstances permit;
5. protect all information gathered in relation to the Athlete; and
6. not disclose any information about the Athlete to outside parties without consent of the Athlete, unless required to do so by law.
7. The Athlete will:
8. provide LC with any Personal Information required to confirm the eligibility of the Athlete;
9. provide LC with Personal Information required for LC to make sure that the Athlete receives proper medical attention or other necessary care that may be needed while under the supervision of LC; and
10. not disclose LC recordings, technology, tactics, methods, logistics or other information that LC deems confidential, unless required to do so by law.

**COMMUNICATIONS**

1. LC will:
2. Assign Terry Rayner ([terry@lacrosse.ca](mailto:samantha@lacrosse.ca)) as the Designated Contact for the Athlete;
3. ensure that the Designated Contact or an alternate LC staff person at the LC office is available for communication each business day LC is open for business, and will respond within seven (7) days;
4. communicate both orally and in writing in the official Canadian language of the Athlete’s choice;
5. communicate in a timely manner, using appropriate methods such as telephone, e-mail, SMS, text or video messaging, or other methods depending on the nature of the communication and the Athlete’s expressed communication preferences;
6. respond to the Athlete correspondence and communication as soon as the circumstances permit, depending on the nature of the communication and meet any deadlines for responding provided they have been mutually agreed upon by the parties, and given they do not exceed the timeframe in subsection 14(b); and
7. notify the Athlete forthwith by e-mail if there are any changes made to LC’s policies or agreements listed in section 3, and post all new or updated LC policies, agreements, or general updates via email and/or press release
8. The Athlete will:
9. provide LC with an up-to-date e-mail address that accepts file attachments and that the Athlete will make reasonable efforts to check at least once every seven (7) days;
10. provide LC with the required information to communicate by some other reasonable method of communication should the Athlete so choose;
11. respond to LC correspondence and communication as soon as the circumstances permit, depending on the nature of the communication and meet any deadlines for responding provided they have been mutually agreed upon by the parties, and given they don’t exceed the timeframe in subsection 15(a) of this section; and
12. provide receipt by e-mail or electronic signature of notice from LC as per section 14(f) within seven (7) business days. World Lacrosse the Athlete does not provide receipt of notice after seven (7) business days, the Athlete is deemed to have acknowledged and understood the policy or agreement changes.

**MEDICAL & INJURY**

1. In the event of an injury or illness of the Athlete, LC will:
2. assist the Athlete in maintaining health or returning to health.
3. make every effort to contact the Athlete’s emergency contact prior to medical treatment being initiated in the event of a serious medical situation where the Athlete lacks legal capacity to make healthcare decisions arising while the Athlete is training or competing. Should this not be possible, LC reserves the right to make healthcare decisions that it believes are in the best interests of the Athlete on the Athlete’s behalf.
4. In the event of an injury or illness, the Athlete will:
5. notify the National Coach and/or Designated Contact verbally within 24 hours, and the Designated Contact in writing within 48 hours, or as soon as possible thereafter, of becoming aware of any injury or illness that might prevent the Athlete from fulfilling any obligations under this Agreement;
6. provide LC and team doctor with a certificate from a health professional describing the nature and diagnosis of the injury or illness which states the:

* date or estimated the injury or illness was incurred;
* nature of the injury or illness, and whether it is an overuse or chronic injury;
* rehabilitation protocol, if any;
* amount and type of training the Athlete can do in the next 12 weeks and/or limitations thereto; and
* expected date for return to full training and full recovery; and

1. follow a recovery and rehabilitation program for the injury or illness that prevented the Athlete from fulfilling obligations under this Agreement, approved by the Athlete’s personal physician and, at the LC’s discretion, an LC designated medical doctor, to ensure his or her return to training and/or competition in a safe and timely manner.

**ANTI-DOPING**

1. LC will:
2. ensure that the Athlete receives communications from WORLD LACROSSE, WADA, CCES or other bodies regarding interpretations of and changes to the anti-doping rules the Athlete is subject to;
3. promote an environment and culture of clean sport;
4. as soon as the circumstances permit, communicate to the Athlete the name of any athlete, coach, IST or other person known to be involved, likely to be involved, or desiring to be involved in LC’s activity, and under sanction by LC or an anti-doping agency for a doping-related offence, or who the Athlete is prohibited from associating with by the CADP or WADA.
5. The Athlete will:
6. comply with the anti-doping rules of the WORLD LACROSSE, CCES and LC (if any), including submitting to announced and unannounced doping control testing when required by the LC, WORLD LACROSSE, CCES, WADA or any other agency authorized to conduct testing;
7. complete the CCES online anti-doping courses, True Sport Clean 101 and Sport Canada - Athlete Assistance Program, at the beginning of each new World Championship
8. abide by the CADP as administered by the CCES;

**FUNDING & FINANCIALS**

1. LC will:
2. provide an estimated amount that the Athlete will be required to pay approximately to cover their own sport expenses during the term of this Agreement on mandatory events and optional events typically attended by National Team athletes; and
3. Contribute to the funding of national team related travel, accommodation and meal expenses of National Team ID Camp Athletes (either in part or in full depending on the event) in accordance with LC High Performance Committee budget and policies within LC;
4. LC will issue no refunds for funds raised to athletes or athlete families, regardless of player position and/or final selection in the program;
5. The Athlete will:
6. review any Fee Schedule provided to them as soon as possible after it is received;
7. pay the invoiced fees within 30 days of being provided an invoice by LC, or as the circumstances require; and
8. reimburse additional expenses incurred by LC on behalf of the Athlete within 30 days of receiving an invoice for those expenses or as the circumstances require.

**SOCIAL MEDIA**

1. The Athlete will:
2. Is responsible for adhering to all applicable policies. All participants of the game are subject to the Association's Code of Conduct in every public setting. In addition, in certain circumstances, other policies, including the Confidentiality Agreement or National Teams Policies and Guidelines, govern participants of the game's behavior with respect to the disclosure of information; these policies are applicable to your personal activities online.
3. Do not represent yourself as an Official Spokesperson of the Association, unless authorized to do so. Refrain from commenting on negative posts about LC and instead bring the post to LC’s attention. You are responsible for your actions online—anything you post that can potentially tarnish the Association's image will ultimately be your responsibility.

Please review the Social Media Conduct section in the Athlete Handbook for further information.

**INSURANCE**

1. LC will:
2. Provide reasonable and appropriate sport accident insurance coverage to National Team ID Camp Athletes while participating in designated National Team events, in accordance with LC High Performance Committee approved budget and policies.

**RESOLUTIONS OF DISPUTES & HARASSMENT**

1. The parties agree that alleged breaches and disputes relating to this Agreement will be dealt with as follows:
2. Where LC of the view that the National Team ID Camp Athlete is in breach of any of the provisions of this Agreement, the National Team ID Camp Athlete will be notified immediately in writing;
3. In the event that the alleged breach cannot be remedied satisfactorily within a reasonable period of time after the National Team ID Camp Athlete has been notified, the matter will be reviewed as per LC/NLTPA/World Lacrosse Agreement.
4. Further information on LC Harassment Policies please see the LC Operation Manual, Section 3.

**ASSUMPTION OF RISK**

1. The Athlete:
2. agrees that participation as a National Team member exposes the Athlete to substantial risk and danger. With the pursuit of excellence and the drive to achieve results being a common element motivating all competitive athletes, the likelihood of suffering personal injury on the part of the Athlete is both real and probable. By signing this Agreement, the Athlete voluntarily and freely acknowledges and fully assumes these risks and dangers (the “Assumed Risk”).

**TERMINATION**

1. The Athlete:
2. may terminate this Agreement at any time by providing written notice of termination to LC
3. understands and agrees that in terminating this Agreement, the Athlete loses all rights, benefits and privileges of participation on the National Team the right to compete internationally at WORLD LACROSSE sanctioned events.
4. LC may terminate this Agreement prior to its scheduled expiry if the Athlete:
5. has been found guilty by the CCES, WADA, or a designated body with the authority to conduct anti-doping testing of a doping control violation World Lacrosse:
6. the limitation period for an appeal has passed or the Athlete has appealed and the appeal has been decided; and
7. the sanction against the Athlete was not reduced;
8. has been convicted of a violent criminal offense; or
9. has become ineligible to represent LC.
10. Any decision by the LC to terminate this Agreement prior to its scheduled expiry may be appealed by the Athlete through LC’s Appeal Policy.

**GENERAL PROVISIONS**

* Athlete Director to act as a liaison between players and the Board of Directors.
* If any provision of this Agreement is deemed invalid or unenforceable, then the remaining provisions will not be affected, and every other provision will be valid and enforceable to the fullest extent permitted by law.
* This Agreement may not be amended, modified, or altered in any respect except in writing and signed by the parties.
* The Athlete and LC confirm that they are aware of their respective rights to obtain independent legal advice before signing this Agreement have signed this Agreement voluntarily and with full understanding of the nature and consequences of the Agreement.

IN WITNESS WHERE OF the parties have executed this Agreement as of the day and year first above written.

Name of Athlete:

Athlete Signature:

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  
Date:

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Name of Witness (if athlete is a minor):

Witness Signature:

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  
Date:

Name of LC Representative:

LC Representative Signature:

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  
Date:

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