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| Policy Title | Athlete Agreements Policy |
| Responsible Subcommittee | Governance and Risk Management |
| Date of Approval | February 9, 2023 |
| Date of Next Review | September 1, 2023 |

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This Policy has been prepared by Water Polo Canada and is applicable to Water Polo Canada, its members, affiliated organizations, and registrants. This document cannot be modified without consultation with and approval by Water Polo Canada.

Policy Statement

The Athlete Agreements policy provides the mechanism for the WPC Executive Director (ED) to develop Athlete Agreements. Athlete Agreements outline the rights and responsibilities of athletes on the national teams and WPC.

Definitions

“Activity” means all WPC or PSO business and/or activities;

“Athlete” means an individual who is an Athlete participant in WPC who is subject to the policies of the WPC;

“Athlete Support Personnel” means any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other person working with, treating or assisting an Athlete participating in or preparing for sports competition;

“Board” means the Board of Directors for Water Polo Canada

“Date of Approval” means as stated on Page 1 of the Policy;

“including” means including but not limited to;

“Maltreatment” – means psychological, physical and sexual maltreatment as defined in the UCCMS;

“OSIC” means the Office of the Sport Integrity Commissioner ;

“Policy” means this Athlete Agreements Policy;

“Prohibited Behavior” – means a prohibited behavior as defined in the UCCMS;

“Responsible Subcommittee” means as stated on Page 1 of the Policy;

“UCCMS” means the Universal Code of Conduct to Prevent and Address Maltreatment in Sport;

“UCCMS Participant”- means a Registrant affiliated with WPC who has been a) designated by WPC and b) who has signed the required consent form. UCCMS Participants may include an Athlete, an official, an Athlete Support Personnel, an employee, a contractual worker, an administrator, or a volunteer acting on behalf of, or representing the NSO in any capacity;

“WPC” means Water Polo Canada

Application

WPC understands the essential relationship between itself and its athlete members. This policy is to provide an overview of the legal and ethical principles that shall guide WPC in the crafting of its Athlete Agreements with national team members.

This policy ensures that the Athlete Agreements accomplish their objectives in a fair and transparent manner using plain language and incorporating the principles of natural justice and procedural fairness.

It is the intention of WPC to ensure that athletes selected to represent Canada are signatories to an Athlete Agreement that allows them to clearly understand their rights and responsibilities while a member of a national team. The rights and responsibilities contained in the Athlete Agreements will be derived from mandated obligations from regulatory stakeholders and others.

Responsibilities

WPC ED

The WPC ED should ensure the Athlete Agreements contain all the rights and responsibilities necessary to fulfill the objectives of WPC. This must be accomplished, bearing in mind WPC's obligations to World Aquatics, Sport Canada, CCES and others.

The WPC ED should ensure that the Athlete Agreements are written in plain language, in both official languages, align with the UCCMS, and incorporate the Code of Conduct and Ethics and principles of natural justice and procedural fairness.

Governance and Risk Management Committee

The risk management committee is responsible for ensuring that staff and the membership understand the principles that guide the crafting of the WPC Athlete Agreements.

Limitations

WPC shall not develop Athlete Agreements inconsistent with the policies and ethical principles of WPC and its partner organizations, including Sport Canada, the CCES and World Aquatics.

In the event of a conflict between this policy and the UCCMS, the UCCMS shall prevail especially for Athletes or Athlete Support Personnel, designated as UCCMS Participants, who shall have their Maltreatment or Prohibited Behavior complaints administered by OSIC. This event only occurs to the particular provision of the policy and the remainder of the policy remains valid.

Languages

This Policy will be provided by WPC in both official languages of Canada.

In this Policy words denoting any gender include all genders and the rest of the sentence is to be construed as if the necessary grammatical changes have been made.

References

WPC Policies
Sport Canada Athlete Assistance
Guidelines World Aquatics/WPC Rule
Book

Athlete Agreements
UCCMS

Communication

WPC will ensure a current version of the Policy is publicized on its organization's website within a reasonable time following the Date of Approval.

WPC and its members will use reasonable efforts to ensure that this Policy is communication to those who will be responsible for upholding it as well as those who will be responsible for its implementation.

Review and Approval

This Policy will be effective as of the Date of Approval following approval by the WPC Board of Directors and will be reviewed by the Responsible Subcommittee every two years.

Version History

This version was updated from the previous version to comply with the UCCMS.