

AUSTRALIAN UNDERWATER FEDERATION
INCORPORATED

AUSTRALIAN TEAM REPRESENTATIVE
ATHLETE AGREEMENT AND CODE OF CONDUCT

Dear

Your selection as part of an AUF Underwater Hockey Australia Team is conditional on you agreeing to and signing this Agreement and Code of Conduct and observing all the terms and conditions detailed in this document.

BACKGROUND

1. The Australian Underwater Federation Inc. is responsible for selecting athletes for the National Teams for the 2025 Elite and Masters World Qualifying Hockey Championships.
2. You have been selected and accepted selection to be a member of the AUF National UWH Team to the event listed in 1 above.
3. As part of the National Team, you agree to be bound by the terms and conditions of this Athlete Agreement and Code of Conduct.

1. INTRODUCTION

This agreement sets out the terms and conditions governing your inclusion as an athlete in an AUF National Team(s).

1.1. You agree:

- a) That your inclusion and membership of the Team and the benefits associated with such membership are conditional upon you signing this Athlete Agreement and Code of Conduct and complying with its terms and conditions.
- b) you are bound by and must comply with this Athlete Agreement and Code of Conduct at all times; and
- c) you will comply with all relevant AUF Sport Integrity Policies, as part of the National Integrity Framework.

1.2 This Agreement commences on the date at which the AUF receives a signed copy of the Acknowledgement and Acceptance form at Schedule 1 and is referred to as the “commencement date”.

1.3 This Agreement concludes on the day the team returns to Australia, subject to your participation in any other event or official functions that may occur after your return which have been identified as part of the National Team duties. This agreement may conclude if you have approval from the AUF or its nominated representative, to continue private travel at the end of their competition and will conclude from the point when you leave the teams accommodation.

- 1.4 For the avoidance of doubt, this Agreement applies to you in your position listed in item 2. above for the 2025 Elite and Masters World Qualifying Hockey Championships. including Training Camps or other official lead up events.

2. CONDITIONS OF TEAM MEMBERSHIP

- 2.1 You acknowledge that your selection to, and continued membership of the National Team, is at the discretion of the AUF and conditional upon;
- a) You signing and returning to the AUF the Acknowledgement and Acceptance section of this Agreement (Schedule 1) by the date specified in the accompanying email.
 - b) You remaining a financial member of the AUF until the conclusion of the competition listed in item 1 above.
 - c) You have completed all the prescribed Sports Integrity Australia courses at set out in the AUF NIF Education Plan.
 - d) You have not at any time been convicted of, or charged with, any serious offence involving alcohol or drugs, violence, or any sex offence which is punishable by imprisonment unless you have previously disclosed the offence in writing to the AUF and the AUF has consented in writing to you being available for appointment to this National Team.
 - e) You have not at any time been engaged in conduct which is or is not publicly known, and in the absolute discretion of the AUF, may breach this Agreement or the AUF Member Protection Policy, and would be likely to bring you, the AUF, the National Team or Underwater Sports into disrepute or controversy unless you have previously disclosed the offence in writing to the AUF and the AUF has consented in writing to you being available for appointment to this National Team.
- 2.1 You acknowledge that if you fail to comply with Clause 2.1, the AUF may terminate your membership of this National Team and you may be subject to the disciplinary procedures set out in this Agreement or covered by AUF policies.

3. RULES

- 3.1 You must comply with the AUF Constitution, By-Laws, and Rules.
- 3.2 You must comply with the CMAS Rules, Code of Ethics and By-Laws.
- 3.3 You must comply with the AUF Code of Conduct and all AUF policies (available on the AUF website at: [AUF Documents](#) or from the AUF Executive).
- 3.4 You must comply with any relevant AUF National Integrity Policies relating to Child Safeguarding, Improper use of Drugs and Medicine, Competition Manipulation and Sports Wagering, Member Protection, and Complaints Disputes and Discipline, as shown on the Policies page of the AUF website.
- 3.5 Conduct yourself so as to obtain and maintain your best possible standard of mental, physical fitness and health to perform to the highest possible standard

when you are a Team Member at the Event, including AUF or sport organised training camps and carry out your duties to the Team to the best of your ability.

- 3.6 You must not in the AUF's sole opinion, be involved in, nor persist with, any conduct, activity or situation that may:
- i. Harm the AUF, its name or reputation; or
 - ii. Harm the reputation of underwater hockey or underwater sports in general; or
 - iii. Harm the name of any sponsor; or
 - iv. Harm or interfere with the AUF's contractual relationships with, or obligations to any sponsor.
- 3.7 You must not bring you, the team, team members, AUF or a sponsor into disrepute, contempt, controversy, scandal or ridicule.
- 3.8 You must not at any time be convicted of, or charged with, any offence involving alcohol, drugs, violence, child abuse, sexual activity which is punishable by imprisonment.
- 3.9 You must not, by your acts or omissions, engage or participate in:
- i) direct and indirect discrimination,
 - ii) harassment,
 - iii) vilification, or
 - iv) child abuse; and
 - v) you must honestly and fully disclose and continue to disclose any information to the AUF concerning any matter arising in relation to your compliance with this Agreement, immediately upon becoming aware of any such matter, and ensure that such disclosure is not false or misleading.

4. NATIONAL TEAM VALUES

The AUF is committed to providing a positive, welcoming, and friendly environment for the athletes and officials travelling to Malaysia with the Elite and Masters World Qualifying Hockey Championships teams.

Everyone involved with the Australian Team, especially athletes, has a right to be treated with dignity and respect at all times. For athletes to perform at their best, they have to be at their best, which means creating a team environment where everyone feels safe and supported.

You must conduct yourself in a manner fitting of an athlete representing their country and sport ensuring your behaviour does not bring you, your sport, the AUF, CMAS, other athletes or Team members into disrepute, contempt, controversy, scandal, or ridicule or affect the performance of any other athlete in the Team.

You must conduct yourself in accordance with the following values:

- a) Attitude – My positive attitude is essential to overcoming obstacles to help me improve and give of my best. My positive attitude is a key ingredient to success and leadership.
- b) Sportsmanship – I recognise that sport is greater than the individual; that cheating reduces the stature of sport and all who love it; that class, race and creed are never factors in the attitude of true sports people and those who respect the virtues and values of sport.

- c) Pride – pride drives me to achieve more when the temptation to settle for something less. I am proud to have been chosen to represent our country.
- d) Individual responsibility – I alone am responsible for my performance but I will be generous in acknowledging the support of others.
- e) Respect – I respect sport, the efforts of my competitors, my teammates. I respect Australia and our sporting past in underwater hockey and other underwater sports.

5. USE OF TEAM MEMBERS IDENTITY

- 5.1. You acknowledge that the AUF has and will continue to promote teams and athletes at the 2025 Elite and Masters World Qualifying Hockey Championships. Team members are required to assist the AUF in the promotion of these games and of the AUF in general.
- 5.2. To give effect to Clause 8, you agree to allow:
 - a) AUF to utilise your image and identity for the above purpose, and
 - b) Allow your image and identity to be used in any livestreaming that may occur during the games or in news or promotional items in relation to the games, as per item 5.1.

6. ALCOHOL

- 6.1. All athletes are expected to adhere to the AUF Alcohol Policy and manage their use of alcohol so that it does not impact on their playing ability.
- 6.2. Athletes must not attend training, competition or meetings whilst intoxicated or suffering from the aftereffects of alcohol or recreational drugs.
- 6.3. All regulations and rules relating to alcohol consumption of the country where training camps or competition is taking place must be adhered to.
- 6.4. Alcohol is not to be brought to training camps or accommodation while on tour with the National Team.
- 6.5. Alcohol consumption by team members under the age of 18 will not be tolerated under any circumstances at any stage during the official tour or at training camps. The drinking of alcohol by players over 18 is not encouraged and supplying alcohol to players under 18 is forbidden. If the age for legal consumption of alcohol is higher than 18 years in the country of competition that age limit shall apply.

7. COMPETITION, EVENT, DISPLAY AND TRAINING

- 7.1. You agree to comply with any written or verbal directions, not inconsistent with this Agreement, made by the AUF or a National Team Official in relation to the control, management, administration, and operation of the National Team.
- 7.2. You will attend all training sessions unless absence has been previously arranged and agreed with a National Team Manager and your coach.
- 7.3. You will be punctual and always attired in the appropriate uniform for all

competition and schedule training sessions and other planned meetings or functions, the uniform to be clean and tidy and in good repair.

- 7.4. You will immediately notify the Team Manager and/or Coach of any injury or illness whilst a member of the team. If required, you will be required to give permission to your nominated health professional to disclose confidential information to the AUF or National Team Officials that is relevant to your illness or injury. You will be prepared to undertake additional medical assessment or treated as agreed with your nominated health professional and the AUF or Team Officials.
- 7.5. You acknowledge that in the lead up to and during competition you will not take part in activities that may cause or aggravate an injury or illness, which will prevent you from competing to the best of your abilities.
- 7.6. You agree to maintain appropriate personal hygiene for the duration of the tour.
- 7.7. You must afford all team members the utmost respect for their rights and act professionally at all times including the period after you have finished competing.

8. MEDIA

- 8.1. The Team Manager is responsible for overseeing any media requests, interviews or copy about the team. You agree to participate in any interviews or other media commitments arranged by the Team Manager made on your behalf.
- 8.2. You, unless requested by the AUF or the Team Manager to do so, will not make any comment to media or on social networking sites (Facebook, Twitter, Forums etc.) in relationship to any aspect of the AUF, Team Selection Criteria, team selection, the team, squad or any other athlete.
- 8.3. You are not restricted from commenting to the media on any aspect of your personal training, performance or on a particular competition.
- 8.4. You by agreeing to this document agree to provide the AUF with consent to use your image and profile for marketing purposes or other associated avenues for the positive promotion of Underwater Sports.
- 8.5. You agree to make yourself available to the AUF for promotional purposes at mutually agreeable times.

9. COMMUNICATION & SOCIAL MEDIA

The AUF is committed to ensuring all communication protects members' privacy, maintains clear boundaries and ensures that bullying and harassment does not occur.

Coaches, Team Managers and Support Staff may use SMS and email to provide information about competition, training, social events, and other team business, based on the following principles:

- SMS messages should be short and about team matters only.
- Email communication will be used when more information is required.

- Communication involving under 18-year old's will be directed through their parents.

Team members are expected to respond to SMS or email messages sent by their coach, team manager or chaperone promptly when a reply is expected.

All communication will be courteous and not contain any derogatory statements or inappropriate language.

The AUF Communication and Social Media Policies apply to all camps and competitions, including travel, related to the 2025 Elite and Masters World Qualifying Hockey Championships. Please make sure you are familiar with the requirements of these two policy documents, which can be found on the policy page of the AUF Website.

9.1 By signing this agreement, you agree to abide by the AUF Communication and Social Media Policies.

10. TEAM UNIFORM/EQUIPMENT

10.1. You agree to wear the team uniform provided to you, either by the AUF or your sport, to all training and competition sessions or as directed by the AUF or Team Manager.

10.2. Team Members are reminded that:

- a) Team Uniform or any part of it will not be used for any commercial purposes without the prior written permission of the AUF. This includes without limitation public sale of an item of the Team Uniform through any means, including internet sites such as eBay.
- b) Team Members will not permit, and will not allow third parties, to use the Team Uniform or any part of it in memorabilia programs, fundraisers, or donations to charities for sale without the prior written permission of the AUF, which the AUF may give or withhold at its absolute discretion and on such conditions as it considers appropriate.
- c) You shall not participate, compete, take part or be involved in any way in a non-Sanctioned Event using any AUF equipment including uniform and intellectual property (covered by AUF Copyright) which has been provided and arranged by the AUF as part of your inclusion in the 2025 Elite and Masters World Qualifying Hockey Championships, unless prior written approval has been received from the AUF.

11. IMPROPER USE OF DRUGS AND MEDICINE

There are a few substance related integrity issues we want all team members to be aware of:

1. The use of performance enhancing substances (including supplements)
2. The improper use of medication
3. The use of illegal drugs

Are you aware that our national athletes can be tested anywhere, anytime? This is

especially the case during events or competitions but can also be at home and at training. The Elite and Masters World Qualifying Hockey Championships will come under the watch of the World Anti-Doping Authority (WADA) and local anti-doping authorities in the country of the competition. While in Australia the Australian National Anti-Doping Policy will apply.

It's not just the performance enhancing substances that can result in a positive test. Nutritional supplements like vitamins, minerals, herbs, meal supplements, sports nutrition products, natural food supplements, and other related products used to boost the nutritional content of the diet can also have ingredients or be contaminated by substances that are prohibited.

All team members should have completed the on-line training at Sports Integrity Australia on drug testing and should be aware of the steps that are required to be followed to request a therapeutic use exemption – please refer to the following link that outlines rationale and the application process - <https://www.sportintegrity.gov.au/what-we-do/therapeutic-use-exemption/therapeutic-use-exemption-process>.

Please note - A TUE granted by ASDMAC and administered by Sport Integrity Australia is only valid at the national-level and, should you become an international-level athlete or compete at Major Games, your TUE will not be valid unless it is recognised by the relevant International Federation (IF) or Major Event Organisation (MEO), in our case CMAS.

Here are a few things you can do to protect yourself and others from anti-doping violations:

- Sign up and complete Sport Integrity Australia's Anti-Doping Fundamentals Course, designed for all athletes and support personnel participating in competitive sport (this is mandatory for all athletes competing in a national AUF sporting team).
- Download the Sport Integrity Australia App and use it to check medications and supplements.
- Understand the testing process by watching this short YouTube video about the testing process: https://youtu.be/ZlzB_5RqLJY.
- Learn about the rights and responsibilities of athlete when it comes to testing (Sport Integrity Australia's website has some great Fact Sheets).
- Assume that no supplement is safe to use, even if it has been recommended by a sports dietician. Use the Sport Integrity Australia App to check ingredients.

Athletes often require medication for an ongoing condition (e.g., diabetes, epilepsy, etc) or a recent injury or illness. To protect athletes from harm caused by the improper use of medication, only appropriately qualified people are authorised to provide medications and injections to athletes as part of appropriate medical treatment.

Nobody in our sport should be using, carrying, selling, or handing out illegal drugs listed on the Criminal Code (for example, cocaine or methamphetamine). No one in the Australian Team is allowed to buy, sell, use or distribute illegal drugs, or be convicted of illegal drug activities. If they do, they will face penalties, which might range from a warning letter, education session, or a ban from the National Team.

By signing this agreement, you agree to:

- 11.1. make yourself available for and comply with all directions in relationship to Anti-Doping and Drug Testing.
- 11.2. comply with the AUF, Sport Integrity Australia, WADA and CMAS Anti-Doping policies and procedures.
- 11.3. You agree to inform the AUF immediately if you believe you may have breached these policies and procedures.
- 11.4. You agree to inform the AUF in confidence of any medications that you may be taking and to ensure the appropriate TUE forms are completed and lodged.
- 11.1. Undertake the mandatory Anti-Doping training and any updates issued by SIA prior to attendance at the competition and provide a copy of the certificate(s) of completion from Sport Integrity Australia to the AUF.

12. ANTI BETTING AND MATCH FIXING

While match fixing and sports betting are not a significant risk at the Elite and Masters World Qualifying Hockey Championships., they can happen. But we believe in fair competition and because of this there is no place for cheating, manipulating results, betting or gambling in any form on the Elite and Masters World Qualifying Hockey Championships from anyone on the Australian Team. As a member of the Australian Team, you need to avoid, be on the lookout for and immediately report any of the following kinds of behaviours:

- Any athlete losing an event or competition on purpose to win money by gambling (for themselves or for someone else), or for any other benefit.
- Any team official or athlete cheating to change the outcome of an event or competition, for money or other benefit (for example, giving away a penalty on purpose).
- Anyone from the Australian Team betting on their own event or their own sport, including being a part of any kind of group that bets on the event or sport (like a 'punter's club').
- Any member of the Australian Team giving away inside information about a future competition or event that isn't public already (such as changes in positions, injuries, or team lists) – especially if this information might give someone an advantage if they want to bet on the competition or event.
- Any member of the Australian Team engaging with people who are trying to fix an event or competition.

13. MEDICAL INFORMATION

This Clause does not apply in relation to testing for drugs, stimulants or other prohibited practices insofar as these matters are covered by Clause 11 above.

- 13.1. You acknowledge that if you have an existing medical condition or dietary requirement, prior to team departure you will advise the AUF and your Team Manager.

- 13.2. You will immediately notify the AUF of any injury or illness whilst a member of the National Team. You may be required to give permission to your nominated health professional to disclose confidential information to the AUF that is relevant to your illness or injury. You must be prepared to undertake additional medical assessment or treatment as agreed with your nominated health professional and the AUF.
- 13.3. You acknowledge that in the event of an accident or illness you authorise the Team Manager to obtain such medical treatment, as the Team Officials, on appropriate medical advice, consider necessary or desirable. Such treatment may, where a duly qualified Medical Practitioner advises the Team Officials is necessary, include consent by the Team Officials on behalf of you to operative and associated intervention.

14. PRIVACY POLICY

- 14.1. You acknowledge and agree that AUF may collect personal information from or about you from third parties, including personal, health, medical or biological information and any information about compliance with your obligations under this Agreement.
- 14.2. You acknowledge and agree that if a third party provides information to AUF about you, or represent you in dealings with AUF, and then AUF has your permission to disclose your personal, health, medical or biological information to that third party.
- 14.3. AUF will comply with the *Privacy Act 1988* (Cth), the National Privacy Principles in Schedule 3 of that Act and the and the AUF Privacy and Data Protection Policy with respect to the collection, use, disclosure, access and storage of your personal information.
- 14.4. You consent to AUF collecting, using, disclosing, and storing your personal information and sensitive information in accordance with the AUF Privacy and Data Protection Policy and this Agreement.
- 14.5. You also agree to abide by the AUF Privacy and Data Protection Policy in regard to information and data you obtain from other team members and athletes trying out for the team.
- 14.6. The AUF Privacy and Data Protection Policy is available on the AUF website.

15. GOVERNING LAW AND JURISDICTION

- 15.1. You acknowledge the law of Victoria governs this Agreement.

16. NO EMPLOYMENT

- 16.1. You acknowledge that this Agreement is not an employment agreement and that you are not employees of the AUF simply by virtue of being bound by, and complying with, this Agreement.

17. RELEASE AND INDEMNITY

You hereby agree to release AUF from any liability whatsoever towards you, except any liability:

- (a) Which cannot be excluded by statute or any other law; or
- (b) Arising as a result of the AUF's negligence.

17.1. You hereby agree to indemnify the AUF from all claims, losses, damages, costs and proceedings of any kind that may be made against the AUF in any way arising out of or in connection with your breach of this Agreement.

18. ALTERATIONS

This Agreement may NOT be amended by any parties.

19. MINORS

You, if under the age of 18 years, acknowledge that this Agreement is for your benefit and that your selection as a Team Member is conditional upon your parents or guardians submitting the signed consent set out in the Athlete Agreement Acknowledgement.

20. ZERO TOLERANCE FOR ABUSE, BULLYING, HARASSMENT AND OTHER INNAPROPRIATE BEHAVIOURS

As a member of the Australian team, you have the power to make these championships a fun experience where athletes make friends, build self-esteem and confidence, and achieve goals. Under our Member Protection Policy, every member on the AUF National Team is responsible for protecting each other from abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation, and vilification.

The AUF Member Protection Policy, applies to all camps and competitions including travel, related to the 2025 Elite and Masters World Qualifying Hockey Championships. Please ensure you are familiar with the expected behaviours outlined in the AUF Member Protection Policy available on the AUF Website.

21. COMPLAINTS AND TEAM DISCIPLINE PROCESS

Disciplinary action may result if you do not follow the AUF Policies listed in this agreement. The AUF Complaints, Disputes and Discipline Policy outlines the action for a breach of this agreement or any AUF rules, codes of conduct or policies, and outlines the disciplinary process. This applies to participants to all camps and competitions including travel, related to the CMAS Elite and Masters World Qualifying Hockey Championships. Please ensure you aware of the AUF action on a breach of agreement and discipline process, which can be found at in the AUF Complaints, Disputes and Discipline Policy on the AUF website.

22. AUSTRALIAN UNDERWATER FEDERATION OBLIGATIONS

AUF will provide you with:

- Administrative support

- Public relations and media advice, as determined appropriate by the AUF from time to time.
- Insurance cover during training and competition sessions related to the 2025 CMAS Elite and Masters World Qualifying Hockey Championships. Support for gaining sponsorship through the Australian Sports Foundation.
- Approval for participating in CMAS event.

23. APPENDIX 1 - DEFINITIONS

In this document the words and phrases below have the following meanings:

Athlete - a person registered with The Australian Underwater Federation to play for Australia as a member of an AUF National Team.

AUF – the Australian Underwater Federation

AUF Board - the AUF Board as per the AUF Constitution.

Bring the sport into Disrepute - To act in a manner that would lead to dishonour or discredit of the AUF, the team or to affect the performance of yourself or a fellow team member.

By-Laws - means the By-Laws of the AUF created in accordance with the Constitution.

Coach(es) – a person/persons appointed by the AUF or one of the nominated sports or teams as a Coach of a National Team.

Constitution - the Constitution of the Australian Underwater Federation.

Controversy – means a state of prolonged public dispute or debate.

Code of Conduct - the AUF Code of Conduct.

Copyright – means the Intellectual Property (including but not limited to - printed and published material, events, activities, awards, logos, identity or images) of the AUF.

Disrepute – to bring onto the sport, the organisation, individual/s or oneself, damage or loss of reputation, discredit, dishonour, shame of good reputation and name within the sporting or general community.

Equipment – team members personal sporting equipment.

Eligibility Criteria – the performance standards, administrative requirements and personal standards set by the AUF, an AUF sports commission, CMAS or any other controlling organisation.

Event - means the competition/s for which the team is selected, any training or lead up events and associated travel.

CMAS - the (Confederation Mondial des Activities Sub Aquatic)

Identity - likeness, name, voice, signature, reputation, nicknames, media tags, photographs or caricatures or cartoons or anything else that identifies you.

Medical Practitioner - a medical practitioner registered to practice medicine in their country of residence.

Member - a financial member of the Australian Underwater Federation.

National Anti-Doping Organisation – the entity(ies) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules, direct the collection of samples, the management of test results, the conduct of hearings, at the national level related to drugs and supplements in sport.

National Team – any team of athletes, coaches, officials or appointed support staff approved by the AUF to represent Australia.

Nominated Sports or Teams – refers to those sports or specific teams taking part under the AUF name.

Team Official – any person elected or appointed to any position by the AUF to support an AUF team or otherwise employed by the AUF.

Privacy Policy – the AUF Privacy Policy published and available on the AUF website.

Rules – means the Rules, including the Constitution, associated with the running of the AUF and the respective sports and approved for adoption by the AUF Board or issued by the AUF.

Sanctioned Event – a competition, event, display, training or media activity approved by the AUF. Participation in other competitions, events, displays, training or media activity must have prior approval in writing from the AUF.

Sponsor – a sponsor of the AUF.

Team Manager – the person appointed by the AUF or nominated sport or team to have overall management and responsibility of the National Team.

Team Uniform – the official uniform approved by the AUF for a specific competition which may include casual wear, formal wear, swimming apparel and ancillary items such as bags and caps/hats etc. by the AUF from time to time.

Training Camp – a training camp organised by the AUF or one of its sports or team coaches, for the purposes of the players training as a team in preparation for an international competition.

You – the Team Member whose name appears on the first page of this Agreement and having signed and submitted Schedule 1. Your and Yourself - have the same meaning.

Support Staff – any person holding a position to assist the National Team.

Schedule 1 – Acknowledgement and Acceptance

Full Legal Name Date of Birth:

I do hereby acknowledge receipt and acceptance of the terms and conditions of the Athlete Agreement and Code of Conduct for the 2025 Elite and Masters World Qualifying Hockey Championships..

Signed

Date:

Witness Name (must be over 18)

Witness Signature:

Date:

Parent/guardian for players under 18 yrs to sign on their behalf

Full legal Name: _____

Signed: _____

Witness Name: _____ Date: _____

Witness
Signature

Please return this page to:

AUF Integrity Manager, Cathy Johnson,

Email: aufintegritymanager@gmail.com