

BRITISH UNIVERSITIES & COLLEGES SPORT
GB STUDENTS TEAM MEMBER'S AGREEMENT
2020 WORLD UNIVERSITY CHAMPIONSHIPS SERIES



Your selection and continued membership of the GB Students delegation is conditional upon you entering into this Agreement and observing its terms and conditions.

This is a legally binding document. Therefore you should read it carefully so as to understand it and if necessary seek independent legal advice.

GB STUDENTS TEAM MEMBER'S AGREEMENT
WORLD UNIVERSITY CHAMPIONSHIPS 2020

THIS AGREEMENT IS BETWEEN: The Team Member & BUCS

IT IS AGREED as follows:

1. INTERPRETATION

In this Agreement, unless the context indicates otherwise, references to the male gender shall include the female gender.

2. INTRODUCTION

- 2.1 BUCS hereby appoints the Team Member as a member (a competitor, an official or member of the support staff as appropriate) of the GB Students delegation (the "Team") for the 2020 World University Championships ("the Championships") plus the 2019 BNP Paribas Master-U Tennis Championships on the terms and conditions set out in this Agreement.
- 2.2 The Team Member acknowledges that BUCS is the body recognised by the Federation Internationale du Sport Universitaire ("FISU") as responsible for the selection, accreditation and participation of representatives (competitors and officials) from the United Kingdom in the Championships, and therefore agrees to notify BUCS without delay in the event that the terms of this Agreement conflict with the terms of any agreement which the Team Member has with a third party (including but not limited to any sponsor, employer, coach or agent) and to use their best endeavours to resolve any conflict that may exist in favour of BUCS.
- 2.3 The Team Member acknowledges that this Agreement shall commence on the date of indicating acceptance of this Agreement and shall remain in force until the Team is officially disbanded after the Championships, but may be terminated in accordance with the provisions of Clause 8 of this Agreement.
- 2.4 In the event that the Team Member is appointed as a competitor (as opposed to an official or member of the support staff) at the Championships, he/she acknowledges that his membership of the Team is and remains conditional upon his eligibility (as so determined by FISU and BUCS) to compete for Great Britain at the Championships in the sport for which he/she has been selected by BUCS and the Team Member, if selected as a competitor at the Championships, hereby declares that he/she is eligible.
- 2.5 Only fully accredited and sanctioned team members may attend the event. Non accredited individuals will not be permitted access to the team at any time

3. GENERAL OBLIGATIONS

- 3.1 The Team Member agrees, for the duration of the Championships, being the period from the date of departure on a Team flight or arrival in the Athletes' accommodation, whichever is earlier, to

the time when the Team is officially disbanded after the Championships (the "Championships Duration"):

- (a) to remain under the exclusive, management and direction of the Team Leader of the Team (the "TL") or any person appointed by BUCS to exercise the functions of a TL;
- (b) to comply with all instructions given by the TL or his deputy, or any persons so appointed;
- (c) to conduct him/herself at all times in a proper manner and not to bring BUCS into disrepute; and
- (d) to comply at all times with the GB Students Code of Conduct in Schedule 1.

4. SPONSORSHIP

4.1 The Team Member acknowledges that for the purposes of funding the participation of the Team in the Championships, BUCS has already entered into agreements and reserves the right to enter into further agreements for the commercial sponsorship of, and the provision of services and supplies to the Team.

4.2 The Team Member agrees for the Championships Duration:

- (a) to assist and co-operate with BUCS and its sponsors and suppliers (the "BUCS Sponsors and/or Suppliers") so that the BUCS Sponsors and/or Suppliers may maximise their promotional benefits;
- (b) to be available as required for, and to appear or participate in advertising, promotions and marketing events of the BUCS Sponsors and/or Suppliers, provided that such requirements be the subject of reasonable notice; and
- (c) not to participate in any advertising, promotions or marketing of any kind or nature whatsoever for companies which are not BUCS Sponsors and/or Suppliers, without the express prior written consent of BUCS. A list of BUCS sponsors can be found in Schedule 2; and
- (d) to ensure that any posts contributing to either a personal or group social media as part of the Team are in line with the Team Code of Conduct and do not bring BUCS or the Team into disrepute.

4.3 The Team Member acknowledges that this Agreement restricts his freedom to exploit his likeness, name and sports performance at the Championships and expressly acknowledges and agrees that such restrictions are necessary and reasonable for the purposes of protecting and promoting FISU, BUCS, the Team and the development and participation of competitors in future Championships.

5. ANTI-DOPING

5.1 It is the individual responsibility of each Team Member to ensure that he is familiar with, and complies with, all the applicable provisions of the World Anti-Doping Agency Code ("WADA") which governs the activities of FISU and the conduct of competitors in the Championships. By signing this Agreement the Team Member declares that he or she has read and shall comply with such provisions and understands that he or she may request a further copy of WADA from BUCS.

- 5.2 The Team Member recognises and agrees that all the rights and benefits provided to him/her under this Agreement are conditional on the Team Member being and remaining drug-free.
- 5.3 The Team Member shall ensure that:
- (a) any medication or substance taken in any form does not contain any substance prohibited for use by WADA;
 - (b) he/she neither possesses, supplies, nor uses illegal or prohibited drugs or techniques;
 - (c) BUCS is fully informed of any and all drug-related offences in which he/she may be involved;
 - (d) he/she is available for testing in accordance with WADA and/or as reasonably directed by the TL or BUCS; and
 - (e) he/she ensures that any medical exemptions are fully documented prior to use as set out in WADA.

6. TEAM CLOTHING (Competition, Training and Leisure Wear)

- 6.1 The Team Member acknowledges that Team clothing and equipment supplied to the Team Member by BUCS is owned and remains the property of BUCS and is not the personal property of the Team Member. The Team Member shall forthwith return to BUCS all such equipment and clothing at BUCS's request. Should a Team Member be withdrawn from the Team they will be required to return any leisurewear kit issued to them.
- 6.2 The Team Member agrees to wear the designated Team clothing and use designated Team equipment as required by BUCS whilst competing or carrying out any sport specific related activities (including any activity required of the Team Member under this Agreement) as a Team Member. This includes (but is not limited to) all official team functions, events, photographic sessions, press conferences, television interviews and during the opening and closing ceremonies of the Championships. Further, the Team Member agrees to wear authorised leisure wear whilst off duty within the Athletes' accommodation. The Team Member acknowledges the importance which BUCS justifiably places on the wearing of official Team clothing and the use of official Team equipment and agrees to keep his official Team clothing and equipment in good order and repair, not to alter, amend or damage it in any way and not to conceal or interfere with any BUCS' sponsors and/or suppliers' logos or advertising material that has been applied to it.
- 6.3 The Team Member further agrees that, to the extent that he/she is permitted by BUCS to wear any clothing or footwear or to use equipment which has not been supplied by BUCS, all such items shall comply with the relevant guidelines and regulations established by appropriate International and National Governing Bodies.

7. MEDICAL

7.1 The Team Member agrees:-

- (a) to notify BUCS immediately if he/she contracts any illness or sustains any injury which might prevent him/her from competing to the best of his ability or fulfilling his agreed duties at the Championships;
- (b) to submit to all reasonable medical tests and examinations as may be directed from time to time by the TL or BUCS for the purposes of assessing whether the Team Member is able to perform at the Championships to the best of his ability; and
- (c) to waive confidentiality in respect of such tests or examinations to the extent required to enable the TL or BUCS to assess whether the Team Member is able to perform to the best of his ability at the Championships.

7.2 The Team Member agrees to follow the medical advice of the Team Medical Officers and/or Physiotherapists. In the event that the Team Member willingly fails to follow the medical advice of the Team Medical Officers and / or Physiotherapists such that in the opinion of the medical team any further treatment will be of little or no benefit, BUCS will be entitled to refuse to administer further medical treatment to the Team Member.

7.3 That BUCS will retain his/her medical and physiotherapy information and the results of any tests or examinations for use in research and publication in medical and scientific papers, provided that anonymity is maintained in any documents or publications

8. TERMINATION

8.1 BUCS may, at its absolute discretion, terminate or suspend either this Agreement or membership of the Team, or both, if at any time and with immediate effect by written notice to the Team Member if:

- (a) the Team Member does not comply with the obligations and responsibilities undertaken within this Agreement; or
- (b) the Team Member, in accepting membership of the Team, has made a declaration that is untrue; or
- (c) the Team Member is charged on the basis of a positive analytical sample under the rules and procedures of WADA relating to doping matters; or
- (d) the Team Member is declared unfit to compete to the best of his ability by the team medical staff and/or the TL.

8.2 On termination of the Team Member's membership of the Team for any reason, the Team Member shall immediately cease to be a member of the Team, shall be excluded from competing

or working at the Championships and may be sent home forthwith.

9. PERSONAL LIABILITY & INSURANCE

- 9.1 The Team Member understands and agrees that he/she takes part in the Championships at his own risk.
- 9.2 Neither BUCS, nor its officers, servants, or agents accept responsibility for loss of, or damage to the personal property, sports clothing or equipment belonging to the Team Member provided that nothing in this agreement shall limit BUCS's liability for death or injury resulting from its negligence or in case of fraud or fraudulent concealment.
- 9.3 BUCS has arranged travel insurance covering the personal effects and personal accident for the Team Member. This includes insurance covering the specific activities the Team Member will be undertaking, and emergency repatriation. Details of the cover (which are subject to the terms and conditions of those policies) are available on request.

10. ATHLETE COSTS AND OTHER MISCELLANEOUS TERMS

- 10.1 The Team Member agrees to send to BUCS and BUCS must receive from the Team Member (athletes only) monies covering the full athlete event costs as indicated in the nomination stage which should be sent to BUCS by the stated due date.
- 10.2 Subject to Clause 10.3, if the Team Member is unable to participate in the event for any reason, or the event is cancelled or curtailed for any reason beyond BUCS's control, or non-travel or curtailment in the event of the (FCO) Foreign and Commonwealth Office advise or force majeure (natural disasters, 'acts of god' etc), then the Team Member will be liable for any costs incurred by BUCS. Costs incurred by BUCS may include but not be limited to flight costs, transport arrangements, hotel bookings & kit costs.
- 10.3 The Team Member acknowledges that itineraries, schedules, and accommodation may change and subject to Clause 9.2 BUCS shall not be responsible for any loss or damage caused by events which are outside BUCS's control.
- 10.4 If the Team Member is refused passage and/or entry/exit to or from the destination, the Team Member is responsible for any additional costs.
- 10.5 The Team Member must provide their own personal equipment for their sport.
- 10.6 If the Team Member withdraws in circumstances where recovery of cancellation charges is indemnified under their travel insurance, the Team Member hereby agrees that they will co-operate in the recovery of these charges from the insurers, and that any sums recovered under the policy will be paid to BUCS.
- 10.7 The Team Member is personally responsible for any excess baggage costs incurred where not agreed in advance (prior to departure) with BUCS.

11. DISPUTE RESOLUTION

The parties acknowledge the importance of dealing with any complaints, differences or disputes which may arise between the parties in relation to this Agreement (a "Dispute") openly and honestly as soon as they arise and each of the parties agrees to notify the other of the full details of any Dispute within 48 hours of the incident occurring, at which point each of the parties agrees immediately to enter into informal negotiation in good faith with a view to settling the Dispute and to use their best endeavours to resolve the Dispute by informal negotiation within 5 working days of the notification of the Dispute by either party.

12. GOVERNING LAW

This Agreement is governed by the laws of England and Wales.

13. INDEMNITY

The Team Member agrees that he/she will reimburse BUCS in respect of all costs reasonably incurred by BUCS in relation to all actions, suits, causes of action, proceedings, demands, costs and expenses whatsoever which may be taken or made against BUCS or incurred or become payable by BUCS as a consequence of his misconduct in breach of this Agreement.

14. DATA PROTECTION

BUCS will hold minimum personal information necessary to enable it to perform its functions. All information will be treated as confidential and will be treated with care, to comply with the law and General Data Protection Regulations (GDPR).

All data obtained by or made available to support staff appointed by BUCS such as doctors, physiotherapists, administrative staff etc, and material produced by the same during the course of their roles for BUCS, remains the property of BUCS and must be kept in the strictest confidence. In the event that an individual wishes to use any data for purposes outside of the event/purpose the data has been collected, then he/she must obtain express permission from BUCS in advance of its use. Any unauthorised use of BUCS data may result in disciplinary and/or legal procedures. Any authorised data use must remain anonymous unless the express permission of the individual(s) in question is given. Post-event any personal data received must be securely destroyed in accordance with GDPR protocol.

15. ENTIRE AGREEMENT

Each party agrees that this Agreement together with any documents referred to in this agreement (the "Transaction Documents") constitutes the entire and only agreement between the parties relating to the subject matter of the Transaction Documents.

IN WITNESS WHEREOF this Agreement has been executed the day and year first above-written.

Vince Mayne

SIGNED for and on behalf of BUCS

By: Vince Mayne, Chief Executive Officer

By agreeing to abide by the terms of the agreement the Team Member confirms that:

1. I agree to become a member of the Team;
2. I have taken advice on the contents of this Agreement and I fully understand my entitlements and obligations and agree to abide by the terms of this Agreement;
3. save in respect of agreements which have been disclosed to BUCS and agreed by them prior to the execution of this Agreement (a list of which is attached to this Agreement), I have not entered into any other agreement or contract or have any other restriction that may prevent or materially impede my full participation in the Team or that could conflict with my membership of the Team or with any of the provisions of this Agreement.

SCHEDULE 1

CODE OF CONDUCT

All BUCS sanctioned representative teams (athletes and team staff) must conform to the following Code of Conduct

1. What is the Code of Conduct?

- a. This Code is designed to ensure that the highest possible standard of competition, sportsmanship, fairness, honesty and honour in relation to the conduct of all BUCS sanctioned representative teams;
- b. BUCS regards any breach of this Code as a serious matter and may take disciplinary action against an athlete or team staff in breach of this Code, in extreme cases this may lead to the individual in question being sent home from the competition; and/or being subject to a disciplinary process for bringing BUCS into disrepute
- c. This Code sets out the types of Conduct that will not be acceptable from a person representing a BUCS sanctioned representative team; and
- d. This Code will apply in addition to other BUCS policies.

2. Who does the Code Apply to?

- a. This Code applies to:
 - all athletes (full team members and non travelling reserves) ; and
 - all persons (team staff) officially appointed to any team or individual competing in the event, (including administrators, coaches, managers, medical practitioners, physiotherapists, media personnel and any other volunteer appointed to the team)

3. When does this Code Apply?

- a. The Code applies from the time of notification of selection or appointment until departure from the team including:
 - (i) during Championships and competitions at an event; and
 - (ii) all official and unofficial social functions of, or associated with, an event; and
 - (iii) attendance at the event itself

4. General Code of Conduct

All BUCS sanctioned representative team members must

- a. respect the rights, dignity and worth of others
- b. be fair, considerate and honest in all dealings with others
- c. be professional in, and accept responsibility for their actions
- d. make a commitment to providing quality service
- e. operate within the rules of the sport including national and international guidelines which govern the sport
- f. not use one's involvement with BUCS to promote one's own beliefs, behaviours, or practices where these are inconsistent with those of BUCS

- g. maintain high personal behaviour standards at all times
- h. conduct oneself in a professional manner relating to language, temper and punctuality
- i. refrain from any form of harassment of others
- j. refrain from any behaviour that may bring BUCS into disrepute
- k. not consume alcohol unless in an approved area, in line with relevant liquor licensing regulations
- l. not be unduly intoxicated (in the opinion of the TL / other event official) at any event venue or official or unofficial social functions of, or associated with, the event
- m. not use any illegal drug from the time of notification of selection or appointment until departure from the team
- n. comply with all reasonable directions of BUCS
- o. not act in an unlawful manner
- p. understand the repercussions if one acts to breach, or are aware of any breaches of, this Code of Conduct

5. Athlete Code of Conduct

In addition to the General Code of Conduct, the following requirements with regard to conduct by an athlete in a BUCS sanctioned representative team must be met:

- a. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators;
- b. Do not tolerate acts of aggression;
- c. Respect the talent, potential and development of fellow players and competitors;
- d. Conduct oneself in a professional manner relating to language, temper and punctuality;
- e. Maintain high personal behaviour standards at all time; and
- f. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.

6. Team Staff Code of Conduct

In addition to the General Code of Conduct, the following requirements with regard to conduct by all Team Staff in a BUCS sanctioned representative team must be met:

- a. Place the safety and welfare of the players/ participants above all else;
- b. Accept responsibility for all personal actions taken;
- c. Resolve any conflicts fairly and promptly through established procedures (point 8 of this CoC);
- d. Maintain strict impartiality;
- e. Be aware of one's legal responsibilities; and
- f. Avoid any situation which may lead to a conflict of interest.

7. What Behaviour is in Breach of this Code?

- a. In addition to failing to comply with Clause 4, and whichever is applicable of 5 & 6, any person who does, or is involved in, any of the following types of behaviour shall be in breach of the Code:

- (i) consuming alcohol within the boundaries of the Athletes' accommodation
- (ii) consuming alcohol unless in an approved area, in line with relevant liquor licensing regulations;
- (iii) being unduly intoxicated at any event venue or official and unofficial social functions of, or associated with, the event;
- (iv) using or possessing any illegal or prohibited drug during the event
- (v) failing to comply with a reasonable direction of an event official;
- (vi) breaching the relevant sport, event or competition rules, regulations and/ or policies;
- (vii) abusing, threatening or intimidating an event or competition official, selector, coach, manager or other squad official or any other participant, whether before, during or after the event or competition;
- (viii) showing unnecessary or obvious dissension, displeasure or disapproval towards an event or competition official, his or her decision, or generally after a decision of an event, competition or team official has been made;
- (ix) using crude or abusive language or gestures at an event, competition or towards a team official or any other person present at the event or competition (including, without limitation, a spectator, official, volunteer or participant);
- (x) do anything which is likely to intimidate, offend, insult or humiliate another person involved in the event on the basis of their sex, disability, race, colour, age, religion, national or ethnic origin;
- (xi) conducting themselves in any manner, or engage in any activity, whether before, during or after an event or competition (including during training and other activities), that would impair public confidence in the honest and orderly conduct of events and competitions or in the integrity and good character of university sport and its participants;
- (xii) do anything which adversely affects or reflects on or discredits BUCS; and
- (xiii) acting in an unlawful manner.

8. What happens if this Code is Breached?

- a. If BUCS (or its appointed representative(s)) receive a formal complaint, in writing, within 24 hours of the alleged breach, which it considers may be in breach of this Code, BUCS shall:

During the course of a World University Championships

- (i) investigate the alleged breach, and if satisfied that a breach may have occurred, convene a Disciplinary Hearing consisting of the TL (the BUCS representative) in the Chair, another member of the Management Team for the sport (e.g. Coach, Physiotherapist) where available, and an athlete not involved in the case; and/or
- (ii) This committee shall have the authority to rule on matters relating specifically to the event in question and also to forward any recommendations to the BUCS' Disciplinary Committee for further consideration if necessary
- (iii) Any appeal against the decision of the hearing must be received in writing by the BUCS Office within 12 hours of the original decision being reached and will be heard by the Chief Executive or suitable nominated substitute within 24 hours of the appeal.

Prior to the event, or once the delegation has returned from the World University Championships

- (i) investigate the alleged breach, and if satisfied that a breach may have occurred, refer the matter to the BUCS' Disciplinary Committee via the "Written Complaint – Bringing BUCS into Disrepute" process as outlined in the Disciplinary Procedures; and
- (ii) the hearing will be conducted by the BUCS' Disciplinary Committee.

SCHEDULE 2

BUCS SPONSORS & SUPPLIERS

1. For avoidance of doubt, BUCS' sponsors and/or suppliers are those listed at www.bucs.org.uk/about/partners.

2. The Team Member may not participate in any advertising, promotions or marketing for companies that conflict with these sponsors and/or suppliers. For the avoidance of doubt these include:
 - Branded team wear
 - Student & Ski travel
 - Gym Equipment
 - Student Camps abroad
 - Asset Management