

**SOUTH AFRICAN
SPRINT KAYAK/CANOE SELECTION HANDBOOK FOR 2011**

CSA Residential & Sprint Squads

Senior World Cups – May 2011

Senior World Sprint Championships – August 2011

All Africa Games – September 2011

SECTION A	2
1. INTRODUCTION	2
2. SENIOR SPRINT SQUAD 2011.....	2
3. INTERNATIONAL EVENTS FOR 2011.....	3
4. TRIALS	3
5. SELECTION CRITERIA	4
6. TRAINING CAMP	5
7. PARTICIPATION BY SQUAD MEMBERS IN NON SPRINTING EVENTS.....	5
8. FUNDING	6
9. COLOURS	6
10. TOUR REQUIREMENTS.....	6
11. THE SPRINT COMMITTEE AND SELECTORS.....	8
SECTION B	9
SELECTION PROCEDURES BYLAW	9
TEAM MEMBERS BYLAW	11
SECTION C.....	16
NOMINATION FORM AGREEMENT.....	16

SECTION A

1. INTRODUCTION

This selection document sets out the selection criteria for the:

- The Canoeing South African Sprint Squad which will qualify for various levels of support.
- The Canoeing South Africa Residential squad which will qualify for various levels of support and will be granted a residential allowance.

It is envisaged that a reselection of this squad will occur two weeks after the World Sprint Championships in August (the date will be set by the Sprint committee in due course).

In addition this selection document sets out the selection criteria and tour requirements for:

- Federation Team to the 2nd World Cup (Racice, Czech Republic – 20th to 22nd May 2011) and 3rd World Cup (Duisberg, Germany – 27th to 29th May 2011)
- National Team to the World Sprint Championships (Szeged, Hungary – 18th to 21st August 2011).
- National Team to the All Africa Games (Mozambique, Maputo – 5th to 11th September 2011)

This Selection Handbook has been compiled to assist those athletes considering selection for the above mentioned squads and teams. Please take the time to use the extensive resources contained in this booklet. However, should you have any queries regarding the information contained within the document, please do not hesitate to contact the Sprint Committee of Canoeing South Africa for clarification.

In this handbook you will find all the information you need for selection to the South African Sprint Team. Be sure to carefully read all sections of this handbook, including Section B which includes the CSA Selection procedures bylaws and CSA Team member bylaws. Once you have read this handbook, you should initial each page, signing in full on the Nomination Form in section C at the end of this document.

This original signed document is to be handed in at the SA Sprint trials by all athletes wishing to be considered for selection to the above mentioned team. Your parent or legal guardian also needs to initial and sign this document if you are under 18 years old. Paddlers are encouraged to make and keep their own copies of this Selection Handbook. It should be noted that the acknowledgement on the Nomination Form constitutes a legal document and affects your rights. **A faxed copy of the nomination form needs to reach the CSA office at 086 619 8483 by no later than the 25th April 2011 in order to be considered for selection to the above mentioned squads and teams.**

Athletes must take note that every effort is made by the selection committee to ensure that selection and decisions are based on what the committee believes are decisions made in the best interest of sprint canoeing ensuring that fairness, the high standard of competition both nationally and internationally is maintained, and that growth and enjoyment of the sport is achieved.

CSA wish all nominees the best of success at the Trials and hope that they will be successful in their goal to represent South Africa.

From the Sprint Chairman and the Sprint Committee.

2. SENIOR SPRINT SQUAD 2011

Canoeing South Africa will select a senior sprint squad of up to 20 athletes depending on the standard. This squad will be selected for the period June 2011 until the reselection trials which will take place after the World Sprint Championships (date still to be set). This sprint squad will become part of CSA's High Performance Program and will be eligible to receive:

- 2.1 Sports science support as part of the HP program
- 2.2 Coaching under the CSA Regional Elite coaches
- 2.3 Residential allowances for the top ranked individuals in the squad. All athletes placed on Residential allowances will be expected to sign a contract with CSA, which will stipulate performance, attendance and other requirements.
- 2.4 Various CSA training camps (funded by CSA) as part of the HP program. Attendance (full time presence at the camp) at all these camps will be compulsory for those athletes on the residential allowance. For the remainder of the squad attendance at some of these camps will be compulsory. Final dates to be confirmed.
- 2.5 All members of the Sprint squad will be required to submit reports on their training at various specified times as part of the HP program.

3. INTERNATIONAL EVENTS FOR 2011

The Sprint Committee of Canoeing South Africa will select and send team of Senior men and women to compete in the 2nd World Cup (Racice, Czech Republic – 20th to 22nd May 2011) and 3rd World Cup (Duisberg, Germany – 27th to 29th May 2011). After the World Cup series the team for the World Championships (Szeged, Hungary – 18th to 21st August) will be selected, as well as a team to represent South Africa at the All Africa Games (Maputo, Mozambique – 4th to 10th September 2011).

4. TRIALS

- 4.1 Trials for the various squads and teams listed in the introduction will be held at Nagle Dam on the 3rd and 4th May 2011.
- 4.2 Participation at these trials is compulsory for any nominee.
- 4.3 Should a nominee be ill on the day of the trial a medical certificate will be required (see CSA Selection Procedures Bylaw – point 6.2).

5. SELECTION CRITERIA

5.1 World Cup Team and Sprint & Residential Squads

- 5.1.1 Trials for the selection of the World Cup teams to Europe during May 2011 as well as the (re)selection of the residential squad, for the period from the 1st June until a (re) selection trial to be staged after the 2011 World Championships, will take place in conjunction with the Sprint Trials at Nagel Dam on 3rd and 4th May 2011.
- 5.1.2 Attendance at the trials in order to qualify for the above selections is compulsory save in exceptional circumstances where a medical certificate is produced **prior** to the commencement of the event.
- 5.1.3 The trials will be in the following events:
Men - 200 metres K1 and K2, C1 and C2; 1,000 metres K1, K2 and K4, C1 and C2.
Ladies - 200 metres K1; 500 metres K1, K2 and K4.
- 5.1.4 **Subject to standard** (realistic possibility to make Olympic qualification) **up to** the following athletes will be selected:
Men
- 200 metres 2 x K1; 2 x K2 (these boats will if sufficient combine for the 4 x K1 relay)
- 1,000 metres 2 x K1, 2 x K2 and 2 x K4 (there may or may not be overlapping between the team boats depending on the overseas programme and standard achieved).
Ladies
- 200 metres 2 x K1
- 500 metres, 2 x K1, 2 x K2 and 1 x K4.
C Class – subject to the standard, competitors will be sent in the C class. In the Olympic events, the selection of the team, including crew boats, will be made by the selectors
- 5.1.5 In addition to the a foregoing, the Trial will also serve for the (re)selection of the residential (paid) and sprint (unpaid but assisted) squads for the period from the 1st June until a (re) selection trial to be staged after the 2011 World Championships (see point 5.1.14).
- 5.1.6 Performance at the trials themselves will form the main basis for selection but selectors will have regard to prior performances, fitness testing and ability to combine in crew boats.
- 5.1.7 In order to apply the subject to standard rule, the selectors will have regard to the performance of athletes, relative to the senior athletes in the squad as well as times achieved relative to the “standard” at Nagel Dam and World Championships but bearing in mind changed conditions. For paddlers’ information, times achieved over the various distances at Nagel Dam over the last number of SA Champs are annexed.
- 5.1.8 All new members to the residential squad will be expected to sign the contracts already in existence, which may be updated. These contracts will remain enforce until such time as the residential and sprint squads are reselected.
- 5.1.9 The selectors will have the right upon the recommendation of the High Performance Coordinator, in consultation with the coaches to make changes to crew boats during the World Cup tour, after the first world cup, should this be deemed necessary in the best interests of the performance of the squad.

Selection of Team to the World Sprint Champs in August 2011

- 5.1.10 This selection will be made by the selectors, in consultation with the high performance coordinator and coaches, based on performance at the two world cups and at later training camps. Only one boat per event is permitted and will, subject to standard, be selected. It is possible that members of different crew boats may be selected to combine at the World Champs and/or that K1 and K2 paddlers during the World Cup tour will be selected as part of a crew boats.

Selection of Team to All Africa Games

- 5.1.11 This selection will be made by the selectors, in consultation with the high performance coordinator and coaches, based on performance at the two world cups, World Championships and at later training camps. Only one boat per event is permitted and will, subject to standard, be selected.

Re selection of Residential and Sprint Squads post 2011 World Championships.

- 5.1.12 These trials will be held two weeks after the World Championships on the 3rd and 4th September 2011.

6. TRAINING CAMPS

Various local training camps will be arranged. Dates, venue and funding to be confirmed by the coaches.

It is intended that the World Championship team will do a training camp in Hungary from the 25th July to the 16th August before transferring to Szeged for the World Championships.

7. PARTICIPATION BY SQUAD MEMBERS IN NON SPRINTING EVENTS

Between now and the 2012 Olympics no contracted squad members or members of the World Championship team will be allowed to participate in any non-sprinting events or any other sports which may lead to injury. "Fun" events may be permitted by the High Performance coordinator in the period just after the World Championships during August / September 2011 if the paddler concerned is not involved in the All Africa Games.

After the 2012 Olympics the Committee will review this aspect and make recommendations for the next Olympic cycle. Paddlers may then possibly be exempted from this rule for certain events and for a limited period.

8. FUNDING

- 8.1 The Selected World Cup and World Championship teams will be fully funded. **This will include:**
- 8.1.1 Air tickets to and from Europe from South Africa
 - 8.1.2 Internal flights while in Europe
 - 8.1.3 Full board and accommodation during the various events, training camps and time between events
 - 8.1.4 Transfers to and from the arrival airport to the venue
 - 8.1.5 Funding for tour manager and tour coach
 - 8.1.6 Funding for CSA National Team racing kit to the value of R300. Any kit purchased over this amount will be your own account.
- 8.2 **The following will not be included on the funding and will be for the individual team members account:**
- 8.2.1 Team kit – over and above the R300 allowance mentioned in point 7.1.6. above.
 - 8.2.2 Additional food over and above what is supplied by the organisations of the various events as part of the full board and accommodation package
 - 8.2.3 Additional food over and above what is supplied by the full board and accommodation package from the training camp venues
 - 8.2.4 Drinks
 - 8.2.5 Any other costs and expenses that may arise.
- 8.3 CSA will pay performance bonuses for results achieved at the World Cups. The list of performance bonuses will be published by the by the end of April 2011

9. COLOURS

CSA Federation colours will be awarded to team members selected for the World Cup events and National Colours will be awarded to team members selected of the World Championships.

10. TOUR REQUIREMENTS

10.1 **Misconduct**

Any athlete selected to represent South Africa or the Federation shall conduct him or herself with the dignity and decorum as befits a representative of one's country or Federation. Failure to do so will result in the athlete being expelled from the team and, subject to a Disciplinary Inquiry, be stripped of any National or Federation Colours awards.

10.2 Duration

10.2.1 World Cup Tour

Each athlete must be prepared to depart for the World Cup events from Saturday 15th May 2011, to allow adequate time to acclimatize and train on the competition course. Upon completion of the 2nd World Cup in Racice, Czech Republic, the team will transfer to Germany for the 3rd World cup in Duisberg. The athletes will depart from Europe on Monday 30th May 2011 returning to South Africa no later than Tuesday 31st May 2011.

10.2.2 World Championships Tour

Each athlete must be prepared to depart for the World Championships from Saturday 23rd July 2011 (final date to be announced once tour planning starts). The team will go to Hungary for a training camp and will transfer to Szeged for the World Championships on or around Monday, 15th August 2011. The athletes will depart from Europe on Monday 22nd August 2011 returning to South Africa no later than Tuesday 23rd August 2011.

10.2.3 All Africa Games Tour

Each athlete must be prepared to depart for the All Africa Games 1st September 2011 (final date to be announced once tour planning starts). The team will go to Maputo and then transfer to Chidenguela Lagoon 5th September 2011. The athletes will return to South Africa on the 11th September 2011.

10.3 Kayaks and Equipment

- 10.3.1 Although CSA will be responsible for providing the kayaks that will be used by the team it is still each athlete's responsibility to ensure that the kayak they use is suitable and in good working order;
- 10.3.2 CSA will appoint a team manager to help with the tour logistics. This does not absolve the athletes of their ultimate responsibility to ensure that their equipment and all other tour requirements are in order;

10.4 Kit and Clothing

It is compulsory for the athlete to compete in regulation CSA competition kit, as well as wear regulation tracksuit and off-the-water kit, during the tour. If athletes are not in possession of any of this standardized kit, arrangements must be made through the appointed tour manager to provide this kit. CSA will grant each team member an allowance of R300 to assist in purchasing the regulation CSA competition kit. Any kit ordered over and above this amount will be the responsibility of the athlete.

10.5 Passport and VISA Requirements

It is entirely the responsibility of the athletes to ensure that they are in possession of a valid passport, and that the relevant visas are timeously acquired. This should not be left to the tour manager to arrange.

10.6 Other Requirements

It is the responsibility of the athlete to ensure that, if relevant, all inoculations and vaccinations that are required for the country to be visited, as well as any transit countries, are up to date, and that the appropriate documentation is taken on the tour. Any person required or expected to drive a vehicle on the tour must ensure that they have a valid International Driver's licence.

11. THE SPRINT COMMITTEE AND SELECTORS

CSA SPRINT COMMITTEE

Committee

Roelof van Riet (Chairman)	suite601@law.co.za
Andre Collins	acollins@netactive.co.za
Tim Cornish	cornisht@mweb.co.za
Saal de Jager	saal.dejager@harcourts.co.za
Antony Stott	stott.ant@gmail.com
Richard von Wildeman	vonwildemann@gmail.com

Selectors

Mark Perrow (convener)	perrow.mark@gmail.com
Roelof van Riet	suite601@law.co.za
Stuart Caldwell	scaldwell@unitransmotors.co.za
Tim Cornish	cornisht@mweb.co.za

SECTION B

CSA SELECTION CRITERIA AND PROCEDURES

General Selection Criteria and Procedures

Canoeing South Africa policy is set by the CSA Board, which is elected by the Provincial Unions. The Board is made up of the President, a number of Directors and the Union Chairman. The CSA Board is responsible for the governance of Canoeing South Africa. Correspondence to the CSA should be addressed to: The General Manager, Canoeing South Africa – gm@canoesa.co.za

SELECTION PROCEDURES BYLAW

1 DESCRIPTION

- 1.1 The past Executive Committee of CSA adopted this Bylaw on 7 December 2003.
- 1.2 This Bylaw governs the selection of Athletes to Canoeing South Africa teams in each of the Disciplines and must be read in conjunction with the relevant Selection Criteria Supplement applicable to each Team.

2 DEFINITIONS

- Athlete** - means a person who has notified CSA in accordance with this Bylaw that s/he wishes to be considered for selection in a squad and/or team under this Bylaw.
- Discipline** - means the canoeing discipline of Flatwater Racing.
- General Manager** - means the General Manager of CSA.
- Selected** - means the Athlete has been chosen by the Selection Panel to be a member of the relevant squad and or team as set out in this Bylaw.
- Selection Event** - means an event designated as such for the purpose of assisting in the selection process for a Team.
- Selection Panel(s)** - means the panels of persons determined under clause 4 and who on behalf of CSA select Athletes in the relevant teams in accordance with this Bylaw.
- Selection Procedures Bylaw** - means the Bylaw adopted by the CSA Board that governs the selection of Athletes to Canoeing South Africa Teams.

3 CHANGES TO THIS BYLAW

- 3.1 The CSA Board may change this Bylaw or the selection criteria for any team from time to time, provided that it shall provide as much notice of such change as is possible to all affected provinces and Athletes.
- 3.2 CSA will take reasonable steps to give notice to Athletes affected by any amendments and/or supplements to this Bylaw. It is the responsibility of the Athlete to nominate an address for communications in the application form completed under clause 5.1(d), and to keep CSA notified of any change to that address (including where the Athlete is away from home for any purpose such as competition or training).
- 3.3 Apart from any other steps CSA may take, CSA will be deemed to have complied with this clause if CSA posts written notice to the address last notified to CSA by the Athlete.

4 SELECTION PANELS

- 4.1 Subject to clauses 4.2, 4.3 and 4.4, there shall be a Selection Panel for each team to be selected. The Selection Panel shall be appointed by the CSA Board and comprise at least three persons which may (but need not) include the national coach of the relevant Discipline. The CSA Board shall appoint the members of each of the Selection Panels based on recommendations made by the CSA Standing Committee and the national coach (if any) responsible for the relevant Discipline. The CSA Board shall appoint one of the three members in each Selection Panel to be the Chair of that Panel.
- 4.2 Additional member(s) may be appointed by the CSA Board to any of the Selection Panels if it considers it appropriate to do so to ensure adequate skills and experience.
- 4.3 The relevant Discipline Committee of CSA may direct any member of a Selection Panel to vacate the relevant Panel for such period as considered appropriate where the Committee considers, in its sole discretion, the Panel member has an association with an Athlete which may give rise to a question of bias or conflict of interest in the selection process.

- 4.4 Where any member of the Panel advises the General Manager that s/he considers s/he is unable to meet his/her responsibilities under this Bylaw, or the Discipline Committee makes a direction under clause 4.3, the Discipline Committee will recommend to the CSA Board a replacement to assume that member's role on the Selection Panel.

5 PROCESS FOR SELECTION

- 5.1 To be eligible for selection under the Bylaw, all Athletes must first:
- 5.1.1 Satisfy CSA that s/he meets or will meet the ICF's eligibility requirements (if any), and
 - 5.1.2 Satisfy CSA that s/he is a financial member of a Canoe Club affiliated as a member of CSA, and
 - 5.1.3 Not have any outstanding accounts with CSA that are in arrears, and
 - 5.1.4 Complete and sign the applicable application form, including the acknowledgement that s/he will abide by the CSA Team Members Bylaw, and
 - 5.1.5 Return all of the items above to CSA or the Flatwater Chairman by no later than the applicable closing date as specified in each of the Schedules to this Bylaw. The General Manager/Flatwater Chairman may at his/her sole discretion accept the above after this time depending upon the circumstances as considered on a case-by-case basis.
- 5.2 If an Athlete is selected to a squad and/or team under this Bylaw, the Athlete acknowledges and agrees that:
- 5.2.1 The CSA Team Member Bylaw immediately comes into full force and effect in respect of that athlete.
 - 5.2.2 S/he may be subject to drug testing by the South African Institute for Drug Free Sport and/or ICF if so requested, and comply with both the CSA's and ICF's Anti-Doping Bylaw, and
 - 5.2.3 S/he must maintain a designated level of fitness determined by CSA, and standard of competitiveness prior to the relevant event for which s/he has been selected.
- 5.3 Failure to comply with any part of clauses 5.1 or 5.2 may result in the Athlete not being eligible for selection.
- 5.4 The decisions of the Selection Panels shall be final. The Selection Panels will ensure that the CSA policy for assisting and counseling athletes seeking selection is complied with and must regularly advise Athletes seeking selection as to their individual performances and progress against selection criteria and counsel unsuccessful aspirants.
- 5.5 The Selection Panels will determine selections by such date as is set out in the selection criteria for each team to be selected.

6 SELECTION CRITERIA

- 6.1 The CSA Board will approve Selection Criteria for each team or squad to be selected in the discipline concerned.
- 6.2 If a paddler has an injury and/or illness, which may impact on his or her performance in the trials, then the paddler should submit a supporting medical report or certificate to either the convener of selectors, the discipline chairman or the General Manager of Canoeing South Africa *prior* to the trial. Should the injury or illness occur on the day of the trial then the convener of selectors, the discipline chairman or the General Manager of Canoeing South Africa should be notified prior to the start of the trial and supporting documentation should be submitted on the first working day after the trial. In such instances the convener of the selectors reserves the right to refer the paddler to a CSA nominated medical officer in the paddler's province or the province hosting the trial.
- 6.3 In all selections to which this Bylaw applies the criteria to be applied by the Selection Panel for the relevant Team is that set out in the relevant Selection Criteria Supplement as approved by the CSA Board.

7 SELECTION WITHDRAWAL

- 7.1 An Athlete who is selected under this Bylaw may be withdrawn from the squad/team if s/he:
- 7.1.1 Breaches or fails to comply with this Bylaw;
 - 7.1.2 Breaches or fails to fulfill a requirement of the ICF Anti-Doping Policy;
 - 7.1.3 Breaches or fails to comply with the CSA Team Member Bylaw
 - 7.1.4 Breaches or fails to comply with the CSA Member Protection Bylaw (once in force);
 - 7.1.5 Brings CSA or the sport of canoeing into disrepute.
 - 7.1.6 Has an illness or injury which in the relevant Selection Panel's opinion prevents the Athlete from meeting the overall principles of selection as set out in the applicable selection criteria.
- 7.2 Any selected Athlete may be withdrawn by CSA if any of the grounds in clause 7.1 occur. CSA shall notify the Athlete in writing of the alleged breach or grounds upon which it is proposed that s/he be withdrawn. The Athlete shall be given a reasonable opportunity (not being less than seven days) to provide reasons why s/he should not be withdrawn.
- 7.3 A selected Athlete may withdraw his/her selection by giving notice in writing to the convener of selectors of the discipline concerned.
- 7.4 If a selected Athlete is withdrawn from selection, the Selection Panel may consider another Athlete.

8 NOTIFICATION

- 8.1 All Athletes seeking selection under this Bylaw shall be notified by the convener of selectors that they have or have not been selected for a squad and/or team (as the case may be) by email or mail to the address specified in the completed application form as soon as practicable after the Selection Panel has made its decision. The convener of selectors may also advise the selected Athletes of their selection in person.
- 8.2 Any public announcement of any selections will be made by the President of CSA, or his/her nominee.
- 8.3 For the purposes of any appeal, relevant notice must be in writing. Written notice is deemed to have been received immediately when handed directly to the Athlete or 7 days from the time of posting.

9 APPEALING DECISIONS

The CSA Constitution and Rules and Regulations clearly specify that the decision of the selectors is final, and no correspondence on selections will be entered into by the individual athlete or their Unions (Rule 11.4). The only avenue for appeal open to an athlete is in the alleged case of a procedural irregularity. This appeal must be addressed in writing to the Chairman of the discipline concerned, within seven (7) days of the date of the alleged irregularity.

The chairman of the discipline concerned will deal with the appeal within seven (7) days of receipt of the appeal, and inform the athlete, as well as the Secretary-General, of the outcome of the appeal. If the athlete feels that his appeal is not fairly heard by the chairman of the discipline concerned, the athlete may take the appeal to CSA. The decision of the CSA Board on the issue will be final.

10 INTERPRETATION

- 10.1 Unless the context otherwise requires, the terms used in this Bylaw shall have the same meaning as in CSA's Constitution.
- 10.2 No particular part of the selection criteria set out in a Selection Criteria Supplement shall be weighed more or less significantly by reason only of the order in which that part appears in that supplement.

TEAM MEMBERS BYLAW

1 DESCRIPTION

- 1.1 The past Executive Committee of CSA adopted this Bylaw on 7 December 2003. The Bylaw sets out the obligations of any member who is selected to become a member of any team or squad established by CSA.
- 1.2 Canoeing South Africa is the body recognized by the International Canoe Federation ("ICF") as responsible for the accreditation and participation of representatives from South Africa in canoeing championships conducted overseas and in South Africa.
- 1.3 This Bylaw applies to any person who has been selected to:
 - 1.3.1 Become a member of a team or squad.
 - 1.3.2 Participate in a CSA Training Camp (whether or not they are a member of any team or squad) unless otherwise determined by CSA in writing.

2 DEFINITIONS

In this Agreement, the following terms have the meanings indicated, unless the context requires otherwise:

- Athlete -** means a person who has been chosen by the Selection Panel to be a member of the Relevant squad and/or team for the relevant event or events in their Discipline as set out in the CSA Selection Procedures Bylaw.
- Athlete Sponsors -** means those sponsors notified by the Athlete to the General Manager in writing from time to time.
- Championships -** means any race, match or competition where the Athlete competes as a member of the Team.
- Disciplinary Tribunal -** means the disciplinary tribunal convened under the CSA Disciplinary Measures Bylaws.
- National Sponsors -** means those CSA sponsors advised to the Athlete in writing.
- Team -** means the team and/or squad to which the Athlete has been selected.
- Team Management -** includes the General Manager, Team Manager, National Coach, and any coach or other official appointed by Canoeing South Africa from time to time for the purpose of a particular tour.

3 TERM

This Bylaw applies to an Athlete from the time of the Athlete's selection in the Team and continues for a period of 12 months, unless membership of the Team is terminated earlier under clause 8 ("**Breach and Termination**").

4 WHAT CANOEING SOUTH AFRICA PROVIDES

Canoeing South Africa *may*, in its absolute discretion, provide the Athlete as a member of the Team with the following benefits:

- 4.1 Coaching support from the National Coach and other coaches, assistant coaches and experts considered necessary.
- 4.2 Medical, massage and physiotherapy treatment and facilities.
- 4.3 Administrative support to enable the Athlete to participate in events at Championships and or World Cup Events.
- 4.4 Sports science and sports medicine advice and support.

5 ATHLETE'S OBLIGATIONS

The Athlete will:

- 5.1 Remain a member of an affiliated club as defined in the Canoeing South Africa Constitution.
- 5.2 Obey all reasonable directions given by Team Management and any person appointed to implement those directions including to attend and participate in, to the best of the Athlete's ability, all competitions, training sessions, camps, and Team meetings and shall comply with and observe the Constitution, Bylaws and regulations and any determination, resolution or policy which may be made or passed by the CSA Board, Council or any duly authorized committee of CSA.
- 5.3 Not enter into any contract, arrangement, or understanding that would prevent the Athlete from complying with this Bylaw.
- 5.4 Wear only official Team uniform, clothing, competition and training apparel as approved by CSA when traveling to and from and competing in Championships including during training and on other specified occasions, regardless of any conflict between Canoeing South Africa's sponsors and the Athlete's pre-existing sponsor/s, unless prior permission has been obtained from Team Management.
- 5.5 On Canoeing South Africa's request, submit to a complete physical examination (at Canoeing South Africa's expense) before the start of any Championships.
- 5.6 Acknowledge that failure to achieve a level of physical fitness necessary to compete in any Championships will result in suspension of the benefits that would otherwise have been provided by Canoeing South Africa to the Athlete under clause 4 until the Athlete submits to another complete physical examination and is passed fit to compete as a member of the Team.
- 5.7 Comply with the CSA Member Protection Bylaw, including the Athletes Codes of Ethics set out in the Member Protection Bylaw.
- 5.8 Unless otherwise authorized in writing, travel from Team activities and Championships on the dates and in the manner directed by Team Management.
- 5.9 Irrevocably submit himself or herself to the authority of Canoeing South Africa's Disciplinary Tribunal, and abide by any decision of the Disciplinary Tribunal properly reached in accordance with the provisions of CSA Disciplinary Measures Bylaw and/or Member Protection Bylaw.
- 5.10 If and when requested to do so by Team Management, contribute by way of money and/or equipment to his or her own preparation for and participation in Championships. Such monies must be paid prior to departure for any Championships.
- 5.11 Observe and comply with Canoeing South Africa's Anti-doping Bylaw, the ICF Anti-Doping Policy's (however named) including submitting to the penalties ordered by either or all.
- 5.12 The athlete undertakes to provide her/himself with all canoeing equipment considered necessary from time to time.
- 5.13 The Athlete undertakes to provide her/himself with official clothing and apparel considered necessary from time to time.
- 5.14 The athlete undertakes to cover all personal expenses and costs incurred in any of the Selection Events, Tours and training camps, including transport, travel, accommodation, subsistence and insurance expenses.

6 PROMOTION AND PUBLICITY

- 6.1 Media
 - 6.1.1 The Athlete must at all reasonable time when requested to do so by Team Management, give interviews to television, radio, newspaper, electronic media or magazine journalists.
 - 6.1.2 During such interviews the Athlete may discuss his or her own athletic performance but must not under any circumstances make negative comment regarding the performance of any other Team

member or make any comment in relation to the policies, management or discipline of the Team or of Canoeing South Africa.

- 6.1.3 The Athlete must not write or cause to be written (whether or not under his or her own name) or permit to be published articles to the press or engage in any radio or television broadcast or give any interviews to the press in the course of which the Athlete is, in the opinion of Team Management, abusive or defamatory of Canoeing South Africa, opponents, Championship hosts, fellow Team members, or brings Canoeing South Africa or the sport of canoeing into disrepute.

6.2 Use of Personality

The Athlete grants Canoeing South Africa the non-exclusive rights to use, and to authorize any other person to use, the Athlete's name, image, likeness, reputation and other indicia of identity ("Personality") for commercial and promotional purpose, including but not limited to licensing, endorsements, advertising, promotions, merchandising, memorabilia, events and marketing.

6.3 Promotional Activities.

The Athlete will make himself or herself available on reasonable notice to participate in all sponsorships, endorsements, personal appearances, advertising and other marketing activities ("Promotional Activities") arranged to promote National Sponsors or Canoeing South Africa (except where they conflict with any preexisting contract entered into by the Athlete the existence of which is notified to Canoeing South Africa upon selection to the Team). Canoeing South Africa may require the Athlete to wear the Team uniform or any other relevant items of clothing during Promotional CSA activities.

The Athlete will participate in Promotional Activities at no cost or charge to Canoeing South Africa other than reasonable expenses incurred by the Athlete in participating.

6.4 No conflicting sponsors

If the Athlete obtains the prior written approval of the General Manager, Canoeing South Africa will not prevent the Athlete from appearing and participating in any Promotional Activities for the Athlete's Sponsors, providing:

6.4.1 The products or business of the Athlete's Sponsors do not conflict with or prejudice the products or business of National Sponsors;

6.4.2 The products or business of the Athlete's Sponsors do not suggest an association with South African Canoeing and do not bring Canoeing South Africa or the sport of canoeing into disrepute; and (c) the Promotional Activities do not conflict with any required Team commitment (including, but not limited to, training, Team meetings, Team, selection events, social functions and Championships).

6.4.3 Subject to this clause, the General Manager will not unreasonably withhold his or her approval.

6.5 Intellectual Property of Canoeing South Africa

The Athlete must not use any intellectual property of Canoeing South Africa including, but not limited to, any registered or unregistered trade mark, logo, design or any item of Canoeing South Africa uniform or apparel or any component of any of them, without the prior written consent of the General Manager.

6.6 Assignment of copyright

To the extent the Athlete has any, the Athlete assigns to Canoeing South Africa all copyright and other rights arising out of the use of the Athlete's Personality or any Promotional Activities undertaken by the Athlete on behalf of the National Sponsors or Canoeing South Africa. Canoeing South Africa may use any films or photographs of the Athlete made by or for Canoeing South Africa for any purpose Canoeing South Africa wants including, but not limited to, event entertainment packages, promotional materials, coaching and development materials and for publication in any Canoeing South Africa magazine or on the Canoeing South Africa Internet Site.

7 INJURIES OR ILLNESS

7.1 The Athlete must immediately disclose to Team Management any illness and/or injury that may prejudice his or her participation in Championships and other Team activities.

7.2 The Athlete authorizes any medical practitioner, sports scientist or therapist whom they have consulted during the 12 months prior to selection in the Team to provide details to Team Management of any illness and/or injury which the Athlete sustained or may sustain or of any pre-existing medical condition.

7.3 The information referred to in clauses 7.1 and 7.2 is to be required solely for the purposes of determining the Athlete's physical fitness. A determination will be made after consultation with a medical practitioner appointed by Canoeing South Africa from time to time and who is entitled to declare the Athlete fit or unfit for competition or training and during what period and any medical limitations or requirements upon the Athlete's training or competition program.

7.4 Any detection of any prohibited drug stimulant or practice as specified by the International Olympic Committee Medical Commission in its List of Doping Classes and Methods from time to time must be fully disclosed by the medical practitioner to the General Manager.

- 7.5 Canoeing South Africa may retain any medical information obtained in respect of the Athlete and the results of any test or examinations carried out on the Athlete, provided such information does not identify the Athlete, once the Athlete is no longer a member of the Team or has retired from competitive Canoeing, for use in research and publication in medical or scientific papers provided that the Athlete is not named or identified.

8 BREACH AND TERMINATION

- 8.1 In the event of any breach of this Bylaw, the Athlete will be liable to any of the following sanctions at the discretion of Team Management:
- 8.1.1 Caution or reprimand;
 - 8.1.2 Suspension or termination of membership of the Team (including sending the Athlete back to his or her usual residence at the Athlete's expense);
 - 8.1.3 Withhold and/or forfeit from the Athlete any sum of money (including reimbursement of expenses) which would otherwise be payable under this bylaw;
 - 8.1.4 Restrict or withhold any benefit the Athlete is entitled to under this bylaw; or
 - 8.1.5 A request to appear, as soon as is practicable, along with an advocate or representative at the Athlete's expense before Canoeing South Africa's Disciplinary Tribunal. During any period of suspension the obligations of the Athlete remain in full force and effect.
- 8.2 Canoeing South Africa may dismiss the Athlete from the Team and terminate this Agreement if the Athlete:
- 8.2.1 Is in breach of any provision of this Bylaw and/or any other Canoeing South Africa Bylaw;
 - 8.2.2 Brings Canoeing South Africa or the sport of canoeing into disrepute;
 - 8.2.3 Has an illness or injury, which in the relevant Selection Panel's opinion prevents the Athlete from meeting the overall principles of selection as set out in the applicable selection criteria supplement. CSA shall notify the Athlete in writing of the alleged breach or grounds upon which it is proposed that s/he be withdrawn. The Athlete shall be given a reasonable opportunity (not being less than seven days) to provide reasons why s/he should not be withdrawn.
 - 8.2.4 The Athlete may retire or withdraw from the Team and in doing so will automatically terminate this Agreement, by giving no less than fourteen days written notice to the General Manager.

9 EXCLUSION OF LIABILITY

- 9.1 Canoeing South Africa (including its Directors, managers, employees, agents and independent contractors) will not be responsible or liable for any claim by any person whether in contract, tort, and negligence or under any statute to the extent permitted Bylaw for:
- 9.1.1 Any injury, illness or other mishap howsoever caused which may be suffered by the Athlete; or
 - 9.1.2 Loss or damage to any property of the Athlete, in either case arising directly or indirectly out of this Agreement, including but not limited to, any traveling, disciplinary action, selection decision, competition, training or function of whatsoever nature.
 - 9.1.3 The Athlete indemnifies and releases and at all times indemnifies and releases Canoeing South Africa (including its Directors, managers, employees, agents and independent contractors) from and against all actions, suits, proceedings, claims, demands, costs and expenses which may be incurred by the Athlete or taken or made against Canoeing South Africa in connection with, or arising out of any loss, damage or injury except to the extent that it is due to the gross negligence on the part of Canoeing South Africa.

10 DISPUTES

- 10.1 Pursuant to Canoeing South Africa's Appeals Bylaw, each party will first attempt to resolve any dispute arising from this Bylaw by consultation and mediation. Only if consultation and mediation is unsuccessful will the internal appeals procedure of Canoeing South Africa be enacted.

11 REASONABLE RESTRICTIONS

This Bylaw may restrict the Athlete's freedom to exploit his or her Personality. The Athlete agrees that such restraints are necessary and reasonable to protect the source of revenue from the Promotional Activities of Canoeing South Africa and National Sponsors, which are necessary to enable Canoeing South Africa to fund and assist the Team as a whole, the activities of the Team at Championships and to promote and develop Canoeing throughout South Africa.

12 PROPER LAW

This Agreement is governed by the laws of the Republic of South Africa.

13 GUARDIAN

If the Athlete is under 18 years old the Guardian must agree with the terms of this Bylaw and will ensure as far as he or she is able as the Athlete's Guardian that the Athlete carries out his or her obligations under this Agreement.

14 ACKNOWLEDGEMENT

The Athlete agrees to abide by the terms and conditions of this Bylaw and acknowledges such agreement by signing the applicable application form as required to be eligible for selection to a Team or Squad. Failure to sign the acknowledgement constitutes a withdrawal from the Team.

Bylaws adopted by the CSA Board on the 7th of December 2003.

SECTION C

NOMINATION FORM AGREEMENT

TO BE FAXED TO CSA OFFICE AT 086 619 8483 BY NO LATER THAN 24H00 ON 25TH APRIL 2011

I, HEREBY ACKNOWLEDGE that:

1. I have read and understood the Selection Handbook as well as the CSA Bylaws and acknowledge the terms, conditions and obligations contained therein, and which terms, conditions and obligations are imposed upon me as a result of my selection to a Team;
2. I have been provided with a copy of the Canoeing South Africa Selection Procedures and the South African Team Selection Criteria Supplement for the South African Team to compete in the events. I agree to abide by the terms and conditions of these Selection Policies.
3. There will be some personal expense involved in attending the Selection Events, camps, events and tours as outlined in the Selection Handbook and I accept full responsibility for my expenses. I understand that I will not be eligible to travel with the team nor compete in events if I have any of these monies outstanding on the date of departure of the team.
4. I hereby state that: (a) I am a fully paid up current member of a canoe club affiliated to a provincial union member of CSA; (b) I do not have any outstanding accounts with CSA that are in arrears; and (c) I agree that I shall meet the ICF's eligibility requirements.
5. I am subject to drug testing by the South African Sports Drug Agency and/or ICF, and will comply with both Canoeing South Africa's and the International Canoe Federations Anti-Doping Bylaw; and
6. I will maintain a designated level of fitness as determined by Canoeing South Africa and a standard of competitiveness prior to the relevant event for which I have been selected and will not participate in any races or event unless sanctioned by the Sprint Committee.
7. No drinking of alcohol is permitted by Juniors while on overseas tours or attending training camps in South Africa. Should a junior found to have been drinking he or she will be expelled from the team, sent home immediately and, subject to confirmation at a Disciplinary Tribunal, be stripped of any National or Federation Colours.
8. Any athlete selected to represent South Africa or the Federation shall conduct him or herself with the dignity and decorum as befits a representative of one's country or Federation. Failure to do so will result in the athlete being expelled from the team and, subject to a Disciplinary Inquiry, be stripped of any National or Federation Colours awards.
9. By your and your parents or legal guardian signing this document you are acknowledging that you have read and understood the consequences of misconduct as mentioned in point 8.1. of Section A.

I wish to be considered for selection for the following:

- | | |
|---|-----------------|
| a. CSA Sprint and Residential Squad | YES / NO |
| b. CSA Federation Team to the World Cups – May 2011 | YES / NO |
| c. CSA National Team to the World Championships – July/August 2011 | YES / NO |

FULL NAME: _____ CSA NO: _____

IDENTITY NO: _____ DATE OF BIRTH: _____

EMAIL ADDRESS: _____ CELL NO: _____

PASSPORT NUMBER: _____ PASSPORT EXPIRY DATE: _____

SIGNED: _____ DATE: _____

To be completed in the event that the athlete is 18 years or younger on the date as completed above

PARENTS EMAIL ADDRESS: _____ PARENTS CELL NO: _____

PARENTS SIGNATURE: _____ DATE: _____

FULL NAMES OF PARENT: _____