



BOWLS WA STATE SQUAD AND CODE OF CONDUCT CONTRACT

This Contract is dated as stated in the SCHEDULE attached.

BETWEEN:

Bowls WA

AND

The player so named in the SCHEDULE attached ("**the Player**")

RECITAL:

- A. The player has been selected by Bowls WA to participate in State Squad Training Sessions in anticipation of selection in the annual National Side Series.

CODE OF CONDUCT

PRINCIPLES

- State Squad members shall be familiar with the following state squad and code of conduct contract and agree to adhere to its rules. Attached to squad selection is the responsibility to act as a role model for all bowlers and always act in the best interests of the game.
- The State Squad and Code of Conduct Contract is in force when a player is involved in any capacity with the game and/or acting on behalf of or representing Bowls WA.

ALCOHOL

- The consumption of alcoholic beverages is not permitted by participating players, whilst their specific game or match is in progress in Pennant Competition and above.
- No player/athlete is to consume alcohol at any time to an extent which may embarrass our sport, state, other squad members, officials, or which may inhibit the player's performance level the next day. Failure to comply will result in a breach of the State Squad Code of Conduct Contract.

As a State Squad Member, I understand that I must follow these rules to stay in good standing:

- a) Respect the game, play fairly and follow its rules and regulations,
- b) Demonstrate good sportsmanship before, during and after State games, trials, competitions, and pennant games,
- c) Show respect for authority to the officials of the game and Bowls WA,
- d) Be courteous to opposing teams and treat all players with respect,
- e) Be modest when successful and be gracious in defeat,
- f) Abstain from the use of drugs,
- g) Refrain from the use of abusive language and swearing,
- h) Refrain from excessive consumption of alcohol whilst a member of the State Team.



ASADA

- I agree not to take or use drugs, stimulants or any other substance or participate in any other practices or conduct prohibited by WBL, WADA, BA or ASADA (Prohibited Practice).
- I agree to complete the ASADA e-learning anti-doping education tool and to maintain a current certificate.

DRESS

Upon selection in the state squad, athletes will always be expected to adhere to the Bowls WA Attire Policy.

STATE SQUAD CONTRACT

IT IS AGREED as follows:

1. PLAYER OBLIGATIONS

The Player shall:

- 1.1 Be available to play in bowls games at the Championship in which the **State Team** participates if he/she is selected.
- 1.2 Punctually attend all practice, training sessions, meetings or other events, including promotional requirements as required by the Team Administration (Coach, Manager or other Bowls WA appointed persons).
- 1.3 Comply with Bowls WA Rules, Constitution and By-Laws
- 1.4 Comply with the Bowls WA Code of Conduct and Bowls Australia Member Protection Policy available on the Bowls WA website at www.bowlswa.com.au
- 1.5 Not be involved in, nor persist with, any conduct, activity or situation that may;
 - a) Harm Bowls WA or its name or reputation;
 - b) Harm the name of any sponsor;
 - c) Bring you, the team, team members, Bowls WA or a sponsor into disrepute, contempt, controversy, scandal or ridicule;
- 1.6 Not, by your acts or omissions, engage or participate in
 - a) Direct and indirect discrimination;
 - b) Harassment; or
 - c) Vilification.
- 1.7 Submit to physical examination and fitness tests when required by the Team Administration.
- 1.8 Carry out to the best of the Player's ability all directions and instructions given by the Team Administration.



- 1.9 Do all things necessary to maintain good physical condition and play to the best of his/her ability at all times.
- 1.10 Submit to and consents to undergo any drug test required by the Team Administration, Bowls WA, Bowls Australia or the organisers of the Championship, or an Australian Government agency authorised to undertake drug testing.
- 1.11 Report for medical or other treatment as required by the Team Administration from time to time.
- 1.12 The Player authorises and shall ensure any medical practitioner or other health professional that the Player has consulted to provide details of any illness, injury or medical condition of the Player to the Team Administration or Bowls WA when requested. In addition, the Player is to immediately disclose to the Team Administration any injury or illness suffered by the Player that may influence the Player's performance in the team.
- 1.13 Not attend any game, training session or other occasion in a condition affected by alcohol or other prohibited substances.
- 1.14 Other than activities run under the auspices of Bowls WA, not without the prior written consent of Bowls WA, engage in any extreme contact sport which has the potential to cause an injury, which could prevent the Player from participating in the Championship.
- 1.13 Not be involved directly or indirectly in any wager on the outcome of the game.
- 1.14 Comply with all reasonable requirements of the Team Administration.
- 1.15 The Player shall not promote directly or indirectly by use of any media or personal endorsement any organization that would be at conflict with Bowls WA sponsors.
- 1.16 The Player agrees not to comment on the Team's performance or potential performance to the Press (Radio and Television, newspapers etc.) without the Team Administration's permission.
- 1.17 The Player agrees to pay any direct costs associated with their withdrawal from the team due to a breach of this State Squad and Code of Conduct Contract or a breach of the ASADA policy.
- 1.18 The Player may withdraw from the squad by forwarding in writing a letter to the Bowls WA Chief Executive Officer outlining the reason for such a withdrawal. Such confirmation must be received no later than twenty-two (22) days prior to the commencement of the Championship.



2 SOCIAL MEDIA/BLOGGING

- 2.1 Team Members should not disclose on Social Media or in a blog any information that is confidential or private in relation to any third party, including without limitation, information which may compromise the security, staging and organisation of the Squad activities, any other Squad Member, or the privacy of any other Squad Member.
- 2.2 Players posting on Social Media and blogs should at all times conform to the values set out in the Code of Conduct, be dignified and in good taste, and not contain vulgar or obscene words or images.
- 2.3 Players shall not include any Squad Content on a Social Media posting or blog without Bowls WA's written permission, such permission to be in the condition that the Squad Member comply with any other rules set by Bowls WA relating to Squad Content.

3 DISCIPLINE

- 3.1 In the event that the Player is in breach of this Contract then Bowls WA or the Team Administration may take disciplinary action, the action taken shall be without recourse if proven guilty of contractual breach.
- 3.2 Disciplinary action may include:
- a) Dismissal from the State Squad;
 - b) Suspension from the State Squad;
 - c) Exclusion from participating in future State Squads;
 - d) Any other action which the Team Administration or Bowls WA considers reasonable.

APPEAL PROCESS

Any player, who feels they have been unfairly treated by disciplinary action taken, may appeal the decision, through the following process:

- Within seven (7) days of being informed of the action, write to the Chief Executive Officer stating their reasons for appeal,
- The Chief Executive Officer will determine if there are sufficient grounds for the appeal to be heard by an Appeals Committee. If the CEO believes there are sufficient grounds a committee comprising the President (or their nominee), the Chairperson of the Bowls Management Committee and one other nominated person as determined by the Board will hear the Appeal. Witnesses may be permitted at the sole discretion of the Committee.
- The Appeals Committee decision will be final.



4 BOWLS WA'S LIABILITY & INDEMNITY

- 4.1 The Player acknowledges that Bowls WA is not responsible for payment of any medical expenses incurred by the Player.
- 4.2 The Player acknowledges and accepts the inherent risks of injury associated with bowls and agrees to assume such a risk.

5 TERM OF THIS CONTRACT

- 5.1 The term of this Contract shall commence on the date of this Contract and shall expire 7 days from when the Championship concludes.

6 GOVERNING LAW

- 6.1 This contract shall be governed and construed in accordance with the laws of the State of Western Australia, Australia and the parties irrevocably submit to the jurisdiction of the courts of that State.



SCHEDULE

(Please only return this page to Bowls WA)

Western Australian State Squad
DATE OF CONTRACT:
NAME OF PLAYER:

If a selected player is under the age of 18, the state squad contract must be signed by a parent/guardian under the following conditions:

In consideration of Bowls WA selecting the Player for the State Squad I, as a parent/guardian of the Player sign this Contract and acknowledge and agree:

- 1. To cause the Player to comply with all his/her obligations under this Contract;*
- 2. Bowls WA is not liable for any loss, damage or injury that the Player may suffer;*
- 3. To indemnify and keep indemnified Bowls WA in respect of all actions, claims, demands, losses and expenses incurred or suffered by Bowls WA arising from any action, injury or illness suffered or incurred by the Player.*

I have read and understood the Bowls WA Player Contract and I agree to the terms and conditions of this Player Contract as determined by Bowls WA

SIGNED (as a Deed by the Player)	DATE
FULL NAME OF PARENT/GUARDIAN (if Under 18)	
SIGNED (as a Deed by the Parent/Guardian of the Player)	

In the presence of:

WITNESS SIGNATURE	DATE
WITNESS NAME & ADDRESS	
SIGNATURE (by the Chief Executive Officer on behalf of Bowls WA)	