



## HIGH PERFORMANCE PROGRAM - ATHLETE AGREEMENT

**Boxing Canada 2024 - 2025**

**PLEASE PRINT CLEARLY**

**Name:** \_\_\_\_\_

**Permanent Address:** \_\_\_\_\_

**Cell Phone:** \_\_\_\_\_

**Email address:** \_\_\_\_\_

**Facebook:** \_\_\_\_\_

**Instagram:** \_\_\_\_\_

**Twitter:** \_\_\_\_\_

**Website:** \_\_\_\_\_

Please review this Agreement carefully and obtain whatever guidance or counsel you deem necessary, including through the Boxing Canada Athlete's Representative or any other resource or counsel you deem appropriate.

Please submit your executed Agreement to Boxing Canada's national office. Until a duly executed Agreement is received by Boxing Canada, you are not entitled to participate in the HPP, receive funding, or represent Boxing Canada in international competition.

Initials \_\_\_\_\_

**2024 – 2025 Athlete Agreement**

**THIS ATHLETE AGREEMENT IS MADE EFFECTIVE AS OF May 1<sup>st</sup>,  
2024**

**Between:**

**BOXING**

**CANADA**

and

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**NAME OF ATHLETE (the "Athlete")**

Whereas this Agreement will be in effect from May 1<sup>st</sup>, 2024, to April 30<sup>th</sup>, 2025 and govern the relationship between the athlete and Boxing Canada for the duration of this agreement.

WHEREAS Boxing Canada is recognized by World Boxing (WB), Canadian Olympic Committee (“COC”), Canadian Paralympic Committee (“CPC”), and the Government of Canada as the national governing body for the sport of boxing in Canada.;

WHEREAS all Athletes wishing to participate in Boxing Canada’s High Performance programs, or who wish to represent Boxing Canada in international competition, are required to enter into a written agreement with Boxing Canada;

WHEREAS it is mutually desirable to clearly establish the relationship between Boxing Canada and the Athlete by detailing their respective rights and obligations, as set forth below;

NOW THEREFORE, for good and valuable consideration, including the mutual promises below, the parties agree as follows.

**SECTION I: DEFINITIONS**

1. **“Athlete”** means the individual signing this Agreement and who:
  - a. is eligible to participate in the High Performance Program;
  - b. is receiving funding from Sport Canada’s Athlete Assistance Program (“AAP”) as a “Carded Athlete”;
  - c. is receiving funding from Boxing Canada; and/or

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- d. has been selected by Boxing Canada to participate in the High Performance program, an international competition, event or training camp as may be designated by Boxing Canada from time to time.
2. **“Athlete’s Personal Attributes”** means anything specific to the identity of the Athlete, such as name, voice, signature, photo, personal likeness or any other identifiable feature.
3. **"Event"** means any single activity or event, such as a competition, tournament or training camp, which is part of the Program.
4. **“High Performance Program” (HPP) Athletes** means those Athletes who are categorized according to Boxing Canada’s High Performance Program Selection Policy. All HPP Athletes are subject to doping control conducted by the Canadian Centre for Ethics in Sport (CCES), AIBA and the World Anti-Doping Agency (WADA). Those Athletes comprising the Boxing Canada HPP may be selected in and/or eligible for possible selection for a Boxing Canada Event or Program.
5. **“National Team”** is defined as a formal group of Athletes, coaches and support staff who are selected by Boxing Canada to represent Canada at designated international boxing Events, or to participate in its Programs.
6. **"Program/s"** is defined to mean any activities and Events forming part of the High Performance Program, including, but not limited to:
  - a. Olympic Games, Paralympic Games, World Championships, Pan American Games, Commonwealth Games, Continental Championships or other identified international Events, including qualifying Events;
  - b. Boxing Canada Canadian championships;
  - c. Boxing Canada training centres;
  - d. Boxing Canada training camps;
  - e. Boxing Canada training groups;
  - f. Medical and performance testing undertaken by Boxing Canada;
  - g. Boxing Canada meetings;
  - h. Boxing Canada Events;
  - i. Boxing Canada awards ceremonies;
  - j. Promotional and media activities; and;
  - k. Personal appearances when representing Boxing Canada.

7. "Year" is the 12-month period from May 1<sup>st</sup>, 2024 to April 30<sup>th</sup>, 2025.

## **SECTION II: GENERAL PURPOSE AND OVERVIEW**

Boxing Canada is a National Sport Organization with responsibility over the High Performance Program. Boxing Canada's primary mandate and objective through the High Performance Program is the achievement of top medals and performance at major international competitions, including the Olympic Games, World Championships, Pan Am Games and Commonwealth Games.

Being an athlete in the Boxing Canada HPP does **not** mean that you will be selected to represent Canada at **any** particular international event or other Boxing Canada Program. Boxing Canada is **not** obligated to send complete teams (all available weight divisions) to any particular event or international competition. Boxing Canada will select athletes from the HPP to attend particular Events. In some cases, written selection protocol will be developed and communicated by Boxing Canada in advance, which will set out the manner in which selection to a particular event or program will be made.

Athletes who are selected to receive financial support from the Government of Canada (Sport Canada), or directly from Boxing Canada, will be subject to additional obligations, including the obligation to centralize, as set out in this Agreement. Any failure by an athlete to honour the terms of this Agreement will be grounds for immediate termination of financial funding and may result in the termination of this Agreement and the athlete's participation in the HPP.

## **SECTION III: BOXING CANADA OBLIGATIONS**

### **Boxing Canada will:**

- a. Organize, select and operate teams of athletes, coaches and other necessary support staff as part of the High Performance Program and National Teams to represent Canada in the sport of boxing throughout the world;
- b. Select and assign coaching staff and other support staff as deemed necessary to support the National Team attending any particular Event or Program;
- c. Nominate all eligible athletes for AAP;
- d. Whenever possible, publish Boxing Canada's approved, AAP-compliant criteria for the selection of eligible Athletes to be nominated for the AAP eight (8) months before the start of the AAP eligibility cycle for boxing;
- e. Whenever possible, publish selection and eligibility criteria for all National Teams at least three (3) months before the selection for any particular National Team;
- f. Whenever possible, publish team selection and eligibility at least eight (8) months before the selection of Major Games National Teams (e.g., Olympic, Commonwealth, Pan

American, Fédération internationale du sport universitaire (FISU) and World Championship Teams);

- g. Communicate the team selection and eligibility criteria by emailing it to the Athlete at the email address provided by the Athlete, and posting it online at: [www.boxingcanada.org](http://www.boxingcanada.org);
- h. Post its policies, rules and regulations at: [www.boxingcanada.org](http://www.boxingcanada.org);
- i. Publish any changes to its rules and regulations at: [www.boxingcanada.org](http://www.boxingcanada.org);
- j. Protect all medical, and confidential information gathered in relation to an Athlete, by not supplying this information to outside parties without explicit and informed consent of the Athlete, unless required to do so by law or in accordance with the Canadian Anti-Doping Program policies;
- k. Provide an Athlete's Representative, to assist in the resolution of any grievance, concern or claim that any High Performance Program Athlete may have with Boxing Canada;
- l. Communicate with the Athlete using the contact information provided by the Athlete in this Agreement, with most written communications issued by email to the email address noted above;
- m. Provide timely communications, to the extent possible, as it relates to any Event or Program using telephone, e-mail, slack or video messaging;
- n. Communicate with Athletes both orally and in writing in the official Canadian language of their choice (French or English);
- o. Obtain insurance coverage for Athletes participating in Events or Programs, which at all times shall be subject to the terms of the plan of insurance;
- p. Provide an appeal procedure that is in conformity with the principles of natural justice and procedural fairness, which shall include access to an independent dispute resolution process with respect to any dispute the Athlete may have, other than those related to the Athlete Assistance Program, and publish the details of this procedure in a prominent manner so that it is freely available to all athletes or any person requesting this information by or on behalf of the athlete;
- q. Provide a schedule of mandatory training programs and competitions for the Athlete to progress the Athlete towards achieving established objectives and goals;
- r. Provide, when requested, assessments and feedback about the Athlete's progress and results within the High Performance Program; and
- s. Provide Team uniform and equipment for National Team events or designate such items to be provided by a Boxing Canada sponsor.

## SECTION IV: ATHLETE OBLIGATIONS

### **The Athlete must:**

- a) Agree to and execute Appendix 1;
- b) Agree to and execute Appendix 2;
- c) If the Athlete is 19 years old or older (or will be turning 19 years old during the Year of this Agreement), and if the Athlete is carded (entitled to AAP funding), the Athlete need to relocate to the National Training Centre, in Montreal, and agree to and execute Appendix 3. Athletes receiving fewer than eight (8) months of AAP Carding are not expected to centralize;
- d) If the Athlete is younger than 19 years old, have this Agreement and Appendix 4 executed by a parent or legal guardian;
- e) Comply with the terms of this Agreement, including all Appendices;
- f) Be a Registrant in good standing with Boxing Canada (as described in the Boxing Canada By-laws);
- g) Comply with all policies, rules and regulations of Boxing Canada, as amended from time to time;
- h) Warrant that they are a Canadian citizen or are otherwise eligible to compete as a member of Boxing Canada's HPP representing Canada. If the Athlete's status changes, the Athlete must immediately inform the High Performance Director;
- i) Undergo any screening requirements (which may include obtaining a criminal record check), as determined by Boxing Canada, and immediately notify Boxing Canada, in writing, of any criminal charges or convictions, or any other charges or claims that could reasonably impact on the Athlete's obligations under this Agreement;
- j) Maintain a valid Canadian passport and send a scanned copy to Boxing Canada immediately upon signing of this Agreement and at any other time as may be requested by Boxing Canada;
- k) Attend and comply with the terms of all Events and Programs, as directed by Boxing Canada from time to time;
- l) Direct any questions with respect to the Athlete's standing, ranking, or selection to any team, Event or Program to the High Performance Director ([kdevlin@boxingcanada.org](mailto:kdevlin@boxingcanada.org)) or the Project and Program Coordinator ([aparent@boxingcanada.org](mailto:aparent@boxingcanada.org));
- m) Review any Fee Schedule provided to them as soon as possible after it is received;
- n) Pay any amounts owing with respect to the Athlete's travel or participation to any Event or Program, in advance and as and when required by Boxing Canada;

- o) Promptly pay any amounts due to Boxing Canada when required (any arrears may result in suspension or removal from the National Team and/or any assigned Event or Program);
- p) Where Boxing Canada authorizes reimbursement of any expense incurred by the Athlete, promptly deliver to Boxing Canada, within thirty (30) days of being incurred, all applicable receipts and records as may be required;
- q) Comply with all lawful directions and standards issued by Boxing Canada, including by the High Performance Director, Head Coach, staff, team managers, medical personnel etc., as it relates, directly or indirectly, to the Athlete's obligations under this Agreement, or any particular Event or Program;
- r) Immediately advise the High Performance Director, in writing, of any issue or circumstance which could reasonably be anticipated to impact the Athlete's ability to comply with the terms of this Agreement, including participation in any Program or Event;
- s) Accept that all communication is channeled directly between the athlete and Boxing Canada in regard to team selection, eligibility criteria and events, and so it is the responsibility of the Athlete to ensure all such information is promptly reviewed and any questions or concerns are promptly raised with the High Performance Director;
- t) Regularly check for any messages or communications from Boxing Canada, and immediately notify Boxing Canada of any change in contact information noted above;
- u) Promptly respond to any Boxing Canada request for information, within 48 hours unless exceptional circumstances exist that prevent such a timely response;
- v) Promptly (within 2 days, absent exceptional circumstances) acknowledge receipt, in writing, of all emails received by Boxing Canada's High Performance Director. If the Athlete does not provide notice of receipt after two (2) business days, the Athlete is deemed to have acknowledged and understood the policy or agreement changes;
- w) If not centralized with the High Performance National Training Centre, provide the High Performance Director with:
  - a. a yearly plan of the Athlete's training and competition program, in compliance with the standards and requirements applicable to the Athlete as a member of the High Performance Program, using a web platform provided by Boxing Canada, or as it may be amended from time to time;
  - b. a weekly update of the microcycle related to the Athlete's yearly plan, in compliance with the standards and requirements applicable to the Athlete as a member of the High Performance Program, using a web platform provided by Boxing Canada, or as it may be amended from time to time;
  - c. a quarterly update (July, December and April) of the Athlete's training progress including details of their training and competition program in relation to the performance goals established in the approved yearly plan, which confirms compliance

with the standards and requirements applicable to the Athlete as a member of the High Performance Program, using a web platform provided by Boxing Canada, or as it may be amended from time to time.

- x) Must maintain a weekly completion rate of 90% and over an approved athlete monitoring system for the duration of the agreement.
- y) Compete in the competitions identified by the High Performance Director. Unless otherwise authorized by the High Performance Director, in advance and in writing, a failure to participate in identified Events or Programs for any reason other than injury, illness, or pregnancy, as certified by a Boxing Canada approved medical doctor, will be considered a material default under this Agreement and may result in loss of funding and status as a member of the High Performance Program;
- z) Make the weight (class/division) in which Athlete is scheduled to compete, in accordance with the directions and policies established by the High Performance Director;
- aa) Avoid participating in **any** competition outside of the High Performance Programs, without the express written consent of the High Performance Director;
- bb) Make reasonable efforts needed to achieve personal excellence and to a positive role model and representative of Boxing Canada;
- cc) Where suffering from an illness or injury that may prevent them from participating in any scheduled Program or Event, provide Boxing Canada with a signed medical certificate, in an acceptable form, immediately and within fourteen (14) days from the beginning of the injury or illness, unless otherwise authorized by Boxing Canada. The medical certificate must indicate the current limitations placed on the Athlete, and the prognosis for recovery and resumption of training / competition. Athletes are expected to follow all prescriptions for recovery as directed by the practitioner (physician or other) and to follow any jointly developed training or recovery Program that is approved by Boxing Canada;
- dd) Provide medical information to Boxing Canada's medical staff, as requested, and consult with Boxing Canada's medical staff regarding the use of prescription and non-prescription drugs, before they are used;
- ee) Wear and use only Boxing Canada approved attire or equipment at all times while representing the National Team, unless otherwise authorized in advance. It is the Athlete's responsibility to ensure that all required attire and equipment is available to them and ready to be worn and used as required and directed by Boxing Canada. Athletes may be required to purchase, at their own cost, replacement attire and equipment, as needed to meet the obligations stated herein;
- ff) Respect and comply with the Canadian Anti-Doping Program of the Canadian Centre for Ethics in Sport including but not limited to:



- a. Avoid the use of banned substances that contravene the rules of the International Olympic Committee (IOC), the rules of the international federation, the rules of Boxing Canada and the Canadian Policy on Penalties for Doping in Sport;
  - b. Submit, without prior notice, to unannounced doping-control tests in addition to prior notice tests and submit at other times to doping-control testing when requested by Boxing Canada, Sport Canada, Canadian Centre for Ethics in Sport (CCES) or other authorities designated to do so;
  - c. Avoid the possession of anabolic drugs and neither supply such drugs to others directly or indirectly nor encourage or condone their use, or knowingly aide in any effort to avoid detection of the use of banned substances or banned performance- enhancing practices;
  - d. Participate, if asked by Boxing Canada to do so, in any Doping Control/Education Program developed by Boxing Canada in co-operation with Sport Canada and the CCES.
- gg) Not consume any alcohol or cannabis while representing Boxing Canada in any Event or Program, except as may be authorized by the High Performance Director, in advance;
- ii) Not consume any illegal drugs while a member of the High Performance Program;
- jj) Complete the CCES online anti-doping education program's two courses "True Sport Clean" and "Sport Canada - Athlete Assistance Program" at the beginning of each new carding cycle. Failure to do so will result in AAP payments being kept on hold until requirement is met";
- kk) Complete the Coaching Association of Canada's "Safe Sport Training Module" at the beginning of each carding cycle;
- ll) Participate in sport-related, non-commercial promotional activities on behalf of the Government of Canada. Boxing Canada usually makes such requests for participation and arranges the activities. Unless supplementary compensation is arranged, these activities do not normally involve more than two working days per Athlete per Year;
- mm) Comply with AAP policies and procedures, including Sport Canada and Federal government policies (e.g. Canadian Policy Against Doping in Sport, the Cannabis Act, The "UCCMS"), and those dealing with Sport Canada AAP Decisions as described in Section 13 of the AAP Policies and Procedures available online at: <https://www.canada.ca/en/canadian-heritage/services/funding/athlete-assistance.html>
- nn) Avoid participating in any competitions where federal government sport policy has determined that such participation is not permitted;
- oo) Actively participate in all AAP evaluation activities. Athletes will co-operate fully in any evaluation of APP that may be conducted by the Minister or anyone authorized to act on the Minister's behalf and provide such data as the person conducting the evaluation considers necessary for the proper conduct of the evaluation.

**SECTION V: SPONSORSHIP AND COMMERCIAL ACTIVITIES**

1. The Athlete acknowledges that Boxing Canada may seek financial assistance from both the public and private sectors, and in this regard the Athlete agrees that the use of the Athlete's Personal Attributes by Boxing Canada will be governed as follows:

- a) The Athlete consents to Boxing Canada using, reproducing and distributing, without charge, on a worldwide basis, in any format or media, the Athlete's Personal Attributes to promote Boxing Canada and the National Team's sponsorship, licensing, advertising, public relations and marketing Programs. This consent will remain in effect for the duration of this Agreement and for a period of four years thereafter;
  - b) The Athlete consents to the sponsors and licensees of Boxing Canada using, without charge, on a worldwide basis, in any format or media, the Athlete's Personal Attributes to promote their business. All use of the Athlete's Personal Attributes by such sponsors and licensees will be defined and limited by the terms and conditions of the sponsorship or licensing agreements in effect with Boxing Canada, provided that in all cases the use of the Athlete's Personal Attributes will not imply an Athlete testimonial or endorsement of any product without first obtaining the Athlete's permission;
  - c) Boxing Canada may request that the Athlete attend media or promotional Events for the purposes of fulfilling obligations to Boxing Canada's sponsors. Athletes may be financially compensated for sponsorship servicing at the discretion of Boxing Canada and the sponsor involved;
  - d) The Athlete warrants that they have not granted and will not grant to any person or entity during the term of this Agreement a license to use the Athlete's Personal Attributes which would conflict with the terms of this Agreement.
2. Boxing Canada acknowledges the Athlete's right to enter into personal sponsorship agreements, endorsements and business relationships. Such sponsorship contracts will be governed as follows:
    - a) The Athlete will not display the logos of any personal sponsors or supporters on any National Team apparel (e.g., shirts, jackets, pants, hats).
  3. At all times the Athlete agrees to abide by all Boxing Canada, Canadian Olympic Committee (COC) and AIBA rules, policies and restrictions in place from time-to-time regarding clothing, commercial properties, endorsements, advertising and sponsorships.
  4. The Athlete releases and saves harmless Boxing Canada, and any licensees and sponsors of Boxing Canada, from any and all claims that the Athlete may have against them, now or in the future, arising from the use by Boxing Canada of promotional material utilizing the Athlete's Personal Attributes.

## **SECTION VI – ABUSE-FREE SPORT**

The objective of this section is to set out the respective obligations on the NSO and the Athlete regarding the advancement of a respectful sport culture that delivers quality, inclusive, accessible, welcoming, and safe sport experiences for all participants, including the athletes.

The NSO and the Athlete understand and agree that they each play a part in fostering safe sport experiences and upholding the principles laid out in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (the "UCCMS").

1. The NSO will:

- (a) Join the Abuse-Free Sport program and act in accordance with the obligations of signatory organizations under this program (“Abuse-Free Sport”) (<https://sportintegritycommissioner.ca/signatories>);
- (b) Adopt the UCCMS and the policies and procedures of Abuse-Free Sport in the administration and enforcement of the UCCMS;
- (c) Ensure that all NSO policies, procedures or other actions, are consistent with the UCCMS and the administration and enforcement rules of Abuse-Free Sport;
- (d) Ensure that none of this Agreement, any other NSO policy, procedure or other action, are used by the NSO to restrict the Athlete’s ability to exercise their rights, protections or responsibilities under the UCCMS;
- (e) Obtain the informed consent of the Athlete to become subject to the UCCMS and its administration and enforcement processes through the Abuse-Free Sport program;
- (f) Refer to the Office of the Sport Integrity Commissioner all applicable matters relevant to the Abuse-Free Sport program so that they may be addressed in accordance with the administration and enforcement rules of Abuse-Free Sport;
- (g) Provide periodic UCCMS-compliant training opportunities to the Athlete and everyone interacting with or making decisions affecting the Athlete, and track the completion of these training activities;
- (h) Distribute and/or facilitate access, in a timely manner relevant information, tools, services and resources made available from time to time by Abuse-Free Sport for UCCMS participants, including the Athlete;
- (i) Fully cooperate in good faith as part of any Abuse-Free Sport process related to the administration and enforcement of the UCCMS; and
- (j) Ensure that any sanctions or measures which are imposed in accordance with policies and procedures of Abuse-Free Sport, are implemented, respected, and adhered to.

2. The Athlete will:

- (a) Familiarize themselves with the UCCMS and the policies, procedures and services of Abuse-Free Sport in the administration and enforcement of the UCCMS, including their admissibility to Mental Health Referral and Legal Aid services of Abuse-Free Sport;
- (b) Read, sign and comply with the terms of the [Informed Consent Form](#) to become subject to the UCCMS and its administration and enforcement processes through the Abuse-Free Sport program;
- (c) Act in a manner consistent with the UCCMS, the Informed Consent Form and the administration and enforcement rules of Abuse-Free Sport;
- (d) Complete any periodic UCCMS-compliant training required by the NSO and/or Abuse-Free Sport; and
- (e) Fully cooperate in good faith as part of any relevant Abuse-Free Sport process for which Athlete participation is required in relation to the administration and enforcement of the UCCMS.

## **SECTION VI - DEFAULT OF AGREEMENT**

1. Should the Athlete breach any material term or condition of this Agreement, Boxing Canada will be entitled to immediately terminate this Agreement and may, in addition, impose sanctions against the Athlete including, among other things, withdrawal of privileges, and/or suspension or removal from the High Performance Program, National Team or any particular Event or Program. The Athlete shall be entitled to appeal any disciplinary action taken by Boxing Canada, in accordance with the terms of Boxing Canada's Appeal Policy.

## **SECTION VII – TERM AND TERMINATION**

1. The duration of the Agreement is from May 1<sup>st</sup>, 2024, to April 30<sup>th</sup>, 2025, unless terminated earlier pursuant to this Agreement.
2. This Agreement may be terminated at any time, by mutual agreement of the parties, in writing.
3. The Athlete understands and agrees that Boxing Canada will invest resources (financial and otherwise) into their participation on the National Team and HPP. Should the Athlete resign from, or terminate, this Agreement without permission of Boxing Canada, the Athlete agrees to make immediate payment to Boxing Canada in the amount of \$2,500.00. The Athlete understands and agrees that this amount is a genuine pre-estimate of damage and may be deducted against any monies that may be owing by Boxing Canada to the Athlete.

## **SECTION VIII – ENTIRE AGREEMENT**

1. This Agreement constitutes the entire agreement between the parties and supersedes all prior and contemporaneous agreements, understandings and discussions, whether oral or written, and there are no other warranties, agreements or representations between the parties with respect to the Athlete's participation in the HPP for the Year, except as expressly set forth herein.

## **SECTION IX – INDEPENDENT LEGAL ADVICE**

1. The Athlete confirms that it has been recommended to the Athlete that the Athlete consult a solicitor and obtain independent legal advice prior to the execution of this legal agreement. The Athlete confirms to Boxing Canada that the Athlete has obtained independent legal advice, or in the alternative, that the Athlete has voluntarily declined to seek independent legal advice despite being given every opportunity to do so.

## **SECTION X – GENERAL**

1. This Agreement will be governed by and construed in accordance with, and the rights of the parties will be governed by, the laws of the Province of Quebec and the laws of Canada applicable therein.
2. This Agreement and any other writing delivered pursuant to this Agreement may be duly signed in any number of counterparts with the same effect as if all parties had duly signed the same document and all counterparts will be construed together and will constitute one and the same

instrument.

3. This Agreement may not be amended, modified, or altered in any respect except by written instrument signed by the parties hereto.
4. If any provision of this Agreement or the application thereof to any person or circumstance will be invalid or unenforceable in whole or in part, then the remaining provisions or the application thereof to persons or circumstances other than those as to whom or to which it is held invalid or unenforceable, will not be affected thereby, and every provision hereof will be valid and enforceable to the fullest extent permitted by law.
5. This Agreement will ensure to the benefit of and will be binding upon the parties hereto and their respective heirs, executors, personal representatives, successors and assigns, but will not be assignable by the Athlete.

#### **SECTION XI – ACKNOWLEDGEMENT**

1. The Athlete confirms that they have signed this Athlete Agreement voluntarily and with full understanding of the nature and consequences of the Agreement.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Boxing Canada

\_\_\_\_\_  
Date

\_\_\_\_\_  
Athlete

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent or Legal Guardian (must also sign  
Appendix #4)

Initials\_\_\_\_\_

## APPENDIX # 1



I understand that my national sport organization, Boxing Canada has adopted the 2021 Canadian Anti- Doping Program (CADP).

1. I specifically agree that as a member of the National Athlete Pool (NAP) in my sport I am subject to the CADP and accordingly shall be bound by all the anti-doping rules and responsibilities contained in the CADP.
2. I further agree that regardless of my membership or registration status with Boxing Canada (or my withdrawal from membership or registration or the expiry of my membership or registration), I shall remain continually subject to the CADP and shall hereafter be bound by all the anti-doping rules and responsibilities contained in the CADP until (i) I am removed as a member of the NAP in my sport or (ii) I file a Retirement Form with the CCES, whichever first occurs.
3. I agree that I have been educated regarding the anti-doping rules and violations contained in the CADP.
4. I acknowledge that information, including personal information about me, can be shared between anti-doping organizations for anti-doping purposes and such information will be used only in a fashion that is fully consistent with the limitations and restrictions contained in the World Anti- Doping Agency's International Standard for the Protection of Privacy and Personal Information.
5. With the understanding that any disclosure is for the sole purpose of assisting the CCES in enforcement of the CADP, I consent to having police and law enforcement agencies, border services agencies, Sport Organizations of which I am a member and sporting clubs and athletic associations to which I belong, in Canada and elsewhere, disclose to the CCES information in their possession relating to me that is directly relevant to potential anti-doping rule violations contained in the CADP that may be asserted against me.

By signing this form I acknowledge that I agree with and remain subject to the clauses outlined above until such a time as I am removed from the NAP. (If the athlete is a minor or has an impairment preventing them from signing this form, a parent or guardian is to sign together with, or on behalf of, the athlete.)

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Athlete Name

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Athlete Signature

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Parent/Guardian Name (if Athlete is a minor)

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Parent/Guardian Signature (if Athlete is a minor)

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Date

Initials \_\_\_\_\_

**APPENDIX # 2****BOXING CANADA CODES and POLICIES**

I hereby acknowledge and agree that I have reviewed the following policies, am familiar with the following policies, will at all times adhere to said policies, including as they may be amended from time to time.

- Code of Conduct and Ethics
- Social and Electronic Communication Media Policy
- Whistleblower Policy
- Dispute Resolution, Discipline and Complaints Policy
- Alternative Dispute Resolution Policy
- Safe Sport Policies and Procedures & Athlete Protection Policy
- Appeal Policy

The above noted Boxing Canada policies can be found on the Boxing Canada website at the following link <http://boxingcanada.org/documents/>

**Name of the Athlete:** \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

ONLY if Athlete is under 18 years old:

**Name of the parent/legal guardian:** \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Initials\_\_\_\_\_



## APPENDIX # 3

### HIGH PERFORMANCE NATIONAL TRAINING CENTRE (HPTC) TERMS OF USE

Carded athletes who are 19 years old or older have two (2) months after their selection in the High Performance Program, to re-locate and to start training at the High Performance National Training Centre in Montreal. It may occur that an athlete, because of work, school or extraordinary circumstance, is unable or unwilling to re-locate and start training at the High Performance National Training Centre Montreal when requested by Boxing Canada. In such circumstance, the athlete's reasons will be reviewed by the High Performance Director (HPD) who has final authority on the decision. No carding will be allocated until the athlete start their training at the High Performance National Training Centre in Montreal. Athletes receiving less than eight (8) months of AAP Carding will not be expected to centralize.

Athletes centralized with the High Performance National Training Centre must adhere to the following rules, procedures and guidelines, as applicable:

1. Respect INS Québec rules;
2. Be punctual and present for practices, events and treatments;
3. Respect the pre-established schedules;
4. Respect the Athlete Agreement signed with Boxing Canada;
5. Demonstrate potential to become an international level competitor in relation with Boxing Canada Gold Medal Profile;
6. Demonstrate full commitment to the training, monitoring and competition plan provided by Boxing Canada High Performance Team;
7. Maintain training logs and report them as requested to the High Performance Director;
8. Have a weekly completion rate of 90% and over on Hexfit;
9. Accept to follow the yearly training plan designed by the National Coaching Staff and High Performance Director. This plan includes all National Training Center based daily boxing training sessions, other types of training such as strength training, mental training as well as performance tests, medical exams, tournaments, training camps or training periods that may take place in Canada or abroad, as approved by the National Team Coaching Staff and High Performance Director;
10. During their time at the High Performance National Training Centre, centralized athletes may not have a personal coach other than the designated National Team coaches at the Boxing Canada High Performance training center in Montreal;
11. Accept that all communication is channeled directly between the athlete and Boxing Canada.

### Evaluations

High Performance National Training Centre athletes are to be evaluated two times a year. Each athlete's status will be re-evaluated at these times. The evaluation criteria are the following:

1. Respect INS Quebec rules.
2. Punctuality and attendance at practices, events and treatments.
3. Respect the Athlete Agreement signed with Boxing Canada.
4. Performance in practice and in competition.
5. Respect of Boxing Canada's Code of Conduct and Ethics.

Athletes will be evaluated by the High Performance Director and the National Team Coach. The following measures are to be taken in the case of a negative evaluation (depending on severity):

1. Probation (30 days);
2. Reduction of status;
3. Loss of carding, National Team status;
4. Expulsion from the High Performance National Training Centre

**APPENDIX #4****AUTHORIZATION FOR TRAVEL OF ATHLETES UNDER THE AGE OF MAJORITY**

I, \_\_\_\_\_, am the parent and/or legal guardian of the above named Athlete and party to this Agreement.

I give my full permission to Boxing Canada, and its staff and agents, to accompany and travel with the Athlete as part of any Boxing Canada Event or Program. Boxing Canada, and its staff and agents, have my authority to assist the Athlete, as it deems necessary, with any issues or incidents as and when they may be required.

This authorization applies for the duration of this Agreement (until April 30, 2025).

\_\_\_\_\_  
Signature of Parent or Guardian

\_\_\_\_\_  
Name (printed)

\_\_\_\_\_  
Date

Initials\_\_\_\_\_

## APPENDIX #5

### Universal Code of Conduct to Prevent and Address Maltreatment in Sport Consent Form For participants 19 years old and older

I hereby consent to the following terms regarding the administration and enforcement of the [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#) (the "UCCMS"), and the collection, use and disclosure of my personal information in relation to the administration and enforcement of the UCCMS as detailed herein.

The purpose of the UCCMS is to advance a respectful sport culture that delivers quality, inclusive, accessible, welcoming and safe sport experiences. Individuals should have the reasonable expectation when they participate in sport in Canada that it will be in an environment that is free from all forms of *Maltreatment* (as such term is defined in the UCCMS) and that treats every individual with dignity and respect.

The Sport Dispute Resolution Centre of Canada ("SDRCC") is created by the *Physical Activity and Sport Act* (Canada) (the "**Legislation**"). The Government of Canada has mandated the SDRCC to implement the administration and enforcement mechanism of the UCCMS at the national level.

1. I am subject to the terms of the UCCMS. I will be subject to the terms of the UCCMS for the duration of time that I participate in the business, activities or events of Boxing Canada, or, where applicable, for the duration of time that I am employed or contracted by, or otherwise associated with Boxing Canada (hereafter referred to as the "NSO").
2. I acknowledge that the NSO has provided me with a copy of the UCCMS (available at <https://sportintegritycommissioner.ca/uccms>), and that I have had an opportunity to review the UCCMS.
3. I am subject to the jurisdiction of the NSO, the SDRCC and their respective agents in the administration and/or enforcement of the UCCMS. I am subject to such jurisdiction during the period that I participate in the business, activities or events of the NSO, or, where applicable, for the duration of time that I am employed or contracted by, or otherwise associated with, the NSO, and for such longer period as required for purposes of administration and enforcement of the UCCMS.
4. If a complaint is made under the UCCMS in relation to me, the NSO, the SDRCC and their respective agents will receive, process and adjudicate such complaint. For purposes of receiving, processing and adjudicating such complaint, the NSO, the SDRCC and their respective agents may collect, use and disclose information collected from me, and/or about me including but not limited to the following:
  1. allegations, evidence or information provided by a complainant;
  2. allegations, evidence or information from third parties or other available sources; and/or
  3. any response, statement or evidence that I provide.
5. For purposes of processing and/or investigating a complaint under the UCCMS in relation to me, the NSO, the SDRCC and their respective agents may disclose information relating to such complaint to individuals who are deemed relevant to the investigation.
6. If a complaint is made under the UCCMS in relation to another individual or a sports organization or enterprise, the NSO, the SDRCC and their respective agents may collect information from or about me as it relates to the receipt, processing and adjudication of such complaint.
7. In connection with a complaint against me under the UCCMS, the SDRCC may disclose the following information about me on a registry (the "**Registry**") for purposes of carrying out the objectives of the UCCMS and the Legislation, and the mandate of the SDRCC.
  1. my full name;
  2. organization(s) with which I am or have been affiliated;
  3. other sports organizations or enterprises with which I am or have been affiliated;
  4. any other relevant information necessary to identify me;
  5. nature of the allegations against me including the specific acts alleged to constitute a violation of the UCCMS;
  6. relevant dates corresponding to the complaint;
  7. findings against me, if any;

Initials\_\_\_\_\_

8. disciplinary action taken against or in relation to me arising from such complaint, if any; and/or
  9. the dismissal of any complaint made against me .
8. Subject to applicable laws, the SDRCC may disclose the information on the Registry (i) to any person and (ii) for any such period of time, that is necessary to achieve the objectives of the UCCMS and the Legislation, and the mandate of the SDRCC.
  9. The SDRCC may disclose information in relation to a complaint against me (as described herein) on the Registry prior to the adjudication of such complaint to the extent the SDRCC deems it necessary to do so in order to carry out the objectives of the UCCMS and the Legislation, and the mandate of the SDRCC. The SDRCC may also disclose the information about me (as described herein) on the Registry following an initial or final adjudication of a complaint against me.
  10. I cannot withdraw my consent provided herein to the collection, use and disclosure of my personal information as detailed herein. I understand and accept that to permit a withdrawal of consent would frustrate the performance of the SDRCC's legal obligations under the UCCMS and the Legislation, and pursuant to its mandate, and would frustrate the purpose of the UCCMS.
  11. The SDRCC may publish decisions rendered following adjudication of a complaint under the UCCMS.
  12. I cannot bring any proceeding or make any complaint against the NSO, the SDRCC or their respective agents in connection with the collection, use or disclosure of my personal information as contemplated herein.
  13. I further agree that no SDRCC director, staff member, professional, principal, assign, agent, representative, administrator, independent investigator, adjudicator, panel member, expert or dispute resolution professional is a compellable witness in any court or administrative proceeding, including other SDRCC proceedings, with respect to any the services provided by them in the administration and enforcement of the UCCMS, and none of the parties shall subpoena or demand the production of any notes, records or documents prepared by the SDRCC or the Office of the Sport Integrity Commissioner in the course of proceedings arising from the administration and enforcement of the UCCMS, regardless of their form or medium.
  14. If I have any questions regarding the collection, use or disclosure of my information as described herein, I can contact the Office of the Sport Integrity Commissioner at [info@osic-bcis.ca](mailto:info@osic-bcis.ca).
  15. I understand and agree the terms set out herein and I have had the opportunity to seek independent legal advice before executing this agreement. I freely consent to the terms set out herein.

**Name of the Participant:** \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Initials\_\_\_\_\_

## APPENDIX #6

### Universal Code of Conduct to Prevent and Address Maltreatment in Sport Consent Form For participants 18 years old and younger

I hereby consent to the following terms regarding the administration and enforcement of the [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#) (the "UCCMS"), and the collection, use and disclosure of my (my child, as applicable) personal information in relation to the administration and enforcement of the UCCMS as detailed herein.

The purpose of the UCCMS is to advance a respectful sport culture that delivers quality, inclusive, accessible, welcoming and safe sport experiences. Individuals should have the reasonable expectation when they participate in sport in Canada that it will be in an environment that is free from all forms of *Maltreatment* (as such term is defined in the UCCMS) and that treats every individual with dignity and respect.

The Sport Dispute Resolution Centre of Canada ("SDRCC") is created by the *Physical Activity and Sport Act* (Canada) (the "**Legislation**"). The Government of Canada has mandated the SDRCC to implement the administration and enforcement mechanism of the UCCMS at the national level.

1. I am (my child is) subject to the terms of the UCCMS. I (my child) will be subject to the terms of the UCCMS for the duration of time that I (my child) participate in the business, activities or events of Boxing Canada, or, where applicable, for the duration that I am (my child is) employed or contracted by, or otherwise associated with Boxing Canada (hereafter referred to as the "NSO").
2. I (on behalf of my child) acknowledge that the NSO has provided me (and my child) with a copy of the UCCMS (available at <https://sportintegritycommissioner.ca/uccms>), and that I (and my child) have had an opportunity to review the UCCMS.
3. I am (my child is) subject to the jurisdiction of the NSO, the SDRCC and their respective agents in the administration and/or enforcement of the UCCMS. I am (my child is) subject to such jurisdiction during the period that I (my child) participate in the business, activities or events of the NSO, or, where applicable, for the duration that I am (my child is) employed or contracted by, or otherwise associated with, the NSO, and for such longer period as required for purposes of administration and enforcement of the UCCMS.
4. If a complaint is made under the UCCMS in relation to me (my child), the NSO, the SDRCC and their respective agents will receive, process and adjudicate such complaint. For purposes of receiving, processing and adjudicating such complaint, the NSO, the SDRCC and their respective agents may collect, use and disclose information collected from me (my child), and/or about me (my child), including but not limited to the following:
  1. allegations, evidence or information provided by a complainant;
  2. allegations, evidence or information from third parties or other available sources; and/or
  3. any response, statement or evidence that I (my child) provide.
5. For purposes of processing and/or investigating a complaint under the UCCMS in relation to me (my child), the NSO, the SDRCC and their respective agents may disclose information relating to such complaint to individuals who are deemed relevant to the investigation.

Initials\_\_\_\_\_

6. If a complaint is made under the UCCMS in relation to another individual or a sports organization or enterprise, the NSO, the SDRCC and their respective agents may collect information from or about me (my child) as it relates to the receipt, processing and adjudication of such complaint.
7. In connection with a complaint against me (my child) under the UCCMS, the SDRCC may disclose the following information about me (my child) on a registry (the "**Registry**") for purposes of carrying out the objectives of the UCCMS and the Legislation, and the mandate of the SDRCC.
  1. my (my child's) full name;
  2. organization(s) with which I am (my child is) or have been affiliated;
  3. other sports organizations or enterprises with which I am (my child is) or have been affiliated;
  4. any other relevant information necessary to identify me (my child);
  5. nature of the allegations against me (my child) including the specific acts alleged to constitute a violation of the UCCMS;
  6. relevant dates corresponding to the complaint;
  7. findings against me (my child), if any;
  8. disciplinary action taken against or in relation to me (my child) arising from such complaint, if any; and/or
  9. the dismissal of any complaint made against me (my child).
8. Subject to applicable laws, the SDRCC may disclose the information on the Registry (i) to any person and (ii) for any such period of time, that is necessary to achieve the objectives of the UCCMS and the Legislation, and the mandate of the SDRCC.
9. The SDRCC may disclose information in relation to a complaint against me (my child) (as described herein) on the Registry prior to the adjudication of such complaint to the extent the SDRCC deems it necessary to do so in order to carry out the objectives of the UCCMS and the Legislation, and the mandate of the SDRCC. The SDRCC may also disclose the information about me (my child) (as described herein) on the Registry following an initial or final adjudication of a complaint against me (my child).
10. I (on my behalf and that of my child) cannot withdraw my consent provided herein to the collection, use and disclosure of my personal information as detailed herein. I (on my behalf and that of my child) understand and accept that to permit a withdrawal of consent would frustrate the performance of the SDRCC's legal obligations under the UCCMS and the Legislation, and pursuant to its mandate, and would frustrate the purpose of the UCCMS.
11. The SDRCC may publish decisions rendered following adjudication of a complaint under the UCCMS.
12. I (on my behalf and that of my child) cannot bring any proceeding or make any complaint against the NSO, the SDRCC or their respective agents in connection with the co
13. I (on my behalf and that of my child) further agree that no SDRCC director, staff member, professional, principal, assign, agent, representative, administrator, independent investigator, adjudicator, panel member, expert or dispute resolution professional is a compellable witness in any court or administrative proceeding, including other SDRCC proceedings, with respect to any the services provided by them in the administration and enforcement of the UCCMS, and none of the parties shall subpoena or demand the production of any notes, records or documents prepared by the SDRCC or the Office of the Sport Integrity Commissioner in the course of proceedings arising from the administration and enforcement of the UCCMS, regardless of their form or medium.
14. If I have any questions regarding the collection, use or disclosure of my information as described herein, I (my child) can contact the Office of the Sport Integrity Commissioner at [info@osic-bcis.ca](mailto:info@osic-bcis.ca).
15. I (on my behalf and that of my child) understand and agree the terms set out herein and I (on my behalf and that of my child) have had the opportunity to seek independent legal advice before executing this agreement. I (on my behalf and that of my child).I freely consent to the terms set out herein.

Initials\_\_\_\_\_

**Name of the Participant:** \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

**Name of the parent/legal guardian:** \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Initials\_\_\_\_\_