

# Contract for BOA Elite Athlete for BASA

## 1. The BOA policy on Elite Athletes.

The BOA provides the following criteria for becoming an elite athlete:

1.7 National Governing Bodies must identify potential talent together with training and performance objectives, as well as with financial estimates. Athletes who have demonstrated during the previous twelve (12) months that they are candidates for CAC, Commonwealth, Pan American and Olympic Games are eligible for financial consideration. Such athletes will be categorized 'A' 'B' or 'C'. The athletes will be expected to participate in National Championships and Continental Championships where practical so that objective results can be obtained. It should be noted that sports are different and that established criteria will not apply to all sports, demanding a degree of individuality with regard to awards being granted.

1.8 a) **Category 'A' Athletes** are eligible for maximum assistance and must equal or better the standards for the highest competition set by their international federation. Athletes in Category 'A' will be expected to perform in a minimum of four international competitions per year; however exception may be considered due to the nature of the sport, e.g. marathon runners.

b) **Category 'B' Athletes** are those who during the previous twelve (12) months have demonstrated that they have the potential to meet Category 'A' status. Funding will consist of travel and per diem expenses in order to allow the athlete to attend overseas events for exposure and qualifying at approved competitions. Athletes must compete in a minimum of two international events annually.

c) **Category 'C' Athletes** will be identified by National Governing Bodies as potential 'B' and 'A' athletes, and will be supported for one international event or high performance training annually, provided that performance improvement is determined.

It should be noted that 'A', 'B' or 'C' athletes could gain or lose a category based upon participation and progress reports supplied by National Governing Bodies on a strict quarterly basis.

1.9 The Bermuda Olympic Association will decide whether to support any athlete and/or team and to what extent. It is our concerted opinion that the BOA remains the best body in terms of objectivity and knowledge to serve this purpose at the moment. Any changes to this we feel will, at this time, be counterproductive.

## 2. BASA policy on Elite Athletes.

### a. Preamble:

Over the years BASA, through communication with the BOA, has been able to determine what level of competition is expected for an athlete to be accepted on the Elite athlete list. In the past the BOA only accepted athletes that qualified for the four festivals but in recent years swimming has added junior and youth versions of the festivals. We have been able to use these junior level meets to get our swimmers onto the C level of the elite athlete program.

It is highlighted that as an Elite Athlete, there is a requirement that communications from the National Coaches be responded to in a timely fashion. Furthermore, Elite Athletes are expected to be role models to the swimmers on the National Squad and swimmers in general. It is expected that Elite Athletes will attend National Squad training practices when on Island and participate in or assist at local meets when on Island.

### b. Guidelines to be an Elite Athlete:

1. Recommendation from the National Coaches and the primary swim coach based upon performance;
2. Participation in competitions with a continuous level of results;
3. Demonstrate continued improvement, particularly in his/her "signature" event(s);
4. Must be registered as a BASA member;
5. Participate in all of the local meets where possible. Athletes are expected to compete at Bermuda National Championships unless given special exemption by the National Coaches;
6. Encouraged to be a part of the National Swim Training Squad but if not, then the Elite Athlete must train for 3 weeks with the National Squad prior to the overseas meet if they are in Bermuda;
7. Attend meeting for Elite athletes or have a representative present;
8. Communicate regularly and in a timely fashion with the National Coaches. The athlete is responsible to maintain these open lines of communication;
9. Comply with all reporting requirements (See c. below);
10. Comply with the Code of Conduct (attached as Appendix A).

### c. Elite Athlete reporting requirements:

1. Fill out all forms as set out below in a timely fashion and in accordance with the following schedule:

April 1st (BOA April 15)	for January – March quarter
July 1st (BOA July 15)	for April – June quarter
October 1st (BOA Oct 15)	for July – September quarter
January 1st (BOA Jan 15)	for October – December quarter

- a. BOA quarterly report (attached as Appendix B);
- b. BASA Elite Athlete Annual Plan (attached as Appendix C);
- c. BOA Quadrennial plan (attached as Appendix D);

**NOTE:** BASA office should be notified of any changes to the information in the above form.

- d. Meet expense form (attached as Appendix E)
- e. For “A” Athletes the Expense form (attached as Appendix F);

**NOTE:** If Elite Athletes do not complete and return these forms in accordance with the time lines set out above, the non-compliant Elite Athlete will receive one written warning from the National Coaches. If there is still non-compliance, then the National Coaches shall file a written complaint to the BASA Board of Directors in accordance with item 'f' below.

- 2. Provide updated results which must be verifiable and compatible with local database.
- 3. Provide Coach’s report, when the athlete is overseas including event choices, strengths, weaknesses and overall seasonal plan.

**NOTE:** All information is to be sent in to the BASA office for dispersal and athletes are not to deal directly with the outside agencies e.g. BOA, FINA and BSADA.

## d. Retirement as an Elite Athlete:

The Retirement Notification Form must be completed (attached as Appendix F).

## e. Criteria for reinstatement as an Elite Athlete:

Criteria for reinstatement are similar to initial application. The primary difference is that the athlete requesting reinstatement will probably be scrutinized more closely by the BOA depending on the reasons for removal and recent results. The position/status of Elite Athlete is a privilege, not a right and must be earned.

The 3 areas of consideration are performance, respect and compliance. Criteria for each area includes, but is not limited to the points listed in these areas. Final decisions will be made by the National Coaches' and presented to the BOA representative.

## f. Non compliance with this contract:

1. Elite Athletes who do not comply with this document run the risk that they will no longer receive funding by the BOA.
2. In the event that an Elite Athlete does not comply with the Code of Conduct, then a written complaint must be filed by the National Coaches and/or the Team Manager to the BASA Board of Directors, which shall convene a disciplinary hearing to determine whether there has been a breach and if so what sanction to impose e.g. verbal reprimand, written reprimand, suspension, loss of status as elite athlete.

Signature of Elite Athlete:

Witness:

Date:

