

# CANOEING SOUTH AFRICA



In Partnership with

## STAND UP PADDLING SELECTION DOCUMENT 2023

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International Canoe Federation Stand Up Paddling World Championships

2023 ICF SUP World Championships Pattaya: 15 - 19 November 2023 Pattaya, Thailand



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## OVERVIEW / DATES

We will be using an electronic nomination and personal details form. Please go to the SUPSA website as indicated below and complete the form. Once you have submitted it, you should receive a confirmation email. Please note that your nomination must be submitted by Tuesday , 15 August 2023. Late nominations will not be accepted. Find the form and all relevant information here: <https://supsa.org.za/sa-sup-team-selection-process-2023/>

This document sets out the selection criteria for athletes wishing to be considered for the following events:

- 2023 ICF SUP WORLD CHAMPIONSHIPS: 15 - 19 November 2023 Pattaya, Thailand

### Selection Events

Athletes may submit their times from a SUPSA sanctioned event, CSA organised event or an internationally SUP recognised event (eg. The Dutch national Championship etc.) from 2023 for the various disciplines.

**All nomination and entry forms must be submitted no later than Tuesday, 15<sup>th</sup> August 2023 (24h00 cut off). No late entries will be accepted.**

## SECTION A

### 2023 ICF SUP WORLD CHAMPIONSHIPS SELECTION

#### 1. Selection Criteria

- Each paddler will nominate himself or herself to be considered for the South African Team Selection to compete at the above event.
- The results achieved at a SUPSA sanctioned events, CSA event, or Internationally recognised events, during 2023 will be considered to determine whether the paddler is eligible to be selected for the event.
- Current training performance will also be considered in determining whether the nominated paddler is eligible for team selection by comparison with international standards.
- Distances that will be considered to qualify will include:
  - Junior and 50+ long distance: 10 km
  - Open and 40+ long distance: 15 km
  - All age technical racing: 1000 m
  - All age sprints: 200 m
- Qualifying speeds per category per discipline are attached as annexure A, and will serve as guidelines to the selection committee when selecting the team.

Selection has to take place for the ICF SUP World Championships, where paddlers will compete in the following categories:

- Junior Boys
  - Long distance 10 km
  - Technical racing 1000 – 1500m
  - Sprint 200 m
- Junior Girls
  - Long distance 10 km
  - Technical racing 1000 – 1500m
  - Sprint 200 m
- Open Men
  - Long distance 15 - 18 km
  - Technical racing 1000 – 1500m
  - Sprint 200 m
- Open Women
  - Long distance 15 - 18 km
  - Technical racing 1000 – 1500m
  - Sprint 200 m
- 40+ Women
  - Long distance 15 - 18 km
  - Technical racing 1000 – 1500m
  - Sprint 200 m
- 40+ Men
  - Long distance 15 - 18 km
  - Technical racing 1000 – 1500m
  - Sprint 200 m
- 50+ Women
  - Long distance 10 km

- o Technical racing 1000 – 1500m
- o Sprint 200 m
- 50+ Men
  - o Long distance 10 km
  - o Technical racing 1000 – 1500m
  - o Sprint 200 m

## 2. Selection regulations

- a. There will be a maximum of 3 athletes selected for the long distance and 4 athletes for the technical races, for both juniors and open. Athletes who meet the selection criteria for the following disciplines will be ratified.
  - Junior boys long distance
  - Junior boys technical race
  - Junior girls long distance
  - Junior girls technical race
  - Open men long distance
  - Open men technical race
  - Open women long distance
  - Open women technical race
- b. Master athletes (40+ and 50+) will not be ratified, as their results will not be included in the National Team Competition. They will receive Federation colours from CSA and not National Colours.
- c. All athletes must indicate their category and which events they wish to be considered for at the ICF SUP World Championships on their nomination form for the selection trial.
- d. The distances at the selection trial will be based on the distances for the World Championship.
- e. All athletes nominating themselves for selection must ensure that all outstanding monies due to CSA are fully paid up (whether that of the athlete or any of their crew, i.e. Coaches etc. This must coincide with the closing date for entries, Tuesday, 15th August 2023. Failure to ensure that this has occurred will prohibit the athlete from being selected for the team.
- f. Athletes must also ensure that they are re-registered for the new season (2023-2024) with CSA prior to departure, as the International Event will fall into that year.

## 3. Selection Procedure (Summary)

### Selectors

The Selectors will include:

- Anja Burger
- Dave Maxwell
- Gary van Rooyen
- Guy Bubb
- Kit Beaton
- Mandy Scanlen
- Tom King

It will be essential for a minimum of 2 selectors to review race results.

### Procedure

The Selectors will only engage with the Team Coach about the selection of athletes.

The Selectors are not required to engage with any other parties regarding the selection process and the Selectors' decision is final.

Depending on the standards of athletes' performances at training and the selection events the selectors reserve the right not to send teams to any of the above-mentioned international competitions.

### **Team Selection**

Athletes who are selected for teams will be provided with the necessary additional information regarding their travel, equipment, funding and visa requirements by SUPSA and CSA.

It is the responsibility of athletes to ensure that they are in possession of a valid passport, that the relevant visas are acquired, in good time in order to ensure they can travel within the time frames dictated by the competition.

Due to budgetary constraints for 2023, SUPSA and CSA are not in a position to fund the above-mentioned international event and athletes will be therefore required to cover the costs themselves.

A Sponsorship Officer has been appointed to assist with raising funds and applying for sponsorships to assist with trip expenses.

## SECTION B

### Nomination & Entry Form

**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 personal expenses 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 on the day of entry/ nomination: (a) I am a fully paid up current member of CSA; and (b) 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 Federation's Anti-Doping Bylaw.
6. I will maintain a designated level of fitness as determined by Stand-Up Paddling South Africa and Canoeing South Africa, and a standard of competitiveness prior to the relevant event for which I have been selected.
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 elected 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. I agree to abide by the Athlete's Code of Ethics as stipulated by the points provided at the end of the Nomination Form.
10. By your and your parents or legal guardian signing this document you are acknowledging that you have read and understood this document.

**I wish to be considered for selection for the following:**

FULL NAME: \_\_\_\_\_

CSA NUMBER: \_\_\_\_\_

## 2023 ICF SUP World Championship

### Junior Boys

- Long distance racing   
Technical racing   
Sprints

### Junior Girls

- Long distance racing   
Technical racing   
Sprints

### Open<sup>1</sup> Men

- Long distance racing   
Technical racing   
Sprints

### Open Women

- Long distance racing   
Technical racing   
Sprints

### 40+<sup>2</sup> Men

- Long distance racing   
Technical racing   
Sprints

### 40+ Women

- Long distance racing   
Technical racing   
Sprints

### 50+<sup>3</sup> Men

- Long distance racing   
Technical racing   
Sprints

### 50+ Women

- Long distance racing   
Technical racing   
Sprints

FULL NAME: \_\_\_\_\_

CSA NUMBER: \_\_\_\_\_

IDENTITY NUMBER: \_\_\_\_\_

PASSPORT NUMBER: \_\_\_\_\_

PASSPORT EXPIRY DATE: \_\_\_\_\_

DATE OF BIRTH: \_\_\_\_\_

EMAIL: \_\_\_\_\_

CELL NUMBER: \_\_\_\_\_

SIGNED: \_\_\_\_\_

DATE: \_\_\_\_\_

**NOMINATIONS & ENTRY FORM MUST BE SUBMITTED ONLINE BY: Tuesday, 15th August 2023**

<sup>1</sup> Athletes selected for junior boys and girls and open men and women will be submitted to SASCOG to be awarded with Protea colours.

<sup>2</sup> Athletes selected for 40+ men and women will be submitted to CSA to be awarded with Federation colours.

<sup>3</sup> Athletes selected for 50+ men and women will be submitted to CSA to be awarded with Federation colours.



## Addendum

CSA is the parent body of SUPSA and as such all members and athletes belonging to SUPSA must be aware of and abide by the CSA bylaws as set out below at all times .

### CSA Selection Criteria and procedures

Canoeing South Africa's 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 CSA should be directed through your Provincial Sprint Chairperson the details of which can be found on the CSA website.

### Selection Procedure Bylaw

#### 1. DESCRIPTION

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 she wishes to be considered for selection in a squad and/or team under this Bylaw.

**Discipline** means the canoeing discipline of Sprint Racing.

**Secretary General** means the Secretary General 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 Athletes.

#### 4. SELECTION PANELS

- 4.2. 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 discipline committee and ratified by the CSA Board, and comprise at least two persons, which may (but need not) include the national coach of the relevant Discipline.
- 4.3. The CSA Board may appoint additional member(s) to any of the Selection Panels if it considers it appropriate to do so to ensure adequate skills and experience.
- 4.4. 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.
- 4.5. Where any member of the Panel advises the Secretary General that she/he considers she/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 she/he meets or will meet the ICF's eligibility requirements (if any), and
  - 5.1.2. Satisfy CSA that she/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 she/he will abide by the CSA Team Members Bylaw, and
  - 5.1.5. Return all of the items above to CSA or the Discipline Chairman by no later than the applicable closing date as specified in each of the Schedules to this Bylaw. The Secretary General/ Discipline 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. She/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. She/he must maintain a designated level of fitness determined by CSA, and standard of competitiveness prior to the relevant event for which she/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.
- 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 convenor of selectors, the discipline chairman or the Secretary General of Canoeing South Africa **prior** to the trial. Should the injury or

illness occur on the day of the trial then the convenor of selectors, the discipline chairman or the Secretary General 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 convenor 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 she/he:

7.1.2. Breaches or fails to comply with this Bylaw.

7.1.3. Breaches or fails to fulfil a requirement of the ICF Anti-Doping Policy.

7.1.4. Breaches or fails to comply with the CSA Team Member Bylaw.

7.1.5. Brings CSA or the sport of canoeing into disrepute.

7.1.6. Brings CSA or the sport of canoeing into disrepute.

7.1.7. Has an illness or injury which in the relevant Selection Panel's opinion

7.1.8. 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 she/he be withdrawn. The Athlete shall be given a reasonable opportunity (not being less than seven days) to provide reasons why she/he should not be withdrawn.

7.2. A selected Athlete may withdraw his/her selection by giving notice in writing to the convenor of selectors of the discipline concerned.

7.3. 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 convenor 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 convenor of selectors may also advise the selected Athletes of their selection in person.

8.2. The President of CSA, or his/her nominee will make any public announcement of any selections.

8.3. For the purposes of any appeal, relevant notice must be in writing. Written notice is received immediately when handed directly to the Athlete or 7 days from the time of posting.

## 9. APPEALING DECISIONS

9.1. The decision of the selectors is final, and no correspondence on selections will be entered into by the individual athlete or their Unions. 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.

9.2. 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 Bylaw sets out the obligation for 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:

|                              |   |
|------------------------------|---|
| <b>Athlete</b>               | 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. |
| <b>Athlete Sponsors</b>      | means those sponsors notified by the Athlete to the Secretary General in writing from time to time.   |
| <b>Championships</b>         | mean any race, match or competition where the Athlete competes as a member of the Team.   |
| <b>Disciplinary Tribunal</b> | means the disciplinary tribunal convened under the CSA Disciplinary Measures & Bylaws.  |
| <b>National Sponsors</b>     | means those CSA sponsors advised to the Athlete in writing.   |
| <b>Team</b>                  | means the team and/or squad to which the Athlete has been selected.   |
| <b>Team Management</b>       | includes the Secretary General, 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. MANAGEMENT'S OBLIGATIONS

5.1. Whilst on tour, the management of the team, which may consist of manager, coach, physio, chaperone must treat all athletes with equal importance.

5.2. The abuse of alcohol will not be tolerated. Disciplinary steps will be taken against management if it can be proven that they have been drunk. This may include being stripped of any formal recognition by the Federation including National Colours.

5.3. Allowing or encouraging juniors to consume alcohol will result in any team management member being stripped of any formal recognition by the Federation, including National Colours.

5.4. If a junior female(s) is included in the team, there must be an adult female member on the management team for the tour.

## 6. ATHLETE'S OBLIGATIONS

The Athlete will:

6.1. Remain a member of an affiliated club as defined in the Canoeing South Africa Constitution.

6.2. 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.

6.3. Not enter into any contract, arrangement, or understanding that would prevent the Athlete from complying with this Bylaw.

6.4. Wear only official Team uniform, clothing, competition and training apparel as approved by CSA when travelling 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.

6.5. On Canoeing South Africa's request, submit to a complete physical examination (at Canoeing South Africa's expense) before the start of any Championships.

6.6. 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.

6.7. Comply with the CSA Member Protection Bylaw, including the Athletes Codes of Ethics set out in the Member Protection Bylaw.

6.8. Unless otherwise authorized in writing, travel from Team activities and Championships on the dates and in the manner directed by Team Management.

6.9. 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.

6.10. Anti - Doping:

6.10.1. To make themselves aware of the Anti-doping code, the Anti-doping Rule Violations and what substances and methods are on the Prohibited list. Athlete education is available on e-learning on the following website: <https://adel.wada-ama.org/>

6.10.2. To be available for sample collections at all times.

6.10.3. To take responsibility, in the context of anti-doping, for what they ingest and use

6.10.4. To inform all medical personnel of their obligation not to use prohibited substances and prohibited methods and to take responsibility to make sure that any medical treatment received does not violate anti-doping policies and rules.

6.10.5. To cooperate with Anti-doping organisations investigating anti- doping rule violations

6.10.6. The 2020 Prohibited list can be found at:

<http://www.drugfreesport.org.za/wp-content/uploads/2018/10/WADA-Prohibited-List-January-2020.pdf>

6.10.7. A medication check is available at [www.drugfreesport.org.za](http://www.drugfreesport.org.za)

It is the **athletes' responsibility** to ensure that they are fully aware of all the anti-doping rules.

6.11. 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.

6.12. 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.

6.13. The athlete undertakes to provide her/himself with all canoeing equipment considered necessary from time to time.

6.14. The Athlete undertakes to provide her/himself with official clothing and apparel considered necessary from time to time.

6.15. 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.

## 7. PROMOTION AND PUBLICITY

### 7.1. Media

7.1.1. The Athlete must at all reasonable times, when requested to do so by Team Management, give interviews to television, radio, newspaper, electronic media or magazine journalists.

7.1.2. 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.

7.1.3. 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.

## 7.2. 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.

## 7.3. Promotional Activities

7.3.1. 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 pre-existing 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.

7.3.2 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.

## 7.4. No conflicting sponsors

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

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

7.4.2. 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 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).

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

## 7.5. 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 Secretary General.

## 7.6. 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 and or Social Media sites.

## 8. INJURIES OR ILLNESS

8.1. 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.

8.2. 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.

8.3. The information referred to in clauses 8.1 and 8.2 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.

8.4. 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 Secretary General.

8.5. 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.

## 9. BREACH AND TERMINATION

9.1. 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:

9.1.1 Caution or reprimand;

9.1.2. Suspension or termination of membership of the Team (including sending the Athlete back to his or her usual residence at the Athlete's expense);

9.1.3. Withhold and/or forfeit from the Athlete any sum of money (including reimbursement of expenses) which would otherwise be payable under this bylaw;

9.1.4. Restrict or withhold any benefit the Athlete is entitled to under this bylaw; or

9.1.5. 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.

9.2. Canoeing South Africa may dismiss the Athlete from the Team and terminate this Agreement if the Athlete:

9.2.1. Is in breach of any provision of this Bylaw and/or any other Canoeing South Africa Bylaw;

9.2.2. Brings Canoeing South Africa or the sport of canoeing into disrepute;

9.2.3. 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 she/he be withdrawn. The Athlete shall be given a reasonable opportunity (not being less than seven days) to provide reasons why she/he should not be withdrawn.

9.2.4. 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 Secretary General.



## 10. EXCLUSION OF LIABILITY

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, and negligence or under any statute to the extent permitted Bylaw for:

10.1. Any injury, illness or other mishap howsoever caused which may be suffered by the Athlete; or

10.2. Loss or damage to any property of the Athlete, in either case arising directly or indirectly out of his Agreement, including but not limited to, any travelling, disciplinary action, selection decision, competition, training or function of whatsoever nature.

10.3. 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.

## 11. DISPUTES

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.

## 12. 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.

## 13. PROPER LAW

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

## 14. 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.

## 15. 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.

## Athlete's Code of Ethics

I pledge to:

- Respect the rules and play in the spirit of the game.
- Display high standards of behaviour that promote a positive image for the game.
- Respect my opponents.
- Respect the officials and their decisions, including Team Management, SUPSA Board Members as well as ICF/ ISA Tournament officials.
- Be gracious in victory and defeat.
- Give my teammates positive input and feedback.
- Compete fairly.
- Refrain from the use of profane, insulting, harassing or offensive language or behaviour on or off the field.
- Strive to maintain a sense of self-control and dignity at all times.
- Thank officials and opposing teams after every event
- Maintain a sense of integrity.
- Respect the event facilities & equipment.
- Do my best to be a true team player.
- Never advocate, condone or use drugs or other banned substances or methods.
- Reject corruption, drug abuse, alcohol abuse, racism, violence and other dangers to the sport.
- Help others to resist corrupting pressures.
- Denounce those who attempt to discredit the sport.
- Honour those who defend the sport's good reputation.
- Abstain from the use of tobacco and alcohol when representing South Africa.
- Never provide under age participants with alcohol or tobacco.
- Participate in all team testing & satisfy all team program-testing objectives.
- Communicate and co-operate with registered medical practitioners/testing centres in the diagnoses, treatment and management of my medical problems.
- Respect the concerns the medical experts have when they consider my future health, well-being and when they make decisions regarding my ability to compete or train.

## SUPSA Qualifying Times for Disciplines and Age Categories

| <b>Summary</b> | <b>Long Distance km/h</b> | <b>Technical km/h</b> | <b>Sprint km/h</b> |
|----------------|---------------------------|-----------------------|--------------------|
| Junior Boys    | 8                         | 9                     | 10                 |
| Junior Girls   | 7                         | 8                     | 9                  |
| Open Men       | 10                        | 11                    | 12                 |
| Open Women     | 8                         | 9                     | 10                 |
| 40+ Men        | 8                         | 9                     | 10                 |
| 40+ Women      | 7                         | 8                     | 9                  |
| 50+ Men        | 8                         | 9                     | 10                 |
| 50+ Women      | 7                         | 8                     | 9                  |