



**RINGETTE CANADA - NATIONAL RINGETTE LEAGUE
2019-20 ATHLETE AGREEMENT**

ACTIVE ROSTER PLAYER AFFILIATE PLAYER

THIS AGREEMENT MADE this _____ day of _____ 20 _____

BETWEEN: **RINGETTE CANADA**, a duly incorporated not for profit corporation established under the laws of Canada, having its head office and principal place of business at 2451 Riverside Drive, Ottawa, Ontario, K1H 7X7

AND: **ATHLETE NAME:** _____ **NRL Team:** _____

Date of Birth: _____ Email: _____ Phone Number: _____

This Agreement governs the conditions by which the Athlete will participate in Ringette Canada's National Ringette League Program. The relationship between the Athlete and Ringette Canada is a special partnership established over time by a variety of traditions, including being committed to reaching a high standard of National Ringette League performance and achievement.

The Athlete understands the obligation to uphold the rules and policies of Ringette Canada.

FUNDAMENTAL PRINCIPLES

The Athlete hereby affirms that she has not engaged in and promises that she will not engage in conduct that is inconsistent with the high-performance philosophy and Core Values of Ringette Canada towards the collective goal of the pursuit of excellence in ringette.

RINGETTE CANADA OBLIGATIONS

- 1) Will operate the National Ringette League Program with the goal of providing reasonable development opportunities for the Athlete within the confines of available funding for Ringette Canada. These activities are subject to the direction and supervision of the Director of High Performance (or designate).
- 2) Will publish athlete eligibility criteria in the NRL Handbook by posting it online at: www.nationalringetteleague.ca
- 3) Will post the 2019-2020 NRL Handbook at : www.nationalringetteleague.ca
- 4) Will post Ringette Canada Policies at: <https://www.ringette.ca/about-us/ringette-canada-by-laws-and-policies/>
- 5) Will provide an appeal and hearing procedure that conforms with generally accepted principles of natural justice and due process with respect to any dispute the Athlete may have with Ringette Canada that aligns with the 2019-2020 NRL Handbook and Ringette Canada Policies.
- 6) Will provide online education on the policies of Ringette Canada.
- 7) Will assign the Ringette Canada Manager of High Performance and Athlete Services (or delegate) as the designated contact for the Athlete.

ATHLETE OBLIGATIONS

- 1) Will read and abide by Ringette Canada's Policies, which may change from time to time and are posted online at: <https://www.ringette.ca/about-us/ringette-canada-by-laws-and-policies/>
 - a. Online education to be made available by Ringette Canada.
- 2) Will read, understand, complete, and return with this Athlete Agreement the attached Concussion Pre-Season Education Sheet. Also understand that education resources and tools pertaining to concussions can be found here: <https://www.ringette.ca/concussion/>
- 3) Will read, understand, complete and return with this Athlete Agreement the attached Athlete Code of Conduct.
- 4) Will reasonably participate in promoting activities for the National Ringette League and their club team.
- 5) Will be committed as a playing member of the team noted above from the date of this Agreement until May 31, 2020
- 6) Will pay the athlete fees as outlined in her team budget.
- 7) Will conduct herself in a manner so as to not bring herself, Ringette Canada or the National Ringette League into public disrepute, contempt, censure or scandal. To always conduct herself in accordance with the highest standards of morality, honesty, fair play and sportsmanship.
- 8) Will avoid the use of banned substances and, without prior warning, to submit to doping control tests upon the request of Ringette Canada, Sport Canada, the Canadian Centre for Ethics in Sport or any other authority designated by Ringette Canada.
- 9) Will refrain from consuming alcohol, tobacco products, or recreational drugs (including marijuana) while participating in Ringette Canada programs, activities, competitions, or events.
- 10) Will not make any public criticism or statement having or designed to have a prejudicial effect on the interests of Ringette Canada or the National Ringette League or any member.
- 11) Will be committed to attending regular practices and games of the team indicated above.

- 12) Understands that she may only be registered on one NRL roster at a time.
- 13) Understands that once this Athlete Agreement is signed for the season, she may not change teams unless a grievance is filed and approved by the NRL Operations Council.

DISCIPLINARY PROCESS

Will be administered as per the 2019-20 NRL Handbook and Ringette Canada relevant Policies.

LIABILITY AND INDEMNITY

The Athlete expressly agrees that Ringette Canada shall not, in any circumstances whatsoever be under any liability to the Athlete for any loss, damage or injury of whatsoever kind arising directly or indirectly from any act, neglect or fault (whether negligent or otherwise) on the part of Ringette Canada and connected with the Athlete's participation in the NRL, or any disciplinary action taken against or directed at the Athlete by Ringette Canada. The Athlete also hereby indemnifies and will at all times hereafter well and sufficiently indemnify and keep fully indemnified, Ringette Canada from and against all actions, suits, causes actions, proceedings, claims, demands, costs and expenses whatsoever which may be taken or made against Ringette Canada in conjunction or arising out of the Athlete's breach of this Agreement.

MODEL CONSENT AND RELEASE

Permit Ringette Canada to use the Athlete's image on social media, in promotional materials and other informational materials pertaining to the NRL or Ringette Canada.

INFORMATION AND PRIVACY

Ringette Canada

- may collect Personal Information from the Athlete;
- will communicate to the Athlete which recordings, technology, tactics, methods, logistics or other information that Ringette Canada deems confidential as soon as the circumstances permit;
- will protect all information gathered in relation to the Athlete; and
- will not disclose any information about the Athlete to outside parties without consent of the Athlete, unless required to do so by law.

AMENDMENTS TO THIS AGREEMENT

No waiver or modification of any of the terms of this Agreement shall be valid unless in writing and signed by both parties.

GENERAL PROVISIONS

- 1) Time is of the essence in this Agreement.
- 2) All notices required pursuant to this Agreement shall be delivered by hand to the party for which it is intended or by email or similar form of transmitted message or sent by prepaid courier directed to such party at the address indicated on the first page of this Agreement, or at such other address as either party may stipulate in writing by notice to the other. (Any notice delivered by hand or prepaid courier shall be deemed to be received on the date of actual delivery. Any notice sent by email or similar form of transmitted message shall be deemed to have been received on the next day following transmission.
- 3) This Agreement shall be governed by and construed in accordance with the laws of the province of Ontario.
- 4) If any provision of this Agreement shall for any reason be declared to be invalid or unlawful, the validity of the remaining provisions of this Agreement shall not be affected thereby.
- 5) This Agreement shall ensure to the benefit of and be binding upon the parties hereto and their respective heirs, executors, administrators, personal representatives and successors but shall not be assignable by either party without the prior written consent of the other party.
- 6) The parties acknowledge that this Agreement represents an attempt to balance the Athlete's rights with those of Ringette Canada. Both parties fully understand the provisions hereof and have entered into this Agreement freely without compulsion from the other.
- 7) The Athlete forfeits her right to be a participant of the NRL program by failing to sign this Agreement.

EFFECTIVE DATE

The Athlete understands that her participation in the National Ringette League Program is effective from the date of this Agreement to May 31, 2020.

WITNESSED BY: _____ **ATHLETE:** _____
(Signature) (Signature)

WITNESS NAME: _____ **PARENT/GUARDIAN:** _____
(Please Print) (Signature, if athlete is under 18)

TEAM OPERATOR: _____
(Signature)

RINGETTE CANADA: _____
Per Natasha Johnston - Executive Director



Ringette Canada Pre-Season Concussion Education information





WHAT IS A CONCUSSION?

A concussion is a brain injury that affects the way an athlete thinks and behaves. Concussions occur as a result of a direct or indirect blow to the head or an impact to the body that causes a sudden severe movement to the head. With a concussion, there is no visible injury to the structure of the brain, meaning that tests like an MRI or a CT scan usually appear normal.

WHAT MIGHT I SEE IF A PERSON HAS A CONCUSSION?

- Lying motionless on the ice
- Trouble skating or walking
- Clutching head
- Uncoordinated movement
- Slow to get up after an impact
- Blank or vacant stare
- Balance problems
- Disorientation or confusion; inappropriate responses

WHAT ARE THE SYMPTOMS OF A CONCUSSION?

 THINKING/ REMEMBERING	 PHYSICAL	 EMOTIONAL/ MOOD	 SLEEP DISTURBANCE
<ul style="list-style-type: none"> • Difficulty thinking clearly • Feeling slowed down • Difficulty concentrating • Difficulty remembering new information 	<ul style="list-style-type: none"> • Headache • Nausea or vomiting (early on) • Balance problems • Dizziness • Fuzzy or blurry vision • Feeling tired, having no energy • Sensitivity to noise or light 	<ul style="list-style-type: none"> • Irritability • Sadness • More emotional • Nervousness or anxiety 	<ul style="list-style-type: none"> • Sleeping more than usual • Sleeping less than usual • Trouble falling asleep

REMEMBER:

- A concussion can result from a direct hit to the head or an impact to the body
- Loss of consciousness is not required for a concussion to occur
- Concussion signs and symptoms may appear after 24-48 hours following an impact

WHAT SHOULD I DO IF I SUSPECT A CONCUSSION?

If any athlete is suspected of sustaining a concussion during sports they should be immediately removed from play. Any athlete who is suspected of having sustained a concussion during sports must not be allowed to return to the same game or practice.

It is important that ALL athletes with a suspected concussion undergo medical assessment by a medical doctor or nurse practitioner, as soon as possible. It is also important that ALL athletes with a suspected concussion receive written medical clearance from a medical doctor or nurse practitioner before resuming full contact Ringette practice

WHEN CAN THE ATHLETE RETURN TO SCHOOL AND SPORTS?

It is important that all athletes diagnosed with a concussion follow a step-wise return to school and sports- related activities that includes the following Return-to-School and Return-to-Sport Strategies. It is important that youth and adult student-athletes return to full-time school activities before progressing to stage 5 and 6 of the Return-to-Sport Strategy.

HOW CAN I HELP PREVENT CONCUSSIONS AND THEIR CONSEQUENCES?

Concussion prevention, recognition and management require athletes to follow the rules and regulations of their sport, respect their opponents, avoid head contact, and report suspected concussions.

Post-Concussion Protocols:

Return-to-School Strategy¹

The chart below should be used to help student-athletes, parents, and teachers to partner in allowing the athlete to make a gradual return to school activities. Depending on the severity and type of the symptoms present, student- athletes will progress through the following stages at different rates. If the student-athlete experiences new symptoms or worsening symptoms at any stage, they should go back to the previous stage.

Stage	Aim	Activity	Stage Goal
1	Daily activities at home that do not give the student- athlete symptoms	Typical activities during the day as long as they do not increase symptoms (i.e. reading, texting, screen time). Start at 5-15 minutes at a time and gradually build up.	Gradual return to typical activities
2	School activities	Homework, reading or other cognitive activities outside of the	Increase tolerance to cognitive work.
3	Return to school part-time	Gradual introduction of schoolwork. May need to start with a partial school day or with increased breaks during the day.	Increase academic activities.
4	Return to school full-time	Gradually progress school activities until a full day can be tolerated	Return to full academic activities and catch up on missed school work.

¹ Modified from Parachute. (2017). *Canadian Guideline on Concussion in Sport*. Toronto: Parachute

Ringette-Specific Return-to-Sport Strategy

The chart below should be used to help athletes, coaches, trainers, and medical professionals to partner in allowing the athlete to make a gradual return to sport activities.

If the athlete experiences new symptoms or worsening symptoms at any stage, they should go back to the previous stage. It is important that youth and adult student-athletes return to full-time school activities before progressing to stage 5 and 6 of the *Ringette-Specific Return-to-Sport Strategy*. All athletes must provide their coach with a second *Concussion Assessment Medical Report Form* prior to returning to full contact sport activities.

Stage	Aim	Activity	Stage Goal
0	Rest	24-48 hours of physical and cognitive rest	Rest
1	Symptom-limiting activity	Daily activities that do not provoke symptoms.	Gradual re-introduction of work/school activities
Once concussion related symptoms have resolved:			
2	Light aerobic activity	Walking, light jogging, swimming or stationary cycling at slow to medium pace. No resistance training.	Increase heart rate
3	Ringette-specific exercise	Training activities such as skating drills. No head impact activities or resistance training.	Add movement
4	Non-contact training drills	Harder training drills, i.e. passing drills, change of direction, shooting. May start resistance training.	Exercise, coordination and increased thinking
Repeat medical assessment and clearance with second Concussion Assessment Medical Report			
5	Full contact practice	Participation in full practice without activity restriction	Restore confidence and assess functional skills by coaching staff
6	Game play	Normal game play. Player rehabilitated	

How long will it take for concussion recovery?

Most athletes who sustain a concussion will make a complete recovery within 1-2 weeks. Most youth athletes will recover within 1-4 weeks.

Approximately 15-30% of patients will experience persistent symptoms (2 or more weeks for adults; 4 or more weeks for youth) that may require additional medical assessment and management.

TO LEARN MORE ABOUT CONCUSSIONS PLEASE VISIT:

Parachute Canada: www.parachutecanada.org/concussion

SIGNATURES: The following signatures certify that the athlete and his/her parent or legal guardian have reviewed the above information related to concussion.

Printed name of athlete

Signature of athlete

Date

If Athlete is under 18:

Printed name of parent

Signature of parent

Date



2019-20 NRL Athlete Code of Conduct

- I acknowledge that I have read the Ringette Canada Code of Conduct and Ethics Policy.

Specifically, I acknowledge that:

- I will maintain and enhance the dignity and self-esteem of Ringette Canada members and other Individuals* by:
 - Treating others with the highest standards of respect and integrity.
 - Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members.
 - Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct.
 - Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory.
 - Consistently treating Individuals fairly and reasonably.
 - Ensuring adherence to the rules of ringette and the spirit of those rules.
- I will refrain from any behaviour that constitutes Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, or Discrimination.
- I will abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Ringette Canada adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to Ringette Canada's *Discipline and Complaints Policy*. Ringette Canada will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Ringette Canada or any other sport organization.
- I will refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport of ringette, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).
- I will refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- I will refrain from consuming alcohol, tobacco products, or recreational drugs (including marijuana) while participating in Ringette Canada programs, activities, competitions, or events.
- I will respect the property of others and not willfully cause damage.
- I will promote ringette in the most constructive and positive manner possible.
- When driving a vehicle with an Individual:
 - I will not drive with a suspended license.
 - I will not be under the influence of alcohol, marijuana or illegal drugs or substances.
 - I will have valid car insurance
 - I will adhere to all federal, provincial, municipal and host country laws
- I will refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition.
- I will comply, at all times, with Ringette Canada's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time.
- I will report any medical problems in a timely fashion, when such problems may limit my ability to travel, practice, or compete.
- I will participate and appear on-time, well-nourished, and prepared to participate to my best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events.
- I will properly represent myself and not attempt to participate in a competition for which I am not eligible by reason of age, classification, or other reason.
- I will adhere to the NRL rules and requirements regarding clothing and equipment
- I will never ridicule a participant for a poor performance or practice.
- I will act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators.
- I will dress in a manner representative of Ringette Canada and the National Ringette League; focusing on neatness, cleanliness, and discretion.
- I will act in accordance with Ringette Canada's policies and procedures and, when applicable, additional rules as outlined by coaches or team operators.

Print Name: _____

Signature: _____ Date: _____
DD/MM/YY

*"Individuals" – All categories of membership defined in Ringette Canada's Bylaws, as well as all individuals employed by, or engaged in activities with, Ringette Canada including, but not limited to, athletes, coaches, convenors, officials, volunteers, managers, administrators, committee members, Directors and Officers of Ringette Canada, spectators, and parents/guardians of athletes