



**STATE PATHWAY PROGRAM
ATHLETE AGREEMENT**

2024 - 2025

The aim of the Triathlon WA (TWA) Pathway program is to provide a nurturing and supportive environment for the development of young West Australian athletes, allowing them to maximise their enjoyment and potential in the sport over time. This is achieved by engaging with the network of athletes, parents and home coaches to support each individual athlete to achieve personal excellence and to prepare athletes for the demands of training, competition and travel during the performance pathway and towards future representation at National and International triathlon events.

The TWA Pathway Program is focussed on facilitating development opportunities to build the athlete's knowledge in areas such as health & wellbeing, technical and tactical skill development, goal setting, communication with stakeholders, season planning and mental skills.

The WA Team and Futures Squad is selected in accordance with the [TWA Pathway Program State Team Selection Policy](#). The Athlete Agreement shall commence on the date of signing and shall remain in force for the 2024/25 season.

ATHLETE COMMITMENT

As part of your commitment to the TWA State Pathway Program, the following must be demonstrated:

- Follow the AusTriathlon 'Athlete's Code of Conduct' & 'Code of Behaviour' listed here [Code of conduct](#)
- Represent the values of AusTri and Triathlon WA, and not bring the brand into disrepute.
- Ensure that athlete records are always updated with Triathlon WA, including contact details and any medical conditions.
- Complete the following [Sport Integrity Australia e-learning courses](#).
 - Safeguarding Children and Young People in Sport Induction
 - Anti-Doping Fundamentals Course (formerly Level 1)
 - Annual Update 2024
 - Competition Manipulation and Sports Gambling
 - National Integrity Framework
 - Introduction to Illicit Drugs in sports
- Make yourself available to TWA for community engagement activities, including, but not limited to, photos and videos, provided adequate notice has been given, and there is no unreasonable cost involved.

- Follow the social media guidelines listed here [Social-Media-Guidelines](#) Endeavour to promote TWA and share their triathlon experience with TWA, through tagging @triathlonwa. Where appropriate, it is encouraged by TWA for athletes to subtly promote TWA Partner @scodyaus, through tagging them in social media posts when wearing State Team uniform.
- Attend the relevant Induction Day at Sports HQ in Floreat with the TWA Pathway Lead, your accredited home coach, and parent/guardian (if under 18 and/or financially dependent)
- Attend education seminars and specified sessions either as combined WA Team sessions or specific to their age group (Youth, Junior and U23) where possible.
- Commit to events, training plan, and goals with your coach; events should include (where appropriate) one or more National Youth, Junior (or elite for U23) race/s.
- Athletes are encouraged to have a current AusTriathlon Accredited Coach, or appropriate individual discipline coaches with all coaches being able to work together for the benefit of the athlete and management of their daily training environment (DTE). TWA strongly recommend that a Triathlon coach is engaged in all scenarios where possible, even if it is just for the management of all the disciplines and overall training load. If using individual discipline coaches, all contact details must be provided to the TWA Pathway Lead although TWA State Team communication will only be directed to athletes, parents (U18) and their AusTri accredited coaches.
- Agree to pay the Athlete Levy as invoiced by TWA on acceptance into the program
- Acknowledge that expenses incurred as a result of the athlete's participation in the sport of Triathlon are to be paid by the athlete unless otherwise agreed upon by Triathlon WA. These expenses include, but not limited to, competition entry fees, travel, camps or costs associated with purchase of equipment for Triathlon.
- Athletes are encouraged to wear the TWA State Team shirt and race suit on race day at Local draft legal events, and at a National Series and International races and race briefings, as well as during travel to events and any media obligations. (where an Australian Team polo or suit is not required)

Triathlon WA is committed to ensuring the safety and wellbeing of all Children/Young People that are involved in our sport. Our policies and procedures seek to address risks to Child safety and to establish Child safe culture and practices. As such athletes are encouraged to:

- Read and comply with all requirements of [AusTriathlon National Integrity Policies](#).
- Familiarise myself the ['Reporting Integrity Issues'](#) section of the Integrity page on the AusTriathlon website so I know what to do if I need to report bad behaviour.
- Familiarise myself with the Sport Integrity Australia ['Your rights at sport'](#) document.

PARENT/GUARDIAN COMMITMENT

Parent/Guardians will be responsible for:

- Attend the relevant TWA Pathway Program State Team Induction Day if the athlete is under 18 and/or financially dependent.
- Communicate any changes to the DTE to the TWA Pathway Lead as they occur.
- Familiarise yourself with the AusTriathlon Hierarchy of Discriminators
- Encourage your child to participate, do their best and have fun
- Focus on your child's effort and performance, rather than winning or losing
- Model appropriate behaviour, including respect for other athletes and officials
- Assist and support the coach or officials at development sessions where possible
- Reject the use of harassment, bullying or violence in any form, whether by other spectators, coaches, officials or athletes.

Although not a requirement, it is recommended that all Parents/Guardians complete the following [Sport Integrity Australia e-learning courses](#).

- Safeguarding Children and Young People in Sport Induction
- Anti-Doping Fundamentals Course (formerly Level 1)
- Annual Update 2024
- Competition Manipulation and Sports Gambling
- National Integrity Framework
- Introduction to Illicit Drugs in sports

Triathlon WA is committed to ensuring the safety and wellbeing of all Children/Young People that are involved in our sport. Our policies and procedures seek to address risks to Child safety and to establish Child safe culture and practices. As such parents/guardians are encouraged to:

- Read and comply with all requirements of [AusTriathlon National Integrity Policies](#).
- Familiarise myself the ['Reporting Integrity Issues'](#) section of the Integrity page on the AusTriathlon website so I know what to do if I need to report bad behaviour.
- Review the Sport Integrity Australia ['Children and Young People Safe Practices Do's & Don'ts'](#) document so I am aware of acceptable practices and prohibited conduct

COACH COMMITMENT

As part of a coach's commitment to their athlete who has been selected for a Team, the following will be demonstrated:

- Be a current AusTri Accredited Coach and TWA Member.
- Actively engage with National Pathway Program.
- Commit to events, training plan, and goals with your coach; events should include (where appropriate) one or more National Youth, Junior (or elite for U23) race/s.
- It is a requirement for an athlete to have either a designated AusTri accredited triathlon coach, or appropriate individual discipline coaches, where all coaches can work together for the benefit of the athlete. If using individual discipline coaches, all contact details must be provided to the TWA Pathway Lead.
- TWA and AusTri strongly recommends that an accredited Triathlon coach is used in all scenarios where possible, even if it is just for the load management of all the disciplines.
- TWA State Team communication will only be directed to athletes, parents (U18) and their AusTri accredited coaches.
- WA state team coach professional development opportunities will also only be offered to AusTri accredited coaches
- Coaches are encouraged to complete Induction with selected athlete and parent/s (if applicable).

Triathlon WA is committed to ensuring the safety and wellbeing of all Children/Young People that are involved in our sport. Our policies and procedures seek to address risks to Child safety and to establish Child safe culture and practices. As such, coaches are encouraged to:

- Read and comply with all requirements of [AusTriathlon National Integrity Policies](#).
- Familiarise myself with Annexure A: Responding to Risk of Abuse and Harm to Children and Young People, Annexure B: Child/Young Person Safe Practices and Recruitment and Appendix 2: Recruitment, Screening and Training Recommendations from within the [Children and Young Person Safeguarding Policy](#).
- Familiarise myself the '[Reporting Integrity Issues](#)' section of the Integrity page on the AusTriathlon website so I know what to do if I need to report bad behaviour.
- Review the Sport Integrity Australia '[Children and Young People Safe Practices Do's & Don'ts](#)' document to further understand the Child Safe Practices in our sport.

TRIATHLON WA COMMITMENT

As part of Triathlon WA's commitment to the WA Team, they will:

- Provide nationally aligned Education as part of the National Pathway Network.
- Provide development opportunities such as Camps, Education seminars and skill masterclasses to Athletes and Coaches
- Communicate any National Pathway Network education and development opportunities
- Facilitate an Induction Day either face to face to face or online.
- Support and encourage Draft Legal racing opportunities through local event organisers and a TWA supported series.
- Provide athletes with the opportunity to travel as a team by providing transport and accommodation packages for National races.
- Aim to foster a sense of autonomy, competence and belonging for each member of the State Team

All communication in relation to the WA Team will be communicated to all stakeholders including the Athlete, and Parent (when under the age of 18) and AusTriathlon Accredited Coach.

STATE TEAM WITHDRAWAL OR TERMINATION

This Agreement may be immediately terminated, or the services and support provided by TWA to this Agreement may be suspended wholly or in part for such period as determined by Triathlon Western Australia. These actions may be pursued as a result of the following:

1. Athlete Breach: If the Athlete is in breach of any of their obligations under this Agreement, and the breach continues after notice in writing by TWA to the Athlete requiring the breach to be remedied.
2. Misconduct: If the Athlete engages in misconduct, and such misconduct continues for a period of time after notice in writing by TWA to the Athlete requiring the misconduct to cease.
3. TWA Breach: The Athlete may terminate the Agreement if TWA is in breach of any of its obligations hereunder, and the breach continues for a period after the notice has been submitted in writing by the Athlete to TWA requiring the breach to be remedied.
4. Consent: This Agreement may be terminated by any party with the written consent of the other.

ONLINE APPLICATION

As the Athlete (and Parent of a child Under 18), I understand that by ticking the box in the [online application form](#), I acknowledge and agree that I have read and understood the State Pathway Program Athlete Agreement.

If you have any questions or concerns relating to the information within this Athlete Agreement, please contact either of the below:

TWA State Pathway Lead - programs@wa.triathlon.org.au

TWA Executive Director– mel.farley@wa.triathlon.org.au