

REPRESENTATIVE AGREEMENT FOR ALL MONASH UNIVERSITY APPROVED SPORTING EVENTS

1. Introduction

1.1. The purpose of this Agreement is to specify:

- the Monash Policies and Codes with which Monash University representatives in University approved sporting events must comply;
- the personal, medical and financial obligations of all Monash University representatives in University approved sporting events, including intervarsity events; and
- the sanctions applicable if this Agreement is breached.

1.2 **You cannot represent Monash University at a 2016 Monash University approved sporting event (including AUS events) unless you sign this Agreement and observe its terms.**

1.3 Please read this Agreement carefully, sign and date it and return the signed copy to the Team Monash office. You should retain a copy of this agreement for your own records.

1.4 This Agreement applies from the commencement of travel to a Monash University approved sporting event to the conclusion of formal or informal organised activities for the event.

1.5 Your official sport accreditation and transport pass remain the property of the event organisers and its receipt is subject to approval by Monash University. If you breach the conditions and obligations set out in this Agreement these items may be withheld or withdrawn, if required, as a disciplinary measure.

2. Application of this Agreement

2.1. This Agreement applies to all those who represent Monash University at a Monash University approved sporting event, including intervarsity on-campus, off-campus, domestic, national and international sporting events.

2.2. This Agreement does not apply to the activities of Monash University Sporting Clubs, nor to Community Fitness Events, nor to Community Volunteering activities organised or auspiced by Team MONASH.

3. The Monash Charter and Policies you must comply with as a representative at University approved sporting events.

3.1. Monash University has set out its expectations of all representatives in the following Policies and Codes:

- the **Monash University Student Charter**, to which all students sign up when they enrol as a student (the Student Charter is attached to this Agreement)



- the **Monash University Expectations Document**, which sets out the University's expectations of how its sporting representatives will behave on and off the field (the Expectations Document is attached to this Agreement)
- the student-developed **2016 Intersarsity Team Rules** (these are also attached to this Agreement) which set out the types of representative behaviour that are encouraged during Monash University approved sporting events, including intersarsity events. Its purpose is to ensure that Monash University representatives demonstrate the highest possible standard of competition and behaviour both on and off the field.

3.2 These behavioural expectations are not intended to restrict or hinder you from having fun and enjoying the event, both on and off the field.

3.3 By signing this Agreement you acknowledge that if you breach the provisions of this Agreement you will be liable to the disciplinary sanctions specified in it.

4. **Your personal obligations as a representative**

4.1. By signing this Agreement you agree that you will:

- act in accordance with the Monash University Student Charter, Expectations Document and 2016 Intersarsity Team Rules.
- view the Monash University CONSENT video before you participate in any University approved sporting event.
- act in a safe and respectful manner, both on and off the field.
- not harass and/or disrespect sports officials, players or spectators.
- comply with instructions given by the University Team Manager (UTM) and other Monash officials, including Team Organisers, and by intersarsity event staff.
- compete and perform to the best of my ability at all University approved sporting events, and will fulfil my obligations to my team to the best of my ability.
- observe curfews and deadlines (e.g. times at which team members are required to be at a certain place/meeting/appointment).
- bring any grievance you have with another team member to the Team Organiser, and you acknowledge that the Team Organiser will escalate the matter to the University Team Manager if it cannot be resolved at the Team level.
- ensure that you compete only if you are eligible under the rules of the competition to do so. You will advise Team MONASH and/or the UTM if there is a change to your circumstances that may prevent your continued participation.
- wear the official team uniform while participating in the competition and while travelling to and from the event.



- use social media in compliance with the University's Social Media: Student Use Procedures (<http://policy.monash.edu.au/policy-bank/management/global-engagement/social-media-student-use-procedures.html>) and a manner that does not damage the reputation of the University, team members and colleagues, or other representatives.
- not use or be in possession of any performance enhancing or illegal substances during any competition or activity in which the team is taking part and will comply with all aspects of the AUS Anti Doping policy
http://www.unisport.com.au/~unisport/images/documents/Organisation_policies/AUS_ADPEffective_1_January_2015.pdf.
- not be impaired by alcohol or drugs during any competition or sporting activity in which the team is taking part. You acknowledge that the University Team Manager and University staff determine whether a team member is impaired by alcohol or drugs, not the team member themselves.
- if you consume alcohol outside the competition schedule,, you will do so responsibly and will not allow your behaviour to result in a breach of this Agreement.
- not engage in any other behaviour which breaches this Agreement.

4.2 If you breach this Agreement you will accept the results of your actions and comply with any disciplinary procedure that is imposed upon you.

5. Your Medical Obligations as a representative

5.1 You will disclose all relevant medical information to Monash University before and during participation in University approved sporting events.

5.2 You acknowledge that, acting on advice, the UTM or other Monash University staff may direct you not to participate in an event if they believe your participation would mean an unacceptable risk of:

- causing harm, injury or death to yourself or other representatives in the event;
- aggravating an existing injury or illness you may have; or
- transmitting an infectious condition to other Team members or representatives in the event.

5.3 Should it be required, you will provide a medical clearance from an appropriately qualified medical practitioner or treating professional.

5.4 You acknowledge that Monash University has strongly recommended that you take out Private Health and other insurance to cover you for medical and like expenses arising out of any injury or illness you may suffer whilst participating in University approved events, including AUS events. You acknowledge that you are solely responsible for all such expenses and any loss of income consequent upon any injury or illness.



- 5.5 You acknowledge that Monash University is not responsible for medical and like expenses in Australia or for any loss of income arising out of any injury or illness you may suffer whilst playing in University approved sporting events, including AUS events. You will not make any claim or commence any proceedings against Monash University in respect thereof.
- 5.6 You acknowledge that Monash University will provide representatives with insurance cover under Monash University Personal Accident Policy, provided that they satisfy one of the following categories:
- currently enrolled student
 - current club member.

[Note: Full details of the cover and a copy of the Insurance Policy can be obtained upon request by emailing insuranceservices@monash.edu. The policy does not provide cover for medical expenses incurred in Australia that are rebatable under Medicare, or any subsequent loss of income.]

6 Your Financial Obligations as a representative

- 6.1 You acknowledge that your selection and participation as a Monash University representative is subject to the payment of any specified participation fees prior to the event.
- 6.2 You will reimburse any unauthorised expense incurred by you to Monash University including but not limited to travel and accommodation.

8. What sanctions and penalties can be imposed for breach of this Agreement?

8.1 Level One Sanction – Loss of Accreditation for up to 24 hours or formal warning from University

Administered by the University Team Manager (UTM)

Examples:

- Breach of off-field conduct rules
- Breach of on-field conduct rules
- Failure to comply with the UTM or Team Organiser instructions
- Other misconduct that the UTM determines should be subject to a Level One sanction

8.2 Level Two Sanction – Application of University Disciplinary Policy

Administered by the Director, TeamMONASH [the University Senior Manager (USM)] or delegate

Examples:

- Serious or repeated breaches of off-field conduct rules
- Serious or repeated breaches of on-field conduct rules
- Repeated failure to comply with the UTM's or Team Organisers instructions
- Any illegal activity, including but not limited to violence, harassment, damage to property etc.



• Other misconduct that the University Senior Manager determines should be subject to a Level Two sanction.

8.3 The representative's emergency contact, as supplied on the Team Registration form, may be contacted in the event of a disciplinary matter and/or incident

9. Definition of terms

9.1 'Representative' means all individuals representing Monash University at any University approved sporting event (including AUS events), and includes competitors, coaches, managers, sport trainers, other support crew and the media.

9.2 'Team Organiser' means sport specific team organisers appointed by Monash University.

9.3 'UTM' means the University Team Manager appointed by Monash University.

9.4 'USM' means University Senior Manager appointed by the University.

I have read this Agreement and its attachments and I agree to comply with its provisions.

Participant Signature

Name (Printed)

Date:

Monash University Student Charter

Approved at University Council meeting 8/11, 14 December 2011

Monash University is a community of students and staff dedicated to the pursuit of knowledge. Monash University's motto *Ancora Imparo* (I am still learning) reflects this commitment to scholarship and growth.

A learning community is productive when it demonstrates fairness, inclusion, respect for difference and value of diversity of people and ideas. Monash students contribute to this community by acting with honesty, integrity and respect for others and taking care of University facilities and resources.

The Student Charter sets out the key expectations of students and by students to foster this learning community. Many of these expectations derive from University statutes, policies and procedures.

The expectations of students may be enforced by informal action or formal misconduct processes under the University statutes. Students concerned that the University has not met their expectations can access student grievance or appeal mechanisms.

The Student Charter applies to all students of Monash University at the University or using its resources (including online), and outside of the University where undertaking any official activity whether course-related or not. The University also expects students to behave respectfully and responsibly in all communications, including the use of social media.

Academic engagement and integrity

As a Monash student, you are expected to:

- undertake your studies with honesty and integrity
- credit the work of others, seek permission to use that work where required and not plagiarise or cheat
- understand your rights and obligations in relation to copyright and the intellectual property generated by your own and others' research
- use University resources and services responsibly to support your learning
- fulfil course attendance and assessment requirements
- ensure the University has your current contact details
- regularly read University correspondence
- be informed about and follow University policy.

Students can expect that Monash will:

- include students in an academic culture of debate and inquiry
- offer programs that are academically rigorous and up-to-date
- seek student input to improve courses and services
- communicate course and assessment requirements
- provide feedback on students' academic work
- provide reasonable access to University library, IT, equipment and other facilities and resources
- respect student copyright
- assist students to understand rights and obligations in relation to copyright and the intellectual property generated by their own and others' research
- address student complaints and appeals fairly and according to established processes.

Behaviour and wellbeing

As a Monash student, you are expected to:

- act with consideration and courtesy to other students, staff and visitors
- behave appropriately to the context, including in professional placements, volunteering, sporting and cultural events
- respect the rights of others to study and work free from discrimination and harassment
- express your views respectfully and responsibly and accept the rights of others to do the same
- act safely, and not endanger others
- not damage or misuse University property (including library, IT, equipment and other facilities and resources)
- not misuse the University's resources or name, including for personal gain
- comply with reasonable and lawful directions from University staff.

Students can expect that Monash will:

- require that students are treated with consideration and courtesy by University staff
- seek to provide a safe learning environment that is free from discrimination and harassment
- encourage student representation or consultation prior to University decision-making about student-related matters
- establish University procedures that require fair treatment of students
- provide academic and general services
- assist students to become aware of government regulations affecting their student experience, for example visas and student income support
- maintain student records in a manner that protects the privacy of personal information.

Achieving as One

SUCCESSFUL

We will be well prepared for the competition.

We will make sport our number one priority.

We will set team goals and work together to achieve them.

We will not compromise our match preparation with excessive alcohol consumption.

SAFE

We will ensure all athletes are seen as equal.

We will never leave an individual alone at night and make sure we are together at all times.

We will ensure that no team member engages in risk-taking behaviour.

We will not bully, harass or discriminate against team members and fellow participants.

FUN

We will ensure unigames is a memorable and positive experience for all.

We will be supportive and encouraging of our team members at all times, on and off the field.

We will share our passion with others and build enthusiasm/loyalty for our team.

We will not accept individuals who choose to not be a part of the team.

Expectations Document - What Monash expects of all representatives in University sanctioned sporting events

Approved 21 June 2016 by Director Team MONASH

To represent Monash University at any University sanctioned sporting event, including intervarsity events such as the AUS UniGames, is a privilege and not a right!

So YOU need to be clear that if you want to participate in any University sanctioned sporting event, or to represent the University at an intervarsity event, you do so for the right reasons! So if you:

- support the concept that University sanctioned sporting events and intervarsity events such as the UniGames are primarily a sporting event (and that the social element of these events is a secondary purpose); and
- are committed to conduct yourself at all times in a respectful, courteous manner that reflects positively on yourself and the University; and
- will uphold the highest levels of sportsmanship regardless of umpires, the opposition and the state of play; and
- will be respectful of officials and umpires, with only coaches, captains and team organisers allowed to engage with officials; and
- will not participate in racial, sexual, disrespectful, bullying behaviours that may be observed and/or experienced during any University sanctioned sporting event, and you will report any such behaviour to the University Team Manager; and
- understand that you need to make responsible choices regarding alcohol consumption at these events and that excessive consumption of alcohol will not be tolerated by the University or your team mates; and
- understand that the University has a zero tolerance to the taking of performance enhancing or illicit drugs or substances while representing the University; and
- are committed to looking out for your Monash University team mates and will support them and help them make the right choices,

then by all means put yourself forward for selection to represent Monash at an intervarsity event in 2016 and demonstrate that you are willing and committed to uphold these standards.

These are **Monash University's expectations** of everyone who wants to represent the University in any University sanctioned sporting events including representing Monash at the Australian University Games (AUG), Uni Battle and similar Australian University Sport (AUS) events. The University wants to ensure all its team members are safe and have an enjoyable time while participating in these events.

The performance outcome of participating in these events is important. But it is even more important that all representatives representing the University remain safe on and off the field, and that the University's high reputation for respectful behaviour and fairness is maintained.