

New Zealand Olympic Committee Incorporated Support Staff Agreement

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SUPPORT STAFF AGREEMENT

RIO 2016 OLYMPIC GAMES

BETWEEN **NEW ZEALAND OLYMPIC COMMITTEE INCORPORATED**, an incorporated society having its registered office at Olympic House, 350 Parnell Road, Parnell, Auckland (“**NZOC**”)

AND **”You” or “your”**

BACKGROUND

- A. You wish to be considered for appointment as Support Staff to accompany the 2016 New Zealand Team to partake in the Games.
- B. Before you can be appointed to the Team, you must enter into this Agreement with the NZOC.
- C. This Agreement sets out the terms and conditions by which you and the NZOC shall operate if you are appointed to the Team.
- D. Capitalised terms used in this Agreement are defined in the Agreement itself or in clause 1 of this Agreement.

AGREEMENT

1. DEFINITIONS

Application Date means the date specified by the NZOC, being the date by which you must have submitted a completed Support Staff Application Form to the NZOC, with a recommendation by your NSO if applicable.

Application, Nomination and Selection Process Agreement or **ANSP Agreement** means the agreement between the NZOC and the Support Staff’s NSO (if applicable) concerning the process to be followed for the nomination and appointment of Support Staff to the Team.

Appointment Date means the date on which the NZOC announces which Support Staff have been appointed to the Team.

CAS means the Court of Arbitration for Sport.

Commercial Partners means those sponsors/supporters of the NZOC and/or IOC as listed in Schedule C and as amended by the NZOC and/or IOC from time to time.

Cyber-Bullying means the use of electronic devices and information, such as social media, online forums, e-mail, instant messaging, blogging and text messaging to send or post cruel, defamatory or harmful messages or images/video about an individual or group.

Eligibility Conditions Form means the entry form required to gain accreditation to the Games as in such form as prescribed by the Games Organising Committee.

Games mean the XXXI Olympic Games to be held in Rio de Janeiro, Brazil from 5 August – 21 August 2016.

Games Organising Committee means the organisation constituted to organise the Games.

Games Period means the period commencing when your accreditation is validated at the Games and ends at midnight the day after the closing ceremony of the Games.

Games Village means Olympic village, including any satellite accommodation approved by the NZOC, where Team members are staying during the Games Period.

HPSNZ means High Performance Sport New Zealand Limited.

Identity means your name, picture, likeness, person or performance (including digital, photographic and other forms).

IF means the International Federation to which your NSO (if applicable) is affiliated.

Intellectual Properties means the intellectual property rights belonging to the NZOC and IOC, including those marks and words referred to in Schedule B to this Agreement.

IOC means the International Olympic Committee, the governing authority of the Olympic movement.

IOC Social Media Policy means the social media policy or other such document put in place by the IOC specifically for the Games available at www.olympic.org.nz.

Major Events Management Act 2007 means New Zealand legislation protecting Olympic Games related words and marks.

NSO means the National Sporting Organisation representing athletes in a particular sport in New Zealand.

NZOC means the New Zealand Olympic Committee Incorporated.

NZOC Appeals Committee means the committee established in accordance with Rule 5.1.j or the NZOC constitution and for the purpose of hearing appeals against any decision made under clause 13 of this Agreement.

NZOC Board means the board members who jointly oversee the activities of the NZOC.

NZOC Integrity Regulation means the regulation adopted by NZOC, in particular in relation to anti-doping, a copy of which is available at www.olympic.org.nz/nzoc/publications-and-reports-0.

Olympic Charter means the document that codifies the fundamental principles of Olympism, and the rules and by-laws adopted by the IOC, a copy of which is available at www.olympic.org/Documents/olympic_charter_en.pdf.

Personal Information means the information set out in clause 19.1.

Police Vetting Form means a consent form that Support Staff may need to fill in to allow the NZOC to ask the New Zealand Police for vetting. Such consent form will be in the form prescribed by New Zealand Police.

Promotion and Advertising Guidelines mean the guidelines set by the NZOC (and amended from time to time) in relation to the promotion and advertising associated with the Olympic Games which are available at <http://www.olympic.org.nz/nzoc/rio-de-janeiro-olympic-games-2016>.

Protected Period means the period nine days before the opening ceremony through to the third day after the closing ceremony of the Games (from 27 July to 24 August 2016) inclusive.

Rights Free Mark means the mark or symbol as illustrated in Schedule B, paragraph 3.

Rule 40 Application Form means the application form available at <http://www.olympic.org.nz/nzoc/rio-de-janeiro-olympic-games-2016> which an Athlete or Support Staff ("Participant") can disclose its sponsors and its campaigns during the Protected Period, if any.

Sports Tribunal means the Sports Tribunal of New Zealand

Support Staff is a person who is appointed to the Team to provide support services to athletes, including, but not limited to, physiotherapists, doctors, psychologists, coaches, managers.

Support Staff Agreement or this Agreement means the agreement between a Support Staff and the NZOC that any Support Staff seeking to be appointed to the Team must agree to the terms of, and includes the Schedules to the Support Staff Agreement.

Support Staff Agreement Acceptance Form means the form attached to this Agreement as Schedule E.

Support Staff Application Form means the Support Staff Application Form which has been completed and signed by Support Staff and provided to the NZOC by the Application Date.

Team means the New Zealand Olympic Team for the Games.

Team Protocols means the protocols set for the Team and attached as Schedule A to this Agreement.

Term means the period from when you are appointed to the Team to the date this Agreement terminates, as defined in more detail in clause 2.

2. TERM OF AGREEMENT

- 2.1 Subject to clause 3.1, this Agreement commences on the Appointment Date and ends, (unless terminated earlier in accordance with this Agreement), at the conclusion of the Protected Period.

3. CONDITION PRECEDENT

- 3.1 This Agreement is conditional on you being appointed to the Team (which will operate as a condition precedent). If you are not appointed to the Team, then this

Agreement will not come into effect and neither party will have any claim against the other.

4. APPOINTMENT PROCESS

4.1 In order to be appointed to the Team, you must have:

- (a) completed and returned your Support Staff Application by the Application Date; and
- (b) been recommended to the NZOC by your NSO as a person which it considers suitable for appointment to a Support Staff role to assist athletes for the Games on the basis that it believes you have the following attributes:
 - i. are suitable and qualified, and have the capabilities, skills and experience to carry out the tasks required by the position you have been nominated for;
 - ii. will work effectively and harmoniously with other Support Staff, the Chef de Mission and the Team; and
 - iii. have the support of the athletes selected in the Team for your sport;

or:

applied for a position as Support Staff and, in doing so, you believe you have the following attributes:

- i. are suitable and qualified, and have the capabilities, skills and experience to carry out the tasks required by the position you have applied for; and
- ii. will work effectively and harmoniously with all athletes, other Support Staff, the Chef de Mission and the Team;

or:

an employment agreement or a contract for service with the NZOC, and are required to travel to the Games and provide support to the Team; and

- (c) completed and returned this Agreement by signing and returning the Support Staff Agreement Acceptance Form, by the date notified by the NZOC; and
- (d) completed and returned a Police Vetting Form, if required by the NZOC, by the date notified by the NZOC.

5. YOUR OBLIGATIONS

5.1 During the Term of this Agreement, you agree to:

- (a) abide by the Olympic Charter;
- (b) immediately advise the NZOC if any of the declarations made by you on your Support Staff Application Form are no longer correct or accurate. You acknowledge the NZOC may terminate this Agreement if the eligibility requirements for appointment to the Team are no longer satisfied;

- (c) keep yourself in the best possible physical and mental condition to enable you to carry out your duties and responsibilities to the satisfaction of the Chef de Mission and/or NZOC Chief Executive Officer;
- (d) carry out your duties as Support Staff with reasonable care and skill, to a level commensurate with your experience and qualifications, and, where applicable, comply with the code of ethics, standards or guidelines which apply to your profession (e.g. Sports Medicine Code of Ethics);
- (e) comply with all reasonable directions of, and arrangements made by, the Chef de Mission or any other person appointed by the NZOC, including directions in relation to travel arrangements, security, wearing of uniform and clothing requirements, and accommodation, including where you shall be based;
- (f) comply with the Team Protocols;
- (g) display high standards of personal conduct reflected in the manner of both appearance and behavior, and that befitting a Support Staff member in a New Zealand Team;
- (h) not act in any manner which brings, or could potentially bring, yourself, the NZOC, its Commercial Partners, your sport, your profession or the Team into disrepute;
- (i) treat everyone with respect, courtesy and without harassment, and take all reasonable steps to eliminate any form of physical, verbal and emotional abuse and/or harassment of others. For the sake of clarity, this also includes not engaging or participating in Cyber-Bullying or any form of online harassment;
- (j) not provide, sell or use, for direct financial gain, any part of your Team uniform to any commercial party other than a Commercial Partner. For the sake of clarity, this does not include gifting part of your Team uniform for use for charitable purposes (for example by a charity or school for fundraising);
- (k) not present yourself in any way on social media that brings into question the high performance attitude of you or the New Zealand Team. This includes, but is not limited to, posting offensive or inappropriate material on social media, (for example:
 - (i) photos, videos, comments or posts showing the personal use of alcohol or drugs;
 - (ii) photos, videos, posts or comments that are of a sexual nature;
 - (iii) pictures, videos, comments or posts that condone drug-related activity; and
 - (iv) content that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity. No posts should depict or encourage unacceptable violent or illegal activities);
- (l) sign the Eligibility Conditions Form which will be made available to you by the NZOC; and
- (m) abide by any IOC Social Media Policy relevant to the Games.

5.2 You further acknowledge that if at any time during the Term of the Agreement you are convicted of any offence that can be punishable by imprisonment (including

any offence involving alcohol, drugs, violence, dishonesty or a sex related matter), then you will be considered to have materially breached this Agreement.

- 5.3 You also agree to immediately advise NZOC in writing if you are charged with the type of offence noted in clause 5.2 above.

6. BETTING/GAMBLING

- 6.1. In addition, during the Term of this Agreement, you agree to:

- (a) not bet or gamble (or cause another person to bet or gamble on your behalf) on any aspect of the Games, including any competition or participant at the Games, nor in any way participate in, assist or support such betting or gambling;
- (b) not provide to any person, for reasons that are (or could reasonably be expected to be) connected with betting or gambling, any inside information (being non-public information) about a competition or participant at the Games;
- (c) immediately report to the NZOC any approach or offer to participate in the activities noted in (a) or (b) above;
- (d) never accept a bribe;
- (e) immediately report to the NZOC any attempt to bribe you or any other member of the Team you are aware of;
- (f) never be party to, or in any way participate in, an agreement, scheme or arrangement which relates to, or involves, betting, gambling or similar activity in which you agree to not prepare for and/or not participate in the Games to the very best of your ability;
- (g) never attempt to influence the efforts of a participant or the course or result of a competition at the Games in a manner that is unlawful or contrary to reasonably expected standards of sporting ethics;
- (h) never attempt to fix or contrive or otherwise improperly influence the course or result of a competition at the Games;
- (i) not appear in, participate in or permit your name or image to be used for, or in connection with, the endorsement, promotion or marketing of any betting or gambling agency as it relates to the Games; and
- (j) fully co-operate with any reasonable investigation carried out by (or on behalf of) the NZOC, New Zealand Police or IOC, and provide any reasonable information and/or documentation requested by the NZOC, Police or IOC that may be relevant to the investigation.

- 6.2. If you have at any time (including prior to entering into this Agreement) been involved in any of the activities described in clause 6.1 above, you agree to immediately disclose this to the NZOC.

7. OBLIGATIONS OF THE NZOC

- 7.1. During the Term of this Agreement, the NZOC agrees to:

- (a) select athletes and appoint Support Staff to the Team in accordance with the process set out in the ANSP Agreement;
- (b) provide a Chef de Mission and other NZOC personnel to provide necessary support to the Team and to represent the NZOC at the Games;
- (c) obtain relevant information from you and correctly complete your entry requirements for the Games;
- (d) determine and arrange your travel to the Games in accordance with any travel policy set by the NZOC;
- (e) determine and arrange your accommodation at the Games Village for at least the period required to fulfill your role, whilst participating as part of the Team;
- (f) determine and arrange travel insurance and public liability insurance for you for the period 24 July to 24 August 2016 (or such other dates as determined by the NZOC), the details of which will be supplied to you;
- (g) determine and supply to you the official Team delegation uniform and apparel to be worn as directed by the Chef de Mission or his nominee;
- (h) inform you of the necessary arrangements referred to in this Agreement by various means including providing you with access to the Team website extranet, inviting you to briefings and providing you with written documentation;
- (i) provide advice and assistance to you for public relations, media and sponsorship matters which may arise; and
- (j) consult with the IOC, Games Organising Committee, representatives of the New Zealand Government and other sports/representative bodies as appropriate to ensure (to the extent reasonably practicable) that during the Games, appropriate security advice and security measures are in place for the safety of the Team.

8. MEDIA GUIDELINES

8.1. During the Term of this Agreement, you:

- (a) are entitled to make public comment or communicate with the media relating to your personal preparation for the Games, providing those comments or communications comply with the remainder of this clause 8;
- (b) agree not to make or endorse any public statements that may have a negative effect on any member of the actual or potential Team, during the build-up to the Games and/or during the Protected Period;
- (c) agree to abide by the Olympic Charter Rule 50(3) which states that no kind of demonstration or political, religious or racial propaganda is permitted in any Games sites, venues or other Games areas;
- (d) agree not to use IOC or NZOC Intellectual Properties on any social media, blog or internet platform, other than the Rights Free Mark, which you shall be entitled to use in certain defined circumstances (as notified to you by the NZOC), on approval from the NZOC;

- (e) agree not to create an actual or implied connection between any of your personal sponsors and the Team, the NZOC, its Commercial Partners, IOC, or the Games in any forum including social media, blog or other internet platform; and
- (f) acknowledge and accept that the spokesperson on all matters concerning the Team is the Chef de Mission, who may delegate responsibility for this role to any other official of the Team from time to time.

8.2 During the Protected Period, you will not have or make any arrangements, or carry out any such arrangements, for:

- (a) exclusive media interviews; or
- (b) any interview for payment or reward;

without the prior approval of the NZOC Public Affairs & Communications Director or Chef de Mission. The NZOC shall advise you of its decision within three (3) working days of receiving your written request for approval. For the avoidance of doubt, the NZOC's decision will be final and binding.

9. PROMOTIONS AND SPONSORSHIP

9.1. The NZOC acknowledges that you may currently have (and/or may secure in the future) personal sponsors, and that these relationships are important to you and need to be respected. However, during the Term of this Agreement, the NZOC and IOC also require certain commitments from every individual selected for, or appointed to, the Team in order to safeguard their commercial interests. To this end, you agree that during the Term of this Agreement:

- (a) you will not do anything (or omit to do anything) that undermines or damages the reputation or profile of the IOC, the NZOC, or its Commercial Partners;
- (b) you will not support, promote or encourage any persons or entities which are not Commercial Partners from seeking to be associated with yourself (in your capacity as a member of the Team), the Team itself, the NZOC, the IOC or the Games;
- (c) you will not, in any way whatsoever, use or assign the right to use, or reproduce in any manner, any IOC or NZOC Intellectual Properties, including, but not limited to, those outlined in the Major Events Management Act 2007 but excluding the Rights Free Mark, which you shall be entitled to use in certain defined circumstances, as notified to you, and approved by, the NZOC; and
- (d) you will comply with the Olympic Charter, which provides (amongst other things) that no form of advertising or other publicity shall be allowed in and above the stadia, venues and other competition areas which are considered Olympic sites, including but not limited to advertising appearing on persons, sportswear, accessories or, more generally on any article of clothing or equipment whatsoever worn or used by you or other participants except in accordance with the Bye-law to Rule 50 of the Olympic Charter.

9.2. During the Term of this Agreement, but subject to clause 9.3, you may appear or participate in any advertising, sponsorship, endorsement, fundraising or promotional activity, provided such activity:

- (a) is the subject of an agreement entered into by you and a third party prior to the Appointment Date and is disclosed to the NZOC in the Support Staff Agreement Acceptance Form (sponsor section). Any agreement which is entered into after the Appointment Date with a third party must not be implemented until after the end of the Term of this Agreement unless approval is granted by the NZOC Commercial Director, prior to commencement of the activity and in accordance with any timelines advised by the NZOC in the Promotion and Advertising Guidelines;
- (b) does not relate to your membership of the Team or your participation at the Games or any previous Olympic or Commonwealth Games in which you have competed or been a member of the New Zealand Team;
- (c) does not use, associate with or reproduce in any manner, the IOC and/or the NZOC motto, anthem, music, mascots, emblems, or the words or marks protected by the Major Events Management Act 2007 or other Intellectual Properties;
- (d) does not represent that the person or body for whom the advertising, promotion or marketing activities are conducted or the goods or services to be advertised, promoted or marketed, are sponsors or have the approval of or affiliation with the NZOC, the Team or the Games; and
- (e) does not bring you, the NZOC, the Commercial Partners, the Games, the IOC, the Team, or any member of the Team into disrepute.

9.3. During the Protected Period, you agree:

- (a) not to allow your Identity to be used by any third party, including your own personal sponsors, seek to activate any sponsorship rights or conduct any form of promotion or otherwise associate themselves with you, without first completing Rule 40 Application Form and obtaining the prior written approval of the NZOC Commercial Director in accordance with the Promotion and Advertising Guidelines;
- (b) not to carry any other marks on any sporting equipment, other than the manufacturer's name/logo, within the allowed IOC specifications;
- (c) to participate in sponsorship activities organised by the NZOC and/or the Commercial Partners (in conjunction with the NZOC) from time to time in a manner compatible with enhancing the NZOC's reputation and with fundraising activities of the NZOC;
- (d) to provide reasonable assistance and co-operation to the NZOC and the Commercial Partners to enable the NZOC and the Commercial Partners to maximise the promotional benefits from the Commercial Partners' sponsorship/support of the NZOC and the Team. While you will not be paid any fee in relation to this assistance or cooperation, any travel and accommodation expenses incurred by you from attending such commercial activity will be at the NZOC and/or Commercial Partner's cost, provided that such expenses are agreed with the NZOC prior to being incurred; and
- (e) to comply with all reasonable directions of the NZOC in assisting the NZOC and the Commercial Partners, providing that you will not be required to participate in any of the activities contemplated by the above clauses if participation would detrimentally affect your or your athlete(s)' preparation for the Games.

10. USE OF IDENTITY

10.1. You further agree that:

- (a) during the Term of the Agreement, the NZOC and its Commercial Partners may use your Identity to promote New Zealand's participation in the Games; and
- (b) at any time, the NZOC may use your Identity as part of current and historical records and publications concerning the Team and New Zealand's participation in the Games;

as long as the use of your Identity is limited to your involvement as Support Staff of the Team.

10.2. You also agree during the Term of the Agreement, the NZOC and the Commercial Partners may use your Identity for congratulatory advertising where this is solely for the purpose of congratulating you for your attendance at the Games and will not contain or imply any endorsement by you of that Commercial Partner.

10.3. You agree to be televised, photographed and otherwise have your Identity recorded during the Term of this Agreement under the conditions and for the purposes determined from time to time by the IOC and the NZOC.

10.4. You agree to inform all your personal sponsors, if any, and manager (if applicable), of the limitations imposed upon you during the Term of this Agreement. Failure to do so may lead to, amongst other things, ambush marketing, in which case the NZOC reserves the right to take action against you, your manager and/or personal sponsors.

10.5. You understand and accept that this Agreement restricts your freedom, and that of your personal sponsors, to use your Identity for the Protected Period and to the additional extent set out in this Agreement. You agree to such restrictions and understand that they are necessary and reasonable for the purposes of protecting the IOC, the NZOC and the Commercial Partners.

10.6. You understand that, if by any act or omission, you have caused a breach of any of the above provisions, sanctions may be imposed upon you in accordance with clause 13 of this Agreement.

11. DOPING

11.1. The NZOC is a signatory to the World Anti-Doping Code and is committed to meeting its responsibilities under the Code.

11.2. You agree to be bound by, and must fully comply with, the NZOC Integrity Regulation as well as:

- (a) the World Anti-Doping Authority Code as implemented in New Zealand by the Sports Anti-Doping Rules made under the Sports Anti-Doping Act 2006, available on the website of Drug Free Sport NZ at www.drugfreesport.org.nz;
- (b) the Anti-Doping rules (however described) of the Organising Committee of the Games;

- (c) the Anti-Doping rules (however described) of the IOC, including any particular requirements imposed for the Games (copies of which will be available from the NZOC); and
 - (d) the Sports Anti-Doping Rules made under the Sports Anti-Doping Act 2006 and/or the Anti-Doping policy of your NSO (where you have been nominated by an NSO).
- 11.3. You acknowledge and agree that if you are found to have committed a doping offence under any one or more of the codes and rules described above in clause 11.2, you may be penalised in accordance with those codes or rules and that, in addition, this Agreement may be terminated immediately by the NZOC by providing written notice to that effect.
- 11.4. You must immediately notify the NZOC Chief Executive Officer, in writing, of any alleged doping infringement or case against you immediately once you become aware of this.

12. MEDICAL

- 12.1. You acknowledge that it is an essential requirement of this Agreement that the NZOC is kept fully informed if you are suffering any physical or mental injury, illness, condition or impairment that might prevent you from carrying out your Support Staff role in the Games to the highest possible standard. As such, you agree:
- (a) to disclose to the NZOC any illness, injury or condition that may prevent you preparing for, or carrying out, your Support Staff role at the Games to the highest possible standard as soon as you are aware of it;
 - (b) to arrange and undertake such health examinations and medical screens as may be reasonably required by the NZOC or Chef de Mission (at your cost and within the timeframe specified), to determine your ability or otherwise to carry out your Support Staff role at the Games to the highest possible standard;
 - (c) that any information about you obtained from the health examination in sub-clause (b) where that information relates to your fitness to prepare for, or carry out, your Support Staff role in the Games to the highest possible standard, shall be made available to the NZOC's relevant medical personnel. On the termination or expiry of this Agreement, this health information will be returned to the accredited sports medical provider(s) who undertook the health examination, unless you advise the NZOC otherwise, in writing. You have rights in relation to this information under the Privacy Act and as further specified in this Agreement;
 - (d) that any information obtained about you that relates to your fitness or otherwise to carry out your Support Staff role in the Games to the highest possible standard shall also be made available to the Chef de Mission or their nominee. The Chef de Mission also reserves the right to disclose this information to other relevant NZOC personnel where they consider this genuinely necessary; and
 - (e) to comply with all reasonable directions given by the NZOC in relation to your health and medical fitness.

13. DEFAULT / SANCTIONS

13.1. If at any time during the Term of this Agreement, the NZOC or Chef de Mission determines, following the process set out in clause 13.2 of this Agreement that:

- (a) the declarations you made in your Support Staff Application Form and/or the Support Staff Agreement Acceptance Form were false or misleading or are no longer accurate; or
- (b) you have materially breached any provision of this Agreement; or
- (c) in their reasonable opinion, you are suffering from any physical or mental injury, illness, condition or impairment that will prevent you from carrying out, your Support Staff role in the Games to the highest possible standard,

(which are referred to as a "default"), the NZOC or Chef de Mission may impose one or more of the sanctions listed in clause 13.4.

13.2. Where the NZOC or Chef de Mission has reason to believe that a default has or may have occurred, the NZOC or Chef de Mission shall, as soon as reasonably practicable:

- (a) undertake or cause to be made such enquiries as are considered appropriate, having regard to the nature of the alleged default; and
- (b) inform you of the particulars of the alleged default, relevant information obtained regarding the alleged default, and the sanctions that may be imposed if it is determined that a default has occurred; and
- (c) inform the Chief Executive Officer (or his/her authorised representative) of your NSO, HPSNZ and/or the NZOC (whichever is relevant) of the particulars of the alleged default, any information obtained regarding the alleged default and the sanctions that may be imposed if it is determined that a default has occurred;
- (d) give you the opportunity within a reasonable timeframe (which shall be no longer than 24 hours if it occurs during the Games, and 48 hours if it occurs at any other time during the term of this Agreement), to provide your response to the particulars of the alleged default and any information disclosed to you; and
- (e) determine whether a default has occurred and inform you and the Chief Executive Officer (or his/her authorised representative) of your NSO, HPSNZ and/or the NZOC (whichever is relevant) in writing of such determination, as soon as practicable.

13.3. Where the NZOC or Chef de Mission is investigating whether a default has occurred and where on the immediate evidence available, there is, in their reasonable opinion, a strong prima facie case of a default which is on its face sufficiently serious that it could lead to one or more of the sanctions specified in clause 13.4, the NZOC or Chef de Mission may suspend you while it/he completes an investigation and reaches a determination. During the period of suspension, the parties shall remain bound by this Agreement and you shall remain a member of the Team excepting that you shall be unable to participate in the Games or otherwise represent the Team in any capacity until the suspension is ended and/or a determination is made. The NZOC acknowledges that suspension is a serious step that could have significant impact on your career

and, as such, it will take into account all relevant considerations including the impact on you, when determining the appropriateness of suspension. The NZOC will also use all reasonable endeavours to complete any investigation promptly.

- 13.4. Where it is determined that a default has occurred, the NZOC or Chef de Mission may take one or more of the following steps:
- (a) provide counselling and/or education to you to ensure the default is not repeated;
 - (b) formally warn you that a repetition of the default (or other unacceptable behaviour) will result in a more severe sanction under this clause;
 - (c) if the default occurs prior to the opening of the Games, withdraw your appointment to the Team;
 - (d) terminate this Agreement by giving you written notice to that effect;
 - (e) terminate your membership of the Team either temporarily or permanently;
 - (f) require you to leave the Games venues (which may include the Games Village);
 - (g) cancel and impound your Games accreditation card to prevent you access to the Games venues, including the Games Village;
 - (h) require you to return to your usual place of residence, at the expense of the NZOC;
 - (i) require you to pay by way of compensation or reparation, the costs for any damage to property or persons caused by you;
 - (j) where the NZOC considers it appropriate, upon presentation of information from the Chef de Mission and following due process, it may prevent you from being eligible for consideration for appointment to future NZOC teams to Olympic, Commonwealth and/or Youth Games;
 - (k) where the NZOC considers it appropriate to do so, and in accordance with the ANSP Agreement between it and your NSO (where relevant), refer the matter giving rise to the default to your NSO to be dealt with in accordance with applicable rules of the NSO; and/or
 - (l) impose such other sanctions on you as are considered fair and reasonable in the circumstances.

14. APPEALS

- 14.1. You may appeal against a determination of the NZOC or Chef de Mission made under clause 13.1 or a sanction imposed upon you under clause 13.4 to the NZOC Appeals Committee in accordance with the procedure set out in Schedule D to this Agreement.
- 14.2. The lodging of an appeal does not waive or suspend any sanction imposed under clause 13.4.

- 14.3. Either you or the NZOC or Chef de Mission may appeal against a decision of the NZOC Appeals Committee within 48 hours of the decision of that Committee, and:
- (a) any such appeal, if made during the Games Period, shall be made to the CAS and conducted in accordance with the Code of CAS;
 - (b) any such appeal, if made outside the Games Period, shall be made to the Sports Tribunal and conducted in accordance with the rules of the Sports Tribunal; and
 - (c) the decisions of CAS and the Sports Tribunal shall be binding, and any decision of CAS cannot be appealed.
- 14.4. Other than as provided for by this Agreement, neither party may commence proceedings in any court or tribunal other than CAS or the Sports Tribunal, unless otherwise agreed between you and the NZOC.
- 14.5. You acknowledge that the NZOC Board has delegated its power under Rule 5.1.j of the NZOC Constitution to hear and determine disciplinary matters and appeals in accordance with clauses 13 and 14 of this Agreement.

15. TERMINATION OF AGREEMENT WHERE NO DEFAULT

- 15.1. This Agreement may be terminated prior to the end of the Term of the Agreement by:
- (a) you withdrawing from the Team in accordance with clause 15.2;
 - (b) written agreement between you and the NZOC; or
 - (c) NZOC determining, in its sole discretion, to withdraw the Team (or any part of it) from the Games.
- 15.2. If you wish to withdraw from the Team under clause 15.1(a), you must give the Chef de Mission not less than three (3) days written notice of your withdrawal. The Chef de Mission or his nominee may agree for this Agreement to terminate prior to the end of the three (3) days at his discretion.

16. INSURANCE/INDEMNITY

- 16.1. The NZOC will arrange travel and public liability insurance for all members of the Team for the period 24 July to 24 August 2016 (or such other dates as determined by the NZOC), a summary of which will be provided to you.
- 16.2. You understand and acknowledge that:
- a) the NZOC (which for the purposes of this clause includes its members, officers, staff, support personnel, coaches and members of the Team) will not itself be liable to you for any loss, damage or injury of any kind to you or your property arising from or in connection with any act or omission of any person (including the NZOC) unless it arises as a direct result of a deliberate and wrongful act or omission by the NZOC; and
 - b) you release and indemnify the NZOC from any actions, proceedings, claims and damages (including all legal costs and other expenses) which may be

taken or made against the NZOC or incurred or become payable by the NZOC arising out of any breach by you of the terms of this Agreement or otherwise arising from any unlawful, reckless, criminal or negligent acts or omissions by you.

17. DISPUTES AS TO MEANING AND APPLICATION OF THIS AGREEMENT

- 17.1. If any dispute or difference arises between you and the NZOC (including the Chef de Mission) about the meaning or application of this Agreement or any clause within it (but excluding any matter which arises under clauses 13, 14 or 15 of this Agreement), then it is agreed that the parties will comply with the following procedure:
- (a) you and the NZOC shall use your best endeavours to resolve the difference or dispute by discussion between the parties and, if necessary, appoint a mutually agreeable mediator to assist in that process;
 - (b) if agreement cannot be reached promptly (outside of the Games Period, within 14 days, or during the Games Period, within 24 hours), either the NZOC or you may submit the dispute to the Sports Tribunal (if outside the Games Period) or CAS (during the Games Period) to be determined in accordance with either the Rules of the Sports Tribunal or the Code of CAS; and
 - (c) the decision of the Sports Tribunal or CAS, as the case may be, shall be final and binding, and it is agreed that neither party may commence proceedings in any court or tribunal other than the Sports Tribunal or CAS.

18. EFFECT OF OTHER DOCUMENTS

- 18.1. The Support Staff Application Form completed by you is deemed to be incorporated into this Agreement. You confirm by signing the Support Staff Acceptance Form that the information you stated in the Support Staff Agreement Application remains true and correct, and that no matter has arisen that may or does affect the declarations made by you in that document.
- 18.2. Where a Support Staff member is appointed under clause 4.1(b), the ANSP Agreement (found at <http://www.olympic.org.nz>) is deemed to be incorporated into this Agreement. To the extent of any inconsistency between the terms of the ANSP Agreement and this Agreement, this Agreement shall prevail.
- 18.3. To the extent of any inconsistency between the terms of this Agreement and the Olympic Charter, the latter shall prevail.
- 18.4. To the extent of any inconsistency between the terms of this Agreement and any individual employment agreement, this Agreement shall prevail.

19. PRIVACY

- 19.1. The NZOC will need to collect personal information from you including, but not limited to, your contact details, current and previous employment information and health/medical information ("Personal Information"), which will be collected and stored by the NZOC in accordance with its privacy policy (found at www.olympic.org.nz) or in accordance with clause 12 of this Agreement.

- 19.2. Other Personal Information will be collected for the purposes of obtaining accreditation, arranging accommodation, sizing for uniforms, administrative matters associated with your membership of the Team and for a historical record of your appointment to the Team (including potentially for research, education and museum related purposes). In addition, your Personal Information will be used to contact you prior to and after the Games, and for media and promotional purposes, including sponsorship promotions and opportunities prior to and during the Games.
- 19.3. By signing this Agreement, you agree to the NZOC collecting your Personal Information, and using it and storing it as long as reasonably required, for the purposes set out in this Agreement. You also agree to the NZOC passing on your Personal Information (excluding any Personal Information relating to your health) to the NZOC's professional advisors, insurance provider, travel agent, uniform provider, the Games Organising Committee and the Commercial Partners for the purposes set out in clause 19.2 of this Agreement.
- 19.4. Your Personal Information will be kept confidential and not collected, stored, used or shared for any reason except as expressly provided in this Agreement.

20. NOT AN EMPLOYEE

- 20.1 You acknowledge and agree that by entering into this Agreement, you are not an employee of the NZOC.

21. VARIATION TO AGREEMENT

- 21.1. The parties agree that subject to the right of the NZOC to amend this Agreement at any time prior to the confirmation of your appointment, any amendment to this Agreement made after your appointment will only be valid if it is in writing and signed by both parties.

22. SURVIVAL

- 22.1 Clauses 1, 10.1, 16, 19 and 23 continue in full force and effect notwithstanding termination or cessation of this Agreement.

23. GOVERNING LAW

- 23.1 This Agreement shall be governed by and is to be construed in accordance with the laws of New Zealand.

24. EXECUTION OF AGREEMENT

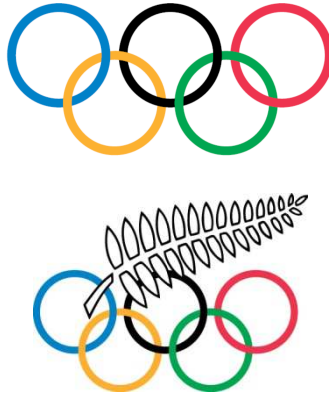
- 24.1 Execution of this Agreement shall be completed only when the parties have executed the Agreement in a manner as provided for in 24.2 below, and you have completed and returned to the NZOC prior to the Appointment Date, the Support Staff Agreement Acceptance Form.

- 24.2 This Agreement and the Support Staff Agreement Acceptance Form in Schedule E may be executed in any number of counterparts including facsimile and scanned and emailed copies, and provided both the parties have executed one of such counterparts, each counterpart shall be deemed to have been executed by both parties.

SCHEDULE A
TEAM PROTOCOLS

Team Members will:

- Treat all Olympic venues (including the Games Village) as a high performance environment, and treat those within it with respect and consideration at all times.
- Observe the laws of Brazil and New Zealand.
- Be responsible in the use of alcohol (note the Games Village is to be completely alcohol free).
- Respect accreditation privileges.
- Complete the NZOC medical questionnaires to ensure NZOC has sufficient information to provide you with medical support and assistance if required.
- Comply with the additional protocols developed and issued by the Chef de Mission and/or NZOC from time to time.

SCHEDULE B**RELEVANT PROTECTED NZOC INTELLECTUAL PROPERTIES****1. NAMES / WORDS**

Five Ring Olympic symbol
 Five Ring Olympic symbol with a Fern Leaf
 Rio mark
 Rio NZ 2016 mark
 International Olympic Committee
 New Zealand Olympic Games Team
 New Zealand Olympic Youth Games Team
 Commonwealth Games
 Commonwealth Games Team
 National Olympic Committee
 New Zealand Olympic and Commonwealth Games Association Incorporated
 New Zealand Olympic Committee Incorporated
 New Zealand Olympic Team
 New Zealand Youth Olympic Festival Team
 Olympic Games
 Olympic Gold
 "Games City"
 "Gold Games"
 "Be the Inspiration"
 "Rio 2016"

2. AND ANY COMBINATIONS FROM COLUMN A AND B

A	B
Olympic	Rio
Games	2016
Olympiad	Thirty-first
Olympian	XXXI
Olympic	
Olympics	

3. RIGHTS FREE MARK

SCHEDULE C

COMMERCIAL PARTNERS – Rio 2016

New Zealand



Worldwide



New Zealand:

ANZ New Zealand
 Sheppard Industries Limited (trading as Avanti Bikes)
 Progressive Group Limited (trading as Countdown)
 House of Travel
 MOA Brewing Company
 Mt Difficulty Wines Ltd
 NutriaCare Group Limited
 Peak Apparel
 New Zealand Health Association (trading as Sanitarium)
 Sky TV
 Volkswagen New Zealand

Worldwide:

Atos
 The Coca Cola Company
 The Dow Chemical Company
 General Electric
 The McDonalds Corporation
 Omega
 Panasonic Corporation
 Proctor & Gamble
 Samsung Group
 Visa Inc

The NZOC reserves the right to add or remove Commercial Partners at any time.

SCHEDULE D

PROCEDURE FOR APPEALS

If you wish to appeal against a decision of the NZOC or Chef de Mission made under clause 13 of this Agreement to the NZOC Appeals Committee (Appeals Committee) in accordance with clause 14 of this Agreement:

1. If During the Games Period you must lodge a written notice of appeal with the Team Services Director via email (Jake@olympic.org.nz) and the NZOC (office@olympic.org.nz) or in person to the Team Services Director at the New Zealand Team Office in the Games Village or via email, within 24 hours of having received advice of the decision from the Chef de Mission;

or

If Outside of the Games Period –you wish to appeal against a decision made prior to your arrival to or after your departure from the Games Village, you must lodge a written notice of appeal with the NZOC Chief Executive Officer (Kereyn@olympic.org.nz and office@olympic.org.nz) within 24 hours of having received advice of the decision from the NZOC or Chef de Mission.

2. Upon receipt (within time) of a written notice of appeal, the NZOC Chief Executive Officer shall convene an Appeals Committee which shall comprise no less than three (3) persons, appointed by the NZOC Board who shall include:
 - (i) A member of the NZOC Board; and
 - (ii) An athlete representative; and
 - (iii) An independent person who shall be the Chairperson of the Appeals Committee.
3. The NZOC Chief Executive Officer shall then advise you of the composition of the Appeals Committee and the date, place and time for the hearing of your appeal.
4. The Appeals Committee may determine its own procedure provided that it shall at all times ensure that it complies with the principles of natural justice. The Appeals Committee may receive evidence from or on behalf of the NZOC or the Chef de Mission, you, and any other persons it considers relevant.
5. The Appeals Committee shall consider the evidence and make a determination as soon as practicable after the hearing. It shall then advise the NZOC or the Chef de Mission and you in writing of its determination.
6. You have a right of appeal to the Sports Tribunal if outside of the Games Period, or the CAS if during the Games Period, in accordance with clause 14.3 of this Agreement.
7. Any such appeal shall be brought and conducted in accordance with the Rules of the Sports Tribunal, or the Code of CAS, as the case may be.

SCHEDULE E

2016 NEW ZEALAND OLYMPIC GAMES TEAM

SUPPORT STAFF AGREEMENT ACCEPTANCE FORM

BETWEEN **NEW ZEALAND OLYMPIC COMMITTEE INCORPORATED**, an incorporated society having its registered office at Olympic House, 350 Parnell Road, Parnell, Auckland (“NZOC”)

AND _____ “you” or “your”
(print your full legal name)

_____ **Position** (e.g. manager)

_____ **Sport**

1. I have read and understand the terms of the Support Staff Agreement for the Rio 2016 Olympic Games.
2. I have had an opportunity to take independent advice regarding the terms of the Support Staff Agreement.
3. I agree to the terms of the Support Staff Agreement as set out in that Agreement as if they were set out in full and attached to this Support Staff Agreement Acceptance Form.
4. Set out below are the persons or organisations which, as at the date I am signing this form, currently sponsor or have agreed to sponsor me/my team or any clothing or equipment I/my team use:

5. I confirm that the declarations set out in my Support Staff Application Form are still true and correct.

Signed: _____
(Support Staff)

Date: _____

Signed for and on behalf of the New Zealand Olympic Committee Incorporated

Signed: _____
(Authorised signatory)

Date: _____

Name: _____
(Print name)

Position: _____

RETURN OF SUPPORT STAFF ACCEPTANCE FORM TO:

Team Services
New Zealand Olympic Committee
PO Box 37-774
Parnell
Auckland 1151
Email: team@olympic.org.nz