

ATHLETE SELECTION PROCEDURES
2017 ILLINOIS STATE TEAM
May 1, 2017

I. SELECTION SYSTEM

Selection System Overview

The athlete selection system for the 2017 Illinois State Team is objective based on the qualification event: The 2017 State Championships.

A. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:

1. Citizenship:

- a. Athlete meets eligibility and nationality requirements as presented by USA Taekwondo in compliance with the minimum International Federation standards for participation (item I.A.2.).
- b. All athletes must be U.S. Citizens in order to compete.

2. Minimum IF standards for participation (if any):

- a. World Taekwondo Federation (WTF); Rules of Competition, Article 4. Contestants, Section 1
http://www.wtf.org/wtf_eng/site/rules/competition.html
 - Holder of the nationality of the participating team.
 - Holder of Taekwondo Dan certificate issued by Kukkiwon.
 - Competitors must be at least 10 years of age on December 31, 2017

3. Coaching requirements:

- a. Coaches must be a USA Taekwondo member in good standing.
- b. Coaches must be an ITSO member in good standing.
- c. Coaches must be at least level 1.
- d. Coaches must agree to and sign, "Coach's Code of Conduct."

4. Other requirements (if any):

- a. Athlete must be a USA Taekwondo member in good standing.
- b. Athlete must be an ITSO member in good standing.
- c. Athlete must compete in the World Class, Black Belt division.
- d. Athlete home club must be registered.
- e. Athlete must wear provide uniform to all ITSO trainings and events
- e. Athlete must be in possession of a U.S. Passport not expiring in the year of team membership

B. Provide a brief summary outlining how an athlete is selected as a nominee to the Team (include maximum team size).

The 2017 Illinois State Team is made up of forty four (48) athletes – two (2) in each of the four (4) youth divisions, four (4) male & four (4) female weight divisions, two (2) in each of the ten (10) cadet divisions, ten (10) male & ten (10) female weight divisions, and two (2) in each of the ten (10) junior divisions, ten (10) male & ten (10) female weight divisions.

Weight Division Classification for the 2017 Illinois State Team

YOUTH

Men's division

Under 30kg Not exceeding 30kg
Under 35kg Over 30kg & not exceeding 35kg
Under 40kg Over 35kg & not exceeding 40kg
Over 40kg Over 40kg

Women's division

Under 30kg Not exceeding 30kg
Under 35kg Over 30kg & not exceeding 35kg
Under 40kg Over 35kg & not exceeding 40kg
Over 40kg Over 40kg

CADET

Men's division

Under 33kg Not exceeding 33kg
Under 37kg Over 33kg & not exceeding 37kg
Under 41kg Over 37kg & not exceeding 41kg
Under 45kg Over 41kg & not exceeding 45kg
Under 49kg Over 45kg & not exceeding 49kg
Under 53kg Over 49kg & not exceeding 53kg
Under 57kg Over 53kg & not exceeding 57kg
Under 61kg Over 57kg & not exceeding 61kg
Under 65kg Over 61kg & not exceeding 65kg
Over 65kg Over 65kg

Women's division

Under 29kg Not exceeding 29kg
Under 33kg Over 29kg & not exceeding 33kg
Under 37kg Over 33kg & not exceeding 37kg
Under 41kg Over 37kg & not exceeding 41kg
Under 44kg Over 41kg & not exceeding 44kg
Under 47kg Over 44kg & not exceeding 47kg
Under 51kg Over 47kg & not exceeding 51kg
Under 55kg Over 51kg & not exceeding 55kg
Under 59kg Over 55kg & not exceeding 59kg
Over 59kg Over 59kg

JUNIOR

Men's division

Under 45kg Not exceeding 48 kg
Under 51kg Over 48 kg & Not exceeding 51 kg
Under 55kg Over 51 kg & Not exceeding 55 kg
Under 59kg Over 55 kg & Not exceeding 59 kg
Under 63kg Over 59 kg & Not exceeding 63 kg
Under 68kg Over 63 kg & Not exceeding 68 kg
Under 73kg Over 68 kg & Not exceeding 73 kg
Under 78kg Over 73 kg & Not exceeding 78 kg
Over 78kg Over 78 kg

Women's division

Under 44kg Over 42 kg & Not exceeding 44 kg
Under 46kg Over 44 kg & Not exceeding 46 kg
Under 49kg Over 46 kg & Not exceeding 49 kg
Under 52kg Over 49 kg & Not exceeding 52 kg
Under 55kg Over 52 kg & Not exceeding 55 kg
Under 59kg Over 55 kg & Not exceeding 59 kg
Under 63kg Over 59 kg & Not exceeding 63 kg
Under 68kg Over 63 kg & Not exceeding 68 kg
Over 68kg Over 68 kg

The selection process for the 2016 Illinois State Team consists of two phases.

PHASE 1 – Qualifying Event

2017 Illinois State Championships

All athletes that register, make weight and finish top 4 at a 2017 Illinois State Championship will advance to Phase 2 – 2017 Illinois State Team Trial.

PHASE 2 – 2017 Illinois State Team Trial

The winner per gender of the 2017 State Team Trial, in each of the youth, cadet, and junior weight divisions will earn a spot on the 2017 Illinois State Team. The 2017 Illinois State Team Athlete Agreement must be signed and adhered to.

PHASE #1: Qualifying Events

Phase #1 represents the first step in making the 2017 Illinois State Team that starts with the 2017 Sanctioned State Championships. All athletes meeting the eligibility criteria listed in Section A of this document are eligible to compete in Phase 1.

2017 Sanctioned State Championships – World Class Division

All athletes that register, make weight and compete at a 2017 State Championship will advance to Phase 2 – 2017 Illinois State Team Trials.

Athletes qualifying through a Qualifying Event are required to compete in the SAME weight division in which they qualified for Phase 1 - 2017 Illinois State Championships – World Class.

Competition Format – Single Elimination

In Phase 1, all tournaments will be single-elimination format. In single-elimination format, the loser of each match is immediately eliminated from the competition bracket.

Seeding Criteria

In Phase 1, there will be no seeding criteria. All athletes will be seeded randomly. Athletes for Phase 1 will bear all expenses including entry fee, ground transportation and hotel.

PHASE #2: 2017 Illinois State Team Trial

All athletes that register, make weight, and finish in the top 4 (in youth, cadet, and junior division) at the 2017 Illinois State Championship will advance to Phase 2 – 2017 Illinois State Team Trial

The top four finishers, per gender, per division from the 2017 Illinois State Championship will face each other in a Fight-Off Format.

In the Fight-Off Format the division winner will be given top seed and subsequent finishers will be seeded lower according to finishing place. Top seeded athletes will only need to beat lower seeded athletes once to be declared the winner, while lower seeded athletes will need to beat higher seeded athletes twice to be declared the winner.

If there are two third place finishers in a division the Fight-Off will begin with both athletes competing against one another in a single elimination match. The winner will then face the second seeded athlete and the declared winner from the match(es) will face the top seeded athlete. In the case of a tie at the end of regulation, standard sudden death regulations apply. The winner in each weight division of the 2017 Illinois State Team Trial earns a spot on the 2017 Illinois State Team.

Prior State Team members will be given the option to compete at a different weight class other than the one they qualified at Phase 1 – 2017 Illinois State Championships, at the cost of giving up their seeding.

E. The following shall oversee the selection process.

- Alfonso Qahhaar, President, Illinois Taekwondo State Organization
- David Kim, Vice President, Illinois Taekwondo State Organization
- Jill Qahhaar, Secretary, Illinois Taekwondo State Organization

II. REMOVAL OF ATHLETES

- A. An athlete who is to be nominated to the Team by ITSO may be removed from the nominations for any of the following reasons, as determined by ITSO.

Voluntary withdrawal. Athlete must submit a written letter to the ITSO Executive Director. Injury or illness as certified by USAT physician (or medical staff). If an athlete refuses verification of their illness or injury by a USAT physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.

Violation of the NGB's Code of Conduct. (Attachment A). An athlete who may be removed from the Team pursuant to this provision has the right to a hearing per the NGB's Bylaws (USAT Bylaws, Section 15, Complaint Procedures) or USOC Bylaws, Article 9.

Violation of the NGB's Athlete Agreement. (Attachment B). An athlete who may be removed from the Team pursuant to this provision has the right to a hearing per the NGB's Bylaws (USAT Bylaws, Section 15, Complaint Procedures) or USOC Bylaws, Article 9.

III. REPLACEMENT OF ATHLETES

A. The second place athlete from Phase 4 – 2017 National Team Fight-off from the same weight division of the athlete to be replaced is the replacement. If the replacement athlete is not available, then the 3rd place finisher becomes the next eligible athlete. If the 3rd place finisher is not available, then the 4th place finisher becomes the next eligible athlete. This continues until there are no eligible athletes in the same weight division at Phase 3. If by then, no athlete is available, the spot remains vacant.

B. The following shall be responsible for making athlete replacement determinations:

- Alfonso Qahhaar, President, Illinois Taekwondo State Organization
- David Kim, Vice President, Illinois Taekwondo State Organization
- Jill Qahhaar, Secretary, Illinois Taekwondo State Organization

IV. SUPPORTING DOCUMENTS ITSO will retain all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months.

V. REQUIRED DOCUMENTS The following documents are required to be signed by an athlete and a participating coach (if any) as a condition of nomination to the 2017 State Team, and are included as attachments:

- Code of Conduct (Attachment A)
- Athlete Agreement (Attachment B)
- Coach Code of Conduct (Attachment C)

VI. MANDATORY TRAINING AND/OR COMPETITION Specify the location, schedule and duration of mandatory training and/or competition:

- Athletes shall actively participate in at least 3 out of 5 ITSO State Training. 4 out of 5 ITSO State Team Trainings.

VII. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, WADA, WTF, USADA and USOC anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the IOC, WADA, WTF, USADA and USOC Rules.

VIII. NGB SIGNATURES

I certify that I have read, understand and incorporated our IF standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by Illinois Taekwondo State Organization.

Position Print Name Signature Date

President **Alfonso Qahhaar**
5/1/2017

Secretary **Jill Qahhaar**
5/1/2017

Date Original Procedures Rec'd _____ Date Revision
Submitted _____

Illinois Taekwondo State Organization Code of Conduct

ATHLETE & STAFF PLEDGE

I pledge to uphold the spirit of the USA Taekwondo Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National Team (the “Team”). I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the Team.

As a Member of the Team, I hereby promise and agree that I:

- will abide by all published rules related to the Team selection procedures as approved by Illinois Taekwondo State Organization;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will submit to a physical examination by Illinois Taekwondo State Organization medical personnel if my ability to compete is compromised due to physical injury and I understand that such injury may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team.
- will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the World Taekwondo Federation rules;
- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to compete under the rules of World Taekwondo Federation;
- am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of the international competition, should I be chosen for an international event that requires a passport (beginning 2018);
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will follow my Team’s written rules, including by way of example, rules regarding curfew, required attendance at team meetings, consumption of alcoholic beverages and prohibitions on the release of confidential team information;

- am aware that USA Taekwondo sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Taekwondo apparel at all official Team functions and events;
- will not conceal or cover-up any USA Taekwondo sponsor, supplier or licensee brand or other identification appearing on my USA Taekwondo apparel;
- will abide by the rules of the World Taekwondo Federation concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- agree to be filmed and photographed by the official photographer(s) and network(s) of Illinois Taekwondo State Organization under conditions authorized by Illinois Taekwondo State Organization and give event organizers and Illinois Taekwondo State Organization the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the team on which I compete; in no event may Illinois Taekwondo State Organization or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my Illinois Taekwondo State Organization apparel or equipment or the use of the Illinois Taekwondo State Organization for the purpose of trade, without the prior written consent of Illinois Taekwondo State Organization;
- will attempt to participate in media activities if compatible with my training and competitive schedule, when requested by Illinois Taekwondo State Organization;
- understand that if I require legal representation because I am accused of a doping violation or am accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my teammates, Illinois Taekwondo State Organization, Illinois, and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the Team.

Signature Date

Print Name

PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)

Signature Date

Print Name and Relationship (Parent or Guardian)

Illinois Taekwondo State Organization Athlete Agreement

State Team

1. THIS ATHLETE AGREEMENT, effective as of the completion of Team Trials 2017 (the “Effective Date”), is by and between Illinois Taekwondo State Organization, an Illinois nonprofit corporation having its principal office at 704 Oak Creek Dr; Lombard, IL 60148, and the athlete signing below (“Athlete”), whose address is also set forth below. Athlete and Illinois Taekwondo State Organization may be collectively referred to herein as the “Parties” and each individually as a “Party.”

Recitals

Illinois Taekwondo State Organization (ITSO) is the governing body for the sport of taekwondo in Illinois in accordance with USA Taekwondo. As the state governing body, ITSO is responsible for developing elite athletes with the goal of winning medals in the National Championships, Olympic games and other international competitions. As part of that mission, ITSO has developed an Athlete Agreement program to support athletes who have demonstrated the capability to be elite national and international athletes with potential to win medals in national and international competition. Athlete desires to participate in the Athlete Agreement on the terms and conditions set forth herein. NOW, THEREFORE, in consideration of the mutual promises and obligations, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

Agreement

1. Term. This Agreement shall commence as of the Effective Date and shall continue through and including December 31, 2017, unless earlier terminated as set forth in Section 6.

2. Obligations of Illinois Taekwondo State Organization. Illinois Taekwondo State Organization agrees to perform the following duties and obligations:

(a) *Respect for Athlete’s Training.* In carrying out its duties and activities under this

Agreement, ITSO shall be respectful of, and shall use reasonable efforts to avoid interfering with Athlete’s training and competition schedules.

(b) *Use of Image.* In no event will ITSO use or authorize the use of Athlete’s name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply Athlete’s endorsement of any company, product, or service, without Athlete’s express written permission.

(c) *Corporate Sponsor Networking Events.* USA Taekwondo shall use its commercially reasonable efforts to develop corporate sponsor networking events, and Athlete and their agent may participate in such corporate networking events for the purpose of meeting potential personal sponsors.

(d) *NGB Support Staff.* ITSO, through its office staff, shall be available to Athlete to coordinate all NGB/Athlete activities, including programs of the USOC and its training centers.

(e) *Personal Performance Gear.* ITSO will provide athlete from personal performance gear, (uniform, warm-up, and t-shirt). Further, ITSO shall not require Athlete to cover up a manufacturer logo on Personal Performance Gear, as long as it complies with the relevant IOC or World Taekwondo Federation rules regarding size and placement.

(f) *Athlete's Personal Endorsements*. ITSO shall not require Athlete to reveal the details of any personal sponsorship agreement other than the name of the company. Athlete shall not be required to give ITSO right of first refusal for any of ITSO's or USA Taekwondo's sponsors regarding a personal contract with individual Athlete.

(g) *Agents*. Illinois Taekwondo State Organization shall not prevent Athlete from hiring or retaining an agent.

3. Obligations of Athlete. Athlete agrees to perform the following duties and obligations:

(a) *NGB Membership and Eligibility*. Athlete is and shall remain a member in good standing with ITSO and USA Taekwondo throughout the term. Athlete shall remain eligible to compete in national and international competition for Illinois and the USA.

(b) *Administrative Deadlines*. Athlete shall comply with any and all applicable deadlines established by the ITSO and USA Taekwondo.

(c) *Anti-Doping*. Athlete shall comply with all anti-doping policies, procedures and protocols of the International Olympic Committee (IOC), World Taekwondo Federation (WTF), World Anti-Doping Agency (WADA) and United States Olympic Committee (USOC).

(d) *Code of Conduct*. Athlete shall sign and abide by ITSO Code of Conduct attached as Addendum C. The Code of Conduct is incorporated into this Athlete Agreement.

(e) *Use of Image*. Athlete agrees to be filmed, videotaped and photographed, and to have his/her name, image, picture, likeness, voice and biographical information otherwise recorded, in any media, by the ITSO's official photographer(s), film crew(s) and video crew(s), (if any) and by any other entity authorized by the ITSO, under the conditions specified by the ITSO (the "Footage"). Athlete grants to ITSO the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, the Footage for: (1) news and information purposes, (2) promotion of the specific competition(s) in which Athlete competes, (3) promotion of the national team, and (4) promotion the sport of taekwondo, provided that, in no event may the ITSO use or authorize the commercial use of the Footage in any manner that would imply Athlete's endorsement of any company, product, or service, without Athlete's express written permission.

(e) *Participation in Media Sessions*. Athlete agrees to participate in media sessions including photo shoots, as reasonably requested by ITSO, to promote a competition in which Athlete is participating.

(f) *Appearances for ITSO*. Athlete agrees to make two (2) personal noncommercial appearances for ITSO (if requested) without remuneration except for reasonable travel costs. Such appearances will not interfere with Athlete's training, preparation or competitions.

(g) *Autographed Items*. Athlete shall autograph up to 25 non-sponsor branded items, provided by ITSO at its expense, which ITSO may use to promote the sport and its mission, such as for thank you gifts, auctions, etc.

(h) *Promotional Efforts*. Athlete shall, on his/her personal web site and on social media sites (including without limitation Facebook and Twitter), promote ITSO collaboratively and in good faith. With respect to Facebook, Twitter and other social media applications that may develop, Athlete agrees to list ITSO as a friend and to include the ITSO logo in appropriate places.

(j) *Training*. Unless otherwise agreed by ITSO in writing, Athlete shall train for peak performances at key state and (possibly) national events held during the Term. Athlete's training shall be in accordance with his/her Athlete Training Plan as identified in Addendum A.

(k) *Camps and Competition*. Unless excused in writing by ITSO, Athlete shall attend official ITSO Team Events .

(l) *Commitment to Participate in*. Athlete commits to ITSO that it is his/her intention to participate in official ITSO State Team events and will reimburse ITSO for any fees associated with said events (i.e. registration fees, travel) if they do not attend (unless otherwise excused).

(n) *Athlete Personal Sponsors*. Athlete may not use or authorize the use of the ITSO's intellectual property, including use of photographs, films or videos of Athlete in ITSO apparel or equipment, or the marks and logos of the ITSO, or terms containing national team without the express written permission of ITSO.

(o) *Team Apparel*. Athlete will wear designated ITSO apparel at all official Team functions and events, and will not conceal or cover-up any ITSO sponsor, supplier or licensee brand or other identification appearing on USA Taekwondo apparel;

(p) *No Other Logos on Team Uniform*. Athlete is not permitted to add to the official State Team uniform any trade name, trademark, name, logo or any other identification of any person, company or business unless expressly provided for in this Agreement or a written waiver.

4. Suspension of Activities. ITSO acknowledges that, from time to time, Athlete may desire to take an extended break from training. If Athlete desires to suspend training for a period of longer than one (1) week, Athlete acknowledges and agrees that ITSO may suspend the delivery of benefits to Athlete under this Agreement unless Athlete has first obtained the prior written approval of ITSO to continue the benefits while Athlete is not training.

5. Dispute Resolution. The Parties agree that any dispute under this Agreement shall first be addressed by good-faith negotiation of the Parties. If a dispute involving a breach, act, omission or interpretation of this Agreement is not resolved by good-faith negotiation, the dispute shall be resolved by a hearing under the grievance procedures in the Bylaws of ITSO.

6. AAA. In the event that the Parties cannot resolve a dispute under 5 above, either Party may bring any controversy or claim arising out of or relating to this contract, or breach thereof, for final settlement by arbitration administered by the American Arbitration Association under their Commercial Rules.

8. Miscellaneous.

(a) *Nature of the Parties Relationship*. It is expressly understood and agreed that, in the performance of this Agreement, ITSO and Athlete shall be independent contractors, free from control of each other except as specified in this Agreement.

(b) *Intellectual Property and Ownership*. Nothing contained herein will be construed as an assignment or grant to Athlete of any right, title or interest in or to ITSO's trademarks, or in or to any copyright or other right in and to ITSO's materials. Likewise, nothing contained herein will be construed as an assignment or grant to ITSO of any right, title or interest in or to Athlete's image and personality rights.

(c) *Notices*. Any notice required or permitted to be delivered under this Agreement shall be in writing and shall be deemed properly delivered on the earlier of the actual receipt, one day after being sent via electronic mail, or three days after the date deposited in the U.S. Mail, by first class mail, addressed to the recipient at the Athlete's address set forth below.

(d) *Force Majeure*. If for any reason outside a Party's reasonable control, including without limitation strikes, boycotts, war, acts of God, labor troubles, riots, acts of terrorism, delays of commercial carriers, restraints of public authority, or for any other reason, similar or dissimilar, beyond either Party's control, a Party is unable to perform its duties and obligations hereunder, such failure to perform will not be considered a default under this Agreement, and such Party will not be liable for the failure to deliver the corresponding benefits and privileges.

(e) *Entire Agreement*. This Agreement, together with any attachments hereto, contains the entire agreement and understanding of the parties and supersedes all prior agreements and understandings, whether verbal or written, with respect to the subject matter hereof and any such other agreements or understandings are hereby revoked.

(f) *Waiver*. A failure on the part of either Party to exercise any right, remedy, power, or privilege under this Agreement will operate as a waiver thereof. No waiver will be effective unless it is in writing and signed by the Party granting such waiver.

(g) *Severability*. If any provision of this Agreement is determined to be invalid by a court of competent jurisdiction, that determination will in no way affect the validity or enforceability of any other provision herein.

(h) *Governing Law*. The terms of this Agreement and any dispute between the Parties shall be governed by and interpreted in accordance with the laws of the State of Illinois.

ITSO:

By: _____ **Alfonso Qahhaar**, President

ATHLETE:

_____ Athlete Date of Birth
_____ Print Name
_____ Address
_____ City State Zip

PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Effective Date)

_____ Signature Date
_____ Print Name & Relationship (Parent or Guardian)

Coach Code of Conduct Contract

Illinois Taekwondo State Organization Coach's Agreement and guidelines for ITSO Training Events (ITEs)

1. Coach is and shall remain a member in good standing with ITSO throughout any involvement with the ITSO Training Events (ITEs) to include their club if they are the owner.
2. Coach shall always present him or herself as ambassadors of our sport. "Sportsperson-like" behavior is a must. Respect for all athletes, parents and coaches participating in ITSO events. Refrain from the use of profane and abusive language.
3. Coach shall acknowledge that the coach's conduct extends to communication via Internet or social media. All correspondence must be appropriate and in the best interest of the ITSO and Taekwondo.
4. Absolutely no alcohol, performance enhancing drugs, stimulants, or recreational drugs are permitted.
5. Hazing and/or sexual harassment of any nature are not permitted.
6. Coach shall promptly notify all interested parties, including, but limited to, other coaches, personal coach, and parents of any injury to athlete during ITEs.
7. Coach acknowledges that every ITE MUST function with the utmost safety! Coach commits to always putting athlete safety first. Recruiting: The success of ITSO is dependent on the highest level of coaching integrity. Coach agrees to the following guidelines with regard to athlete recruiting.
 - A. Coaches will make every effort to include personal coaches when talking to an athlete.
 - B. Coach will NOT make personal invitations to any athlete participating in ITSO events. All invites must be made through the personal coach and/or master instructor.
 - C. If an athlete or parent approaches a participating coach in search of additional training outside of the ITE, Coach must encourage athlete and/or parents to include personal coach in 3 conversation to set appointments for such trainings agreeable to all parties.
 - D. If a mutual agreement cannot be met, coach's loyalty is to ITSO and the ITE for the good of all athletes and should decline the additional training outside the ITE. ITSO Training Events are athlete-centered and should be considered a "supplement" to their training. Our success relies 100% on coaches volunteering their time and talents with the utmost integrity. By signing this contract, you agree to support and promote ITSO. If any of the policies listed above are not practiced or purposefully disobeyed, the ITSO ETHICS COMMITTEE will make an investigation into the details of the incident. Upon the conclusion of the investigation, if a Coach, Master Instructor, parent or teammate has found to be negligent of these policies, said individual(s) may be removed from attending all future ITSO events. Additionally, ITSO Membership and privileges revoked for period of up to 2 years.

COACH AFFIRMATION I have read and accept the Code of Conduct Agreement. I agree to the rules, guidelines and procedures stated in this document as a condition of being a "PARTICIPATING COACH" in ITSO events.

Signature _____ Date _____