

# 2020 Team USA Application

World Championships – Mulwala, Australia

Skiers - Drivers - Announcers - Sound Crew - Stage actors

Welcome to the application process for the 2020 United States Team that will compete in the World Championships in Mulwala, Australia. We believe this will be our most competitive application process to date, yet it will bring about the best team possible to compete 16 months from now in Australia.

Selection of team members will not be based only on skill, but also on attitude, showmanship, and our ability to develop team chemistry both on and off the water. We are looking for skiers, drivers, announcers, sound crew, and stage actors to apply to the team.

We want to thank you for your interest in the 2020 team. Before you apply, we want you to be aware of some specifics as it pertains to your participation on Team USA. Please be certain you fully understand and can commit to the bulleted elements below prior to submitting your application.

It is our honor to have been selected as Co-Show Directors for the 2020 United States Water Ski Show Team by the NSSA Board of Directors. We look forward to the process of planning, organizing, and building another World Championship caliber team.

Matt Heilman and David Rezin

- **Travel Dates** – We will likely be departing on Wednesday, March 11, 2020 (arriving in Australia on Friday, March 13). The tournament is March 21 & 22, 2020 (with opening ceremonies on March 20). For the return flight to the States, we will set up a few possible choices on different days (for instance, flights returning on Monday, Wednesday, Friday), should you want to extend your trip. If you choose a flight different than those offered by the team, you may incur additional costs.
- **Summer Practice** – We will have a formal and mandatory practice on Monday and Tuesday, August 12-13, 2019 in Warsaw, Indiana following Division 1 Nationals.
- **Financial obligation** – Each Team Member selected is responsible for \$1500 plus your travel to Warsaw, IN for practice. All other associated costs for participating on the team will be covered. Our total budget is around \$200,000 for travel, lodging, meals, apparel, show expenses, etc. That's approximately \$5000 per participant. Your obligation is \$1500. This \$1500 payment can be paid in one lump sum due April 1, 2019, or in 3 installments of \$500 due April 1, June 1, and August 1, 2019.
- **Fundraising opportunities** – We will provide several fundraising opportunities for you to earn back your \$1500 and your travel expenses to Warsaw. Details on the fundraising opportunities will come after team selection.

If you are able to commit to the dates listed, to the financial obligation of \$1500, and are willing to sign the USA Water Ski Code of Conduct, then we would love for you to apply to be on the team.

## Completed Applications Due – January 15, 2019

- We encourage video submissions with your application to showcase your skills.
- **Email all completed applications and video links to [usawaterskishowteam@gmail.com](mailto:usawaterskishowteam@gmail.com)**

Team Selected – March 2, 2019 at Think Tank at Chula Vista, Wisconsin Dells.



**APPLICANT INFORMATION**

FULL NAME: \_\_\_\_\_ DATE: \_\_\_\_\_  
*Last First M. I.*

ADDRESS: \_\_\_\_\_  
*Street Address Apartment/Unit #*

\_\_\_\_\_ *City State Zip Code*

CELL PHONE: \_\_\_\_\_ EMAIL: \_\_\_\_\_

ORIGINAL HOME TOWN: \_\_\_\_\_ DATE OF BIRTH \_\_\_\_\_

MALE \_\_\_\_\_ FEMALE \_\_\_\_\_ HEIGHT: \_\_\_\_\_ WEIGHT: \_\_\_\_\_

ARE YOU A CITIZEN OF THE UNITED STATES OF AMERICA? YES \_\_\_\_\_ NO \_\_\_\_\_

DO YOU HAVE A UNITED STATES PASSPORT? YES \_\_\_\_\_ NO \_\_\_\_\_

PASSPORT NUMBER: \_\_\_\_\_ DATE OF ISSUE: \_\_\_\_\_

PLACE OF ISSUE: \_\_\_\_\_ EXPIRATION DATE: \_\_\_\_\_

HOW MANY BLANK PAGES REMAIN IN YOUR PASSPORT? \_\_\_\_\_  
YES NO

ARE YOU AVAILABLE FOR TEAM PRACTICE FOR 2 DAYS AUGUST 12-13 IN WARSAW, IN? \_\_\_\_\_

ARE YOU AVAILABLE FOR ALL WORLD TOURNAMENT DATES, SUMMER PRACTICE, AND ALL RELATED EVENTS FOR PARTICIPATION ON THE TEAM? \_\_\_\_\_

ARE YOU WILLING TO PAY \$1500.00 TO PAY FOR YOUR EXPENSES FOR 2020 TEAM USA? \_\_\_\_\_

IF NO TO ANY OF THE ABOVE, PLEASE EXPLAIN \_\_\_\_\_

I'M APPLYING FOR A POSITION AS A (CHECK ALL THAT APPLY) SKIER DRIVER ANNOUNCE/STAGE SOUND

**CURRENT WATER SKIING PARTICIPATION**

**CURRENT WATER SKI SKILLS**

*Able to perform with a 90% or better accuracy rate*

**FRONT BAREFOOT**

DEEP \_\_\_\_\_  
STEP OFF \_\_\_\_\_  
FLYER \_\_\_\_\_  
JUMP OUT \_\_\_\_\_  
BAREFOOT PYRAMID \_\_\_\_\_  
FLIP \_\_\_\_\_  
CIRCLE \_\_\_\_\_  
OTHER \_\_\_\_\_  
MUST HAVE HIGH PYLON \_\_\_\_\_

**BACK BAREFOOT**

DEEP \_\_\_\_\_  
STEP \_\_\_\_\_  
FLYER \_\_\_\_\_  
BACK TO FRONT \_\_\_\_\_  
FRONT TO BACK \_\_\_\_\_  
CIRCLES \_\_\_\_\_  
OTHER \_\_\_\_\_  
MUST HAVE HIGH PYLON \_\_\_\_\_

**SWIVEL**

TOE TURNS IN BALLET PATTERN \_\_\_\_\_  
2 OR MORE LEVEL 7 SKILLS \_\_\_\_\_  
1 OR MORE LEVEL 8 SKILLS \_\_\_\_\_  
LIST YOUR LEVEL 9 SKILLS \_\_\_\_\_  
LIST YOUR LEVEL 10 SKILLS \_\_\_\_\_

**DOUBLES**

4 OR MORE LEVEL 7 SKILLS \_\_\_\_\_  
2 OR MORE LEVEL 8 SKILLS \_\_\_\_\_  
2 OR MORE LEVEL 9 SKILLS \_\_\_\_\_  
1 OR MORE LEVEL 10 SKILLS \_\_\_\_\_  
YOUR CURRENT PARTNER \_\_\_\_\_

**JUMP**

2 SKI HELI \_\_\_\_\_  
2 SKI FRONT \_\_\_\_\_  
2 SKI GAINER \_\_\_\_\_  
TWISTED SISTER \_\_\_\_\_  
2 SKI 720 \_\_\_\_\_  
2 SKI MOBIUS \_\_\_\_\_  
1 SKI HELI \_\_\_\_\_  
1 SKI FRONT \_\_\_\_\_  
1 SKI GAINER \_\_\_\_\_  
1 SKI 720 \_\_\_\_\_  
1 SKI MOBIUS \_\_\_\_\_  
1 SKI BACK HALF \_\_\_\_\_  
OTHER \_\_\_\_\_

**JUMPS YOU'VE PERFORMED IN**

QUAD HELI \_\_\_\_\_  
5 MAN HELI \_\_\_\_\_  
PINWHEEL \_\_\_\_\_  
HANG MAN \_\_\_\_\_  
4 MAN FRONT \_\_\_\_\_  
5 MAN FRONT OR MORE \_\_\_\_\_  
TRIPLE GAINER \_\_\_\_\_  
DOUBLE 1 SKI GAINER \_\_\_\_\_  
DOUBLE MOBIUS \_\_\_\_\_  
1 SPOT GAINER \_\_\_\_\_  
PREFERRED RAMP SPOT \_\_\_\_\_

PREFERRED  
JUMP SPOT

**PYRAMID BASE**

CENTER 3 TIER \_\_\_\_\_  
CORNER/SIDE 4 TIER \_\_\_\_\_  
CENTER 4 TIER \_\_\_\_\_  
CENTER DOUBLE TOP 4 TIER \_\_\_\_\_  
CENTER 5 TIER \_\_\_\_\_  
PARTICIPATED IN A 5 TIER PYRAMID \_\_\_\_\_

**PYRAMID CLIMBER**

CORNER/SIDE 2ND TIER \_\_\_\_\_  
CENTER 2ND TIER \_\_\_\_\_  
3RD TIER \_\_\_\_\_  
4TH TIER \_\_\_\_\_  
5TH TIER \_\_\_\_\_  
PARTICIPATED IN A 5 TIER PYRAMID \_\_\_\_\_  
*If yes to above, what position(s)* \_\_\_\_\_

**WAKEBOARD**

BASIC INVERTS \_\_\_\_\_  
2 - 5 Different Inverts \_\_\_\_\_  
MULTIPLE INVERTS \_\_\_\_\_  
5 - 10 Different Inverts \_\_\_\_\_  
ADVANCED WAKEBOARD \_\_\_\_\_  
More than 10 tricks - Big Air \_\_\_\_\_  
ABLE TO PERFORM BEHIND ANY BOAT \_\_\_\_\_  
MUST HAVE BIG WAKE TO PERFORM \_\_\_\_\_  
MUST HAVE HIGH PYLON \_\_\_\_\_

**SHOE SKIS**

HELI \_\_\_\_\_  
FLIP \_\_\_\_\_  
GAINER \_\_\_\_\_  
MOBIUS \_\_\_\_\_

**TRICK SKI**

3000+ POINT PASS \_\_\_\_\_  
INVERT \_\_\_\_\_

**SKY SKI**

1 OR 2 INVERTS \_\_\_\_\_  
3 OR MORE INVERTS \_\_\_\_\_  
I KILL IT ON THE SKY SKI \_\_\_\_\_

**WAKE SKIS**

JUMP INVERTS \_\_\_\_\_  
WAKE INVERTS \_\_\_\_\_

**AROUND THE BOAT**

FRONT \_\_\_\_\_  
BACK \_\_\_\_\_  
3 PLUS FRONT \_\_\_\_\_  
3 PLUS BACK \_\_\_\_\_

**DRIVER SKILLS**

PICK UP BOAT \_\_\_\_\_  
RATED INBOARD DRIVER \_\_\_\_\_  
RATED SINGLE RIG DRIVER \_\_\_\_\_  
RATED TWIN RIG DRIVER \_\_\_\_\_  
RATED TRIPLE RIG DRIVER \_\_\_\_\_

**ANY OTHER UNIQUE SKIING SKILLS WE SHOULD KNOW ABOUT**

**TOW BOAT DRIVING EXPERIENCE - INCLUDE ACTS DRIVEN IN A SHOW AND/OR TOURNAMENT**

**PREVIOUS WATER SKI EXPERIENCE** *List 3 to 5 of your top experiences*

**ANY OTHER RELATED TALENTS WE SHOULD KNOW ABOUT** *Theatre, music, gymnastics, etc.*

**REFERENCES** *Please list two references that can attest to the above*

FULL NAME _____	PHONE _____
TEAM OR ORGANIZATION _____	RELATIONSHIP _____
FULL NAME _____	PHONE _____
TEAM OR ORGANIZATION _____	RELATIONSHIP _____

**WHY SHOULD WE SELECT YOU TO BE ON TEAM USA?**

**DISCLAIMER AND SIGNATURE**

*I certify that my answers are true and complete to the best of my knowledge.*

***If this application leads to selection on the team, I understand that false or misleading information in my application may result in my release.***

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

# **USA WATER SKI**

## **CODE OF CONDUCT**

## **DISCIPLINARY PROCEDURES**

## **APPEALS AND GRIEVANCE PROCEDURES**

### **FOR U.S. TEAM MEMBERS AND U.S. TEAM STAFF MEMBERS**

**EFFECTIVE JANUARY 2017**

**Code of Conduct  
Disciplinary Procedures  
Appeals and Grievance Procedures  
For USA Water Ski  
US Team Members  
and  
US Team Staff Members**

Membership on a USA Water Ski US Team is an honor, a distinction few achieve and an accomplishment universally recognized. The responsibilities are many and include obligations to do my best for my National Governing Body (NGB), the Team and myself.

To this end, I pledge to uphold the spirit of this Code of Conduct, which offers a general guide to my conduct as a member of a US Team. I recognize that this Code cannot establish a complete set of rules, which prescribes every aspect of appropriate behavior. I further recognize that I may be required to abide by the provisions of other authorities (example: Ted Stevens Olympic and Amateur Sports Act, USOC, Pan Am Games, IWWF), in which case the stricter provisions shall apply.

By signing this document, I agree to abide by this Code of Conduct and the Appeals and Grievance Procedures, which will be used to resolve any alleged violations. I further acknowledge that the Code of Conduct and the Appeals and Grievance Procedures apply immediately upon my selection to the Team and they shall remain in force for as long as I am a member of the Team.

I have familiarized myself with the Code, and understand that acceptance of its provisions as written (in unaltered form) is a condition of my membership on the Team.

**As a Member of the Team, I pledge to:**

- Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- Maintain a level of fitness and competitive readiness which will permit my performance to be at a maximum level of my abilities;
- Avoid criminal behavior and acts including the mischievous damaging and vandalizing of personal, private and public facilities or property on and away from the venue;
- Not commit a doping violation as defined by the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the International Waterski and Wakeboard Federation (IWWF), the Pan American Sport Organization (PASO), or the USOC;
- Refrain from exhibiting drunkenness and from using recreational drugs;
- Refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- (This provision applies to Team Members under the age of 21) Refrain from the use or possession of alcoholic beverages, tobacco products or drugs **during the entire event, including travel to and from the event**. NOTE: Parents may not take “responsibility in absentia” for Team Members under the age of 21;
- Refrain from purchasing or providing alcoholic beverages to persons under the age of 21, while at or traveling to/from Team sponsored events, including all hours between scheduled event activities;
- Refrain from loaning my identification credentials to underage athletes;
- Respect the property of others, whether personal or public;
- Respect the members of my Team, other teams, spectators and officials, and engage in no form of verbal, physical or sexual harassment or abuse;
- Use my best efforts to assist other members of my Team, the Team Manager(s), Team Coaches and Team Staff Members in achieving the goals and objectives of the Team<sup>1</sup>;
- Follow my individual Sport Discipline Team rules, including by way of example: those specified in the Team Agreement, Code of Conduct and U.S. Team Staff Handbook, rules regarding curfew or attendance at Team meetings or functions as may be specified in writing or by the Team Manager, Team Coach, Team Staff Member or their designee;
- Act in a way that will bring respect and honor to my Team, USA Water Ski, the sport and myself and remember that I am an ambassador for my sport and my country.

In consideration of the above, the following list illustrates conduct which is inconsistent with USA Water Ski values, and the responsibilities associated with being affiliated with the Team. This list does not establish a complete set of rules prescribing every aspect of inappropriate behavior, and is intended to illustrate a sampling of unacceptable behaviors, their relative level of severity, examples of possible penalties/repercussions of such behavior, and the specific individuals or organization with authority to impose said penalties. USA Water Ski shall provide individuals with the right to a hearing before being denied the opportunity to participate in accordance with USA Water Ski Bylaws, Article IX (Complaint Procedures).

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<sup>1</sup> For NSSA events, the Show Director serves as the Team Manager and Coach.

## **LEVEL 1 INFRACTIONS**

- Verbally abusive, disrespectful, offensive, racist or sexist behavior.
- Being late for curfew, or being late or absent from an official event activity (camp, seminar, meeting, competition).
- Unsportsmanlike conduct.
- Public disturbance or nuisance.
- Failure to follow the dress code as designated by the Team Manager, at an official event or activity.

Authority and Penalties/Repercussions: Following a majority vote of the USA Water Ski International Activities Committee Chair, Sports Discipline International Activities Committee Chair, Team Manager, Team Coach, Athletes' Advisory Committee Chair, or their respective designees, the following penalties may be imposed for a Level 1 infraction.

- Earlier curfew.
- Verbal or written reprimand.
- Performance of specified task(s), such as formal written and/or oral apology, restitution, or performance of community service.
- Denial of the privilege to participate in any or all remaining team activity(s) at the event.
- Confinement to room or other controlled area(s).

## **LEVEL 2 INFRACTIONS**

- Second offense of Level 1 Infraction
- Drunkenness [if 21 or over].
- Fighting.
- Sexual harassment.
- Pranks, jokes, or other activities, which endanger the safety of others.

Authority and Penalties/Repercussions: Following a majority vote of the USA Water Ski International Activities Committee Chair, Sports Discipline International Activities Committee Chair, Team Manager, Team Coach, Athletes' Advisory Committee Chair, or their respective designees, the following penalties may be imposed for a Level 2 infraction.

- Any of the penalties described under Level 1 infractions.
- Being sent back to travel point of origin or homebase.

Authority and Penalties/Repercussions: Following a two-thirds (2/3) vote of the Sports Discipline and/or USA Water Ski International Activities Committee, the following may be imposed as additional penalties for any Level 2 infraction:

- Revoking of uniform or other Team supplied items.
- Probation for one (1) year.
- Suspension from all USA Water Ski Teams activities (trials, training camps, etc.) for one (1) year.
- Withholding of USOC or NGB funding for one (1) year.

## **ZERO TOLERANCE INFRACTIONS**

- Second offense of Level 2 Infraction.
- Using recreational drugs.
- Using performance enhancing substances.
- Vandalizing public or private property.
- Theft of property.
- Breaking the law.
- Purchasing, possessing or drinking alcoholic beverages, if under 21 years old.
- Drunkenness at an official competition, event or activity.



- Possession of/or taking/using illegal, banned drugs or controlled substances (includes performance enhancing substances).
- Purchasing or providing alcoholic beverages to persons under the age of 21 years.

Authority and Penalties/Repercussions: Following a majority vote of the USA Water Ski International Activities Committee Chair, Sports Discipline International Activities Committee Chair, Team Manager, Team Coach, Athletes' Advisory Committee Chair, or their respective designees, the following penalties may be imposed for a Zero Tolerance infraction.

- Prevented from competing or participating in an official competition, event or activity.
- Being sent back to travel point of origin or home base. At the discretion of the person in authority, the athlete may be allowed to travel with the Team and/or remain at the official venue, if that is the most practical alternative.
- If infraction occurs before departure, privileges to travel with the Team and participate in an official competition, event or activity may be revoked.

Authority and Penalties/Repercussions: Following a two-thirds (2/3) vote of the Sports Discipline and/or USA Water Ski International Activities Committee, the following may be imposed as additional penalties for any Zero Tolerance infraction:

- Any of items described under Level 2 Infractions.
- Revoking of uniform or other Team supplied items.
- Expulsion from the Team.
- Probation for two (2) years.
- Suspension from all USA Water Ski Teams activities (trials, training camps, etc.) for two (2) years.
- Withholding of USOC or NGB funding for two years.
- Any other penalty that may be deemed appropriate for the particular violation.

## **Section I: Disciplinary Procedures For Code of Conduct**

- 1) Introduction - These procedures will be followed when a member of the Team is accused of a violation of the Code of Conduct. These procedures are a component of the Code of Conduct and are established to ensure a fair, equitable, independent hearing, appeal and grievance procedures.
- 2) Filing a Complaint – Any member of the Team, Team Staff, support staff or official delegation (the “Complainant”) may file a Complaint with the Sports Discipline International Activities Committee (the “IAC”) relating to any dispute arising under the Code of Conduct. A Complaint must:
  - a) Be submitted in writing or by electronic transmission (facsimile or e-mail) to the Chairman of the Sports Discipline International Activities Committee;
  - b) Be signed [electronic signature is acceptable];
  - c) Include a concise statement of the alleged grounds of noncompliance, breach of the Code of Conduct or nature of the dispute and the actions taken by the Complainant as of the submission date.
- 3) Processing the Complaint – Upon receipt of the Complaint, the Chairman of the Sports Discipline International Activities Committee (IAC Chair), or his/her designee, will promptly;
  - a) Begin an investigation of the Complaint;
  - b) Send the Complainant a notice acknowledging receipt of the Complaint and a copy of these Grievance Procedures;
  - c) Send to the individual(s) whose conduct is the subject of the Complaint (“the Adverse Party”), and any other party who may be entitled to receive such notice under the applicable USA-Water Ski or Sport Division Bylaws or Policies and Procedures;
    - a notice of the filing of the Complaint;
    - an invitation to respond in writing to the Complaint;
    - a copy of these Grievance Procedures.

- d) Notify the Chair of the Athlete Advisory Council, President of the Sports Discipline and the Executive Director of USA Water Ski of the Complaint and supply each with a copy of the Complaint.
- 4) Investigation of the Complaint – The Complainant, the Adverse Party and other persons having information related to the subject matter of the Complaint shall be available in connection with the Sports Discipline IAC Chair’s investigation and shall cooperate in the collection of all relevant documents and the conduct of interviews. Failure of any party to cooperate may be commented upon in any hearing.
- 5) Resolution of the Complaint – Following the investigation, the Sports Discipline IAC Chair, or his/her designee, may attempt to resolve the dispute to the satisfaction of the parties. Any agreed upon resolution must include the written acknowledgement by the parties of that resolution. It is understood that when a Complaint is filed during an official competition or activity the Sports Discipline IAC Chair, Team Manager and/or Team Coach, or their designee shall have (upon consultation with the Chair of the Athlete Advisory Council if readily available) authority to evaluate the Complaint and recommend those penalties deemed appropriate so long as remedies/penalties are within their level of authority, and that the athlete will be given fair notice and opportunity for a hearing if the recommended penalty is disqualification.

The agreed upon resolution along with the written acknowledgment shall be sent by the Sports Discipline IAC Chair to the full Sports Discipline IAC for review before being forwarded to the Sports Discipline Board of Directors for ratification. The resulting decision shall then be forwarded to the USA-Water Ski Board of Directors for approval. If a complaint arises during the course of a competition or during travel by a team to a competition and it is necessary to expedite the proceeding in order to resolve a matter relating to the competition and compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, such complaint will be filed with, and heard by, the USA Water Ski Judicial Committee.

Decision and Penalties – If the matter is not otherwise resolved as set forth above, the matter shall be immediately referred to the entire Sports Discipline IAC for resolution and imposition of penalties. Decisions of the Sports Discipline IAC must be by two-thirds (2/3) vote of the committee and all votes on these matters must include at least twenty percent 20% athlete representation. The Sports Discipline IAC may impose any one or more of the penalties indicated in the Code of Conduct. If the recommended penalty is disqualification the athlete will be given fair notice and opportunity for a hearing. The decision of the Sports Discipline IAC shall be binding on all parties. The decision

of the Sports Discipline IAC shall be reviewed and approved by the Executive Committee of the Sports Discipline and the Sports Discipline Board of Directors.

- The resulting decision shall then be forwarded to the USA Water Ski IAC for resolution and then on to the USA Water Ski Board of Directors for approval.
- The decision of the USA Water Ski Board of Directors shall be binding upon all of the parties involved and shall be binding on all of the USA Water Ski Sports Disciplines U.S. Teams as defined by USA Water Ski the NGB for the sport.
- Appeals may be made of the decision through the Appeals and/or Grievance procedures outlined in the following Section II - TITLED: Appeals and Grievance Procedures.

## **Section II: Appeals and Grievance Procedures**

- A. The USA Water Ski Code of Conduct and Grievance Procedures apply when the event is an international event at which the athlete is officially representing USA Water Ski.
- B. Any decision of a Sports Discipline made pursuant to the USA Water Ski Code of Conduct, may be appealed to the Sports Discipline per the Sports Disciplines Bylaws for Appeals and/or Grievance procedures. After a decision has been rendered by the Sports Discipline, and if the athlete disagrees with the decision of the Sports Discipline, the decision may be appealed to the President of USA Water Ski at any time within a period of thirty (30) days of the decision having been communicated to the athlete by the

Sports Discipline, by the athlete providing written notice to the President of the Sports Discipline and the President of USA Water Ski of the decision being appealed together with his reasons for appealing the decision (see definition of Appeal and Grievance in the USA-WS Bylaws Article IX).

- C. Upon receipt and validation of the Appeal and/or Grievance by the President of USA Water Ski and the Executive & Finance Committee of USA Water Ski, the Appeal and/or Grievance shall be handled according to the USA Water Ski Bylaws, Article IX Complaint Procedures.
- D. Any decision of the USA Water Ski Board of Directors on USA-WS membership shall be binding upon all parties and is not subject to further appeal except as permitted by the USOC Bylaws, Section 9. The decision shall be binding on all USA Water Ski Sports Disciplines US Teams as defined by USA Water Ski the NGB for the sport.
- E. General – All notices, reports and decisions under these Appeals and/or Grievance Procedures shall be in writing and delivered in person, by registered or certified mail or other form of delivery, creating a record of receipt.
- F. USOC Code of Conduct and Grievance Procedures apply and take precedent during the period of the Pan Am Games identified in that document.

**PARTICIPANT’S AFFIRMATION**

I have read, understand and accept this Code of Conduct Disciplinary Procedures and the Appeals and/or Grievance Procedures document. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being named and remaining a Team Member or Team Staff Member of a U.S. Team.

\_\_\_\_\_  
Name of US Team Sports Discipline

\_\_\_\_\_  
Signature

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Parent/Legal Guardian Affirmation (if under 18)

\_\_\_\_\_  
Relationship

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Date

# USA WATER SKI U.S. TEAM AGREEMENT

EFFECTIVE JANUARY 2017

USA Water Ski

THIS AGREEMENT (“Team Agreement”) is made the \_\_\_\_\_ day of \_\_\_\_\_, 201\_\_\_\_ between USA Water Ski, a corporation incorporated under the laws of the State of New Jersey (“USA Water Ski and/or “USA-WS”), and \_\_\_\_\_ (“Team Member”) whose address is: \_\_\_\_\_.

If the Team Member is a minor, the Team Member’s undersigned parent or legal guardian (“Parent”) agrees to the Team Member’s participation as a member of the following USA Water Ski Team on the terms set forth in this Team Agreement. \_\_\_\_\_ (Name of Parent or Legal Guardian), whose address is: \_\_\_\_\_

The USA Water Ski Team which is the subject of this Team Agreement (the “U.S. Team”) is:

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## Recitals

This agreement is entered into between the parties, as follows herein.

WHEREAS USA Water Ski is an incorporated body composed of individuals and clubs throughout the United States, dedicated to the advancement and promotion of the sport of water skiing (or its named derivatives as defined by USA-WS) in the United States, and is the recognized National Governing Body (NGB) for competitive water skiing (or its named derivatives as defined by USA-WS) and is recognized as the representative governing body for the United States of America by the International Waterski & Wakeboard Federation (“IWFF”), and the United States Olympic Committee (“USOC”);

AND WHEREAS, as part of its activities, USA Water Ski organizes and manages the U.S. Water Ski Teams (or its named derivatives as defined by USA-WS), (the “U.S. Teams”) to represent it and the United States of America in water ski (or its named derivatives as defined by USA-WS) competitions throughout the world; AND WHEREAS, the Team Member has been duly selected by USA Water Ski in accordance with its bylaws, rules and regulations to be a member of the above U.S. Team and is eligible to partake fully in the program designated for the U. S. Team by USA Water Ski and its officers;

AND WHEREAS, the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) wish to relieve USA Water Ski of all liabilities arising out of the Team Member's participation as a Team Member or otherwise in any activities of USA Water Ski;

AND WHEREAS, the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) fully appreciates the risks inherent in the Team Member's participation in water skiing (or its named derivatives as defined by USA-WS) activities and competitions whether sponsored by USA Water Ski or otherwise, and the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) nevertheless assumes, accepts and consents to those risks and seeks to participate in those activities and competitions as a member of a U.S. Team; therefore, in consideration of the terms set forth in this Agreement the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) on behalf of herself/himself and the Team Member's guardians, legal representatives, heirs, personal representatives and administrators, releases and forever discharges USA Water Ski, its coaches, team leaders, managers, volunteers, agents, representatives and servants and all others connected with those activities and competitions (including trips to, from and during competitions or any required tournament or activity), of and from any and all liabilities, claims, losses, demands and actions of any and every nature whatsoever that may occur, for any and all loss, damage or injury sustained by the Team Member or his equipment, before, during and after the activities and competition; and the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) contracts and agrees to defend and hold USA-WS and all those associated with it harmless from any liabilities, claims, losses, demands and actions (including attorney's fees and costs of defense) in connection with any such activities and competitions.

AND WHEREAS, the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) grants to USA Water Ski, IWWF, the USOC and all local tournament organizers, the right to use any photographs, television, video or motion pictures taken during or in connection with any tournament or activity in which the Team Member participates as a member of the U.S. Team (including any team selection trials seeking such participation) for the purposes of news, tournament television productions, tournament promotion or promotion of the sport or fund raising by USA Water Ski, USA Water Ski Foundation, IWWF, the USOC, and all tournament organizers, provided that any other commercial use of such images would require the consent of the Team Member,

### **Agreement**

NOW THEREFORE, in consideration of the mutual promises and other valuable consideration, which is acknowledged by all parties herein, the parties hereto agree as follows:

1. The parties hereto confirm and adopt the aforesaid recitals which are incorporated, and fully enforceable as a part of this, this Team Agreement<sup>1</sup>;
2. The Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) agrees to accept a place on a U.S. Team including a commitment to compete

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<sup>1</sup> For NSSA events, the Show Director serves as the Team Manager and Coach.

and/or participate in the designated event(s) for the U.S. Team, and the privileges of using the title of a member of the U.S. Team as specified in Qualifications and Procedures as published by USA Water Ski.;

3. The Team Member agrees to participate fully in all official team training camps as determined by USA Water Ski;
4. The Team Member agrees to use or wear equipment required to be utilized by all competitors in the competition (such as skier bibs, ski lines and boats) regardless of personal sponsorship conflicts, and in accordance with any applicable tournament requirements. The Team Member also agrees to wear the appropriate Team Uniform (which may include any formal wear, blazers, warm ups, jackets, bathing suits and similar items provided to USA Water Ski for the use by the U.S. Team) as designated by the Team Manager from time to time during the competition period, regardless of personal sponsorship conflicts. At no time shall the Team Uniform carry or display any visible sponsor identification or advertising, or otherwise imply personal endorsement by any Team Member, except as designated by USA Water Ski. USA Water Ski may not require the Team Member to use any specified personal competitive equipment (such as skis, vests, wet suits and gloves)<sup>2</sup>;
5. The Team Member agrees to safeguard all clothing and equipment provided to him by or through USA Water Ski and shall not lend, sell or trade any of such equipment during the period of current membership on the U.S. Team without the specific, prior authorization of USA Water Ski. All such clothing and equipment shall be the responsibility of the Team Member and shall be available for use if the Team Member competes as a member of the U.S. Team in a subsequent tournament or activity during the period of current membership on the U.S. Team. If the Team Member is suspended or expelled from the U.S. Team, such clothing and equipment will be returned by her/him to the appropriate official of USA Water Ski on request. In the event that any of such clothing or equipment is not so returned, the Team Member shall pay to USA Water Ski a sum equal to the full replacement value of such clothing or equipment. The Team Member will be solely responsible for declaring to all responsible custom and revenue officers all or any clothing and equipment transported by him across national boundaries and hereby agrees to indemnify and hold harmless USA Water Ski in the event of any breach of him of this provision;
6. It is understood that the Team Member's selection to a U.S. Team obligates her/him to compete and/or participate in the the designated event(s) or activities for the U.S. Team. Any Team Member who, without good cause, abandons her/his U.S. Team position or who is dismissed from the Team because of violation of any terms of this Agreement prior to the conclusion of the designated event(s) or activities for the U.S. Team, may be held liable to repay USA Water Ski for all or part of the expenses incurred by USA

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<sup>2</sup> The last sentence of this requirement does not apply to NSSA events.

Water Ski on her/his behalf in connection with her/his participation in the designated event(s) or activities for the U.S. Team);

7. To the extent that IWWF regulations prohibit sponsor identification in accepting awards at the designated event(s), the Team Member agrees to abide by those regulations;
8. Each Team Member shall ensure that she/he is completely familiar with USA Water Ski and IWWF eligibility rules, which are available from USA Water Ski (see [www.usawaterski.org](http://www.usawaterski.org)) and from the International Waterski and Wakeboard Federation (see [www.iwwfed.com](http://www.iwwfed.com));
9. Failure to abide by this Agreement may result in suspension and/or expulsion from the Team. Suspension in this Agreement refers to the temporary loss of team membership privileges, whereas expulsion refers to the complete termination of a Member's association with a U.S. Team. The authority to enforce this agreement is as set forth in the USA Water Ski Code of Conduct.
10. Drug Testing may occur at (or before or after) competitions, and by agreeing to participate as a member of the U.S. Team, she/he are consenting to be subject to a drug test and if found to be positive, the penalties thereof.
11. Team Member acknowledges and agrees that America's water ski teams are highly visible elements of the sport and USA Water Ski, and each Team Member is viewed as an official representative of USA Water Ski, the sport and the United States of America. Personal conduct and attitude as a Team Member are a reflection of the values and standards with each Team Member brings to the sport.
12. Team Member agrees to travel and participate as a representative of the U.S. Team. Knowledge of and compliance with the expectations outlined herein are an integral part of this agreement. Each Team Member by affixing his or her signature hereto covenants and agrees to abide by each provision of this agreement. The following specific guidelines are promulgated and agreed to by the Team Member as standards by which the Team Member will conduct themselves while a member of a U. S. Team; Specifically:
  - a. General Conduct: Each Team Member understands that a Team Member represents the Team, USA Water Ski, and the United States. General conduct when traveling, eating in restaurants and while lodged in hotels should always reflect this responsibility. Team Member agrees to respect and acknowledge others' customs, accents, languages and mannerisms.
  - b. If a complaint is necessary when traveling on a public conveyance, in a hotel or eating in a public place, Team Members agree to speak to the designated person in a respectful and considerate manner.
  - c. Team Member agrees to treat fellow competitors and officials with respect and dignity.

- d. Team Member agrees to abide by judgments of officials and all competition rules.
  - e. Team Member agrees to cooperate with officials, coaches and fellow competitors to ensure fair competition.
  - f. Team Member agrees to set a good example for both fellow competitors and spectators alike.
13. It is acknowledged by all parties to this contract that the Team Member may have contractual obligations with industry sponsors, it is understood and agreed that a Team Member participating in a Team event may not perform duties for a sponsor during official Team practice, the event, official ceremonies, and during any appearance as a representative of a U.S. Team without advance permission of the USA Water Ski Executive Director or the Team Manager. Team Member agrees that any request to perform such activities from an industry sponsor will be referred to the USA Water Ski Executive Director and/or the Team Manager.
- a. Team Member understands and agrees to abide by all rules and regulations of the International Waterski & Wakeboard Federation, which prohibit any sponsor promotion when accepting awards at World or Confederation Championships and other designated events.
  - b. Team Member understands and agrees that sponsorships for U. S. Teams may be arranged by USA Water Ski. In these cases it is understood and agreed that the Team Member is not asked to endorse a product, nor is a Team Member individually sponsored. Only the "U. S. Team," as an entity of USA Water Ski, is sponsored.
14. Team Member is a representative of the United States and USA Water Ski, and as such Team Member covenants and agrees to the following dress code while engaged in any team activity;
- a. Clothing will always be neat and clean. Selection of clothing to wear will be done with due consideration to the surroundings and customs and acceptable to the time and locale, shoes should be clean and polished. Team Member explicitly agrees that the opinion and decision of the Team Manager shall be controlling, and that Team Member will abide by any and all directions for change initiated by the Team Manager.
  - b. Dress during travel may be casual. When traveling as a Team and when Team dress is available, Team Member agrees, at the direction of the Team Manager, to wear designated Team clothing.
  - c. Team Member agrees to wear the official U.S. Team Uniform during opening ceremonies, closing ceremonies, banquets, at other official functions and at any other time as directed by the Team Manager.
  - d. USA Water Ski may provide Team Uniform items. The parties agree that the wearing of Team Uniform items is restricted to Team Members and support staff as identified by the International Activities Committee of USA Water Ski. Team Uniform items may only be worn when the Team Member is representing the United States at an official function approved by USA Water



Ski. Team Uniform items, although in the possession of Team Member, remain the property of USA Water Ski and are subject to recall and return to USA Water Ski at any time.

- e. USA Water Ski will identify Uniform items to be worn at various Team functions and Team Member herein agrees to abide by the directions issued by USA Water Ski and/or the Team Manager.

15. Physical Conditioning, Personal Health and Medical Expenses/Insurance: Physical conditioning of Team Members is recognized as an important element of championship athletic performance. Team Member herein agrees to actively participate in an off-water training and conditioning program and to report to the Team Coach or other designated leader in excellent physical condition, prepared for world class level competition. A Team Member who becomes ill or whose health status changes because of pregnancy or other physical condition, at any time prior to or during the event for which the Team Member has been selected, agrees to immediately notify the Team Manager of the health condition. USA-WS does not furnish personal medical/health insurance coverage for U.S. Team Members. In order to participate as a member of the U.S. Team, the Team Member must carry her/his own personal medical/health insurance.
16. Drug Testing: It is the Team Member's responsible to be aware of, and to comply with, all anti-doping requirements as set forth in the USA Water Ski Code of Conduct. Team Member agrees to consult with the Team Manager about any medications (prescribed or over-the-counter) taken before or during the Team Member's team membership, including obtaining any Therapeutic Use Exemption that may be needed. Team Member agrees and understands that use or abuse of any medication or illegal substance in violation of applicable anti-doping rules, at any time while a Team Member, will be the basis for such Team Member being dismissed from the team.
17. Invitations to Tournaments and Other Activities: Team Member understands and agrees that any invitation to participate in approved tournaments or other activities as a representative of a U.S. Team must be approved by the President of her/his USA Water Ski Sport Discipline prior to any such participation.
18. Foreign Travel Requirements: Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) is responsible for having a current United States Passport (valid for at least six (6) months from and after the designated event), visas and other documents which are required for entry into various countries. All costs of the above documentation will be borne by the Team Member. Team Member also understands and agrees that he or she will seek medical advice about immunization requirements at least twelve (12) weeks prior to travel to a foreign country, and will bear the expense of any required immunization.

IN WITNESS WHEREOF, the Parties in this Agreement duly execute this Agreement.

USA Water Ski:

BY: \_\_\_\_\_ DATE: \_\_\_\_/\_\_\_\_/\_\_\_\_

Sport Discipline

BY: \_\_\_\_\_ DATE: \_\_\_\_/\_\_\_\_/\_\_\_\_

TEAM MEMBER:

\_\_\_\_\_ DATE: \_\_\_\_/\_\_\_\_/\_\_\_\_

PARENT (If Team Member is a Minor)

\_\_\_\_\_ DATE: \_\_\_\_/\_\_\_\_/\_\_\_\_