

2020-2021 Code of Conduct as an HKWSA National Squad Member

Initial Requirements:

1. You should attend squad trainings organized by Hong Kong Water Ski Association Ltd. (hereafter “the HKWSA”) and maintain a minimum attendance rate of 70% in the year 1st April 2020 to 31st March 2021 (overseas trainings, except in China, will be reviewed on a case by case basis);
2. Subject to availability you are required to represent Hong Kong to participate in overseas competitions or other activities when selected.
3. You are required to read this and understand this “Code of Conduct as an HKWSA National Squad Member” and return a signed copy to the HKWSA.

Fundamentals

1. Only fully paid-up members of the HKWSA will be considered for National squad membership.
2. Participate to enjoy skiing/ wakeboarding, not just to please others or your coach.
3. Always try your best to improve your skills and perform well and to the best of your ability.
4. Respect the games’ regulations, perform within the rules and laws of the competition.
5. Never argue with judges or coaches – their decision is final, even if you think that they are wrong. Let your coach or your captain ask tournament officials any questions.
6. Control your temper – do not use foul language.
7. Treat everyone as you yourself would like to be treated. Don’t bully or take unfair advantage of any other players and/or officials.
8. Although Skiing & Wakeboarding are not team games – do your best for yourself and your team. Your team’s performance will benefit and so will your own.

Confirmed and accepted by:

9. If you lose, accept it with good grace, learn from the experience and try harder next time.
10. Be a good sport. Applaud all good play, whether by your team or your opponents' team.
11. Cooperate with your coach, team mates, judges and opponents, for without them you don't have a competition.
12. All squad members must participate in events/competitions held by HKWSA.
13. It is the responsibility of all squad members to ensure they are adequately insured for accidents /injury whilst training or competing in waterskiing or wakeboarding etc.
14. You agree to comply with International Waterski & Wakeboard Federation (IWWF), HKWSA, Sports Federation & Olympic Committee of Hong Kong, China (SF&OC) & World Anti-Doping Agency (WADA) regulations regarding the prevention of doping & the use of stimulants.
15. HKWSA will endeavour to provide funding for training, based on grants from the LCSD. Where provided squad members may be required to contribute 10% of such costs

Participation in overseas competitions:

1. The maximum subvention from Leisure and Cultural Services Department (LCSD) for an overseas competition in the agreement between HKWSA & LCSD is up to 90% of the total approved expenses or the total subvention allocated by HKWSA to the event divided by all qualified participants including the Coach / Team Manager whichever is the lesser. Participants have to contribute the remaining balance of 10% or more. Invitational events in which a subsidy may be provided by the organizer, will be considered on a case by case basis.
2. All squad members must sign the HKWSA indemnity form before being allowed to compete.
3. All squad members must maintain good discipline, conduct and behave properly in and out of competition. You will be representing the image of Hong Kong and HKWSA.
4. As your trip expenses are partially funded by Hong Kong SAR Government's LCSD (tax payer's money) you must try your best to perform in the competition to get good results.

Confirmed and accepted by

5. All squad members must observe the instructions and advice from the appointed Hong Kong Team Manager and Coach.
6. All squad members should attend official functions such as opening, closing and award ceremonies, official dinners and receptions as arranged by the event organizer and dress appropriately in team uniform if available.
7. Squad members may incur expenses on transport, hotel rooms and meals according to the local living standard, and shall not incur unnecessary expenses.
8. Participating members shall keep all the original copies of receipts for reimbursement, including but not limited to air ticket receipt and itinerary, boarding pass, receipts for the accommodation, meal, supplement of drinks(except alcohol) and distant calls. Credit Card Slips/Deposit Card Slips will not be accepted on their own but must be supported by invoices. You should sign your signature on the receipt if the receipt is not an original receipt.
9. All the receipts entitled for reimbursement shall be submitted to HKWSA office (Room 1025, Olympic House, 1 Stadium Path, Causeway Bay) with reimbursement form within 1 month from the closing day of the events. Late submission will not be processed.
10. Funding and subvention from LCSD only covers eligible items according to the handbook for National Sports Associations (NSAs), no reimbursement could be claimed for non-eligible items (eg. Alcohol). Any attempt to claim personal non-allowable items will be looked upon severely and may result in disciplinary action.
11. If there are any disputes on the judging and results please lodge the appeal through your team manager and coach in accordance with the tournament rules.
12. Your performance and conduct at the event as reported by the team manager and coach would be some of the deciding factors in your future selection to the team.
13. HKWSA reserves the right to remove your name from the squad member list if a violation of this Code of conduct or any other illegal or inappropriate behaviour has occurred, HKWSA may take any corrective action we deem appropriate including suspension or termination of HKWSA membership.

Confirmed and accepted by:

Social Media Guidelines:

1. When squad members and other accredited persons choose to go public with any comments, opinions and any other material in any way, including on a posting, blog or tweet on any social media platforms or on any websites, they are solely responsible. They can be held personally liable for any commentary and/or material deemed to be defamatory, obscene or proprietary.
2. Riders agree to let HKWSA obtain and use any personal information, competition results. Photographs / videos of them in any way, including posting in all kinds of social media and sharing with any communication tools.

Suggested hashtag for all posting on social media:

1. Instagram

Please tag hkwsa

#hk #hkig #hksport #hongkong #wakeboard #hkwakeboarder #wakesurf #watersports
#wakeboarding #wakesurfing #sports #surf #hkwsa #hongkongwaterskiassociation
#hkwsamakingachange #hkcable #teamhk #hkteam #iamhkwakerider #fitnessfirsthk

2. Facebook

Please tag Hong Kong Water Ski Association

#hk #hkig #hksport #hongkong #wakeboard #hkwakeboarder #wakesurf #watersports
#wakeboarding #wakesurfing #sports #surf #hkwsa #hongkongwaterskiassociation
#hkwsamakingachange #hkcable #teamhk #hkteam #iamhkwakerider #fitnessfirsthk

Preventing Sexual Harassment:

1. In general, sexual harassment refers to any unwelcome conduct of a sexual nature which is perceived by the victim, or a bystander, to be offensive, humiliating or intimidating. Sexual harassment can consist of or of multiple persistent or pervasive acts or a single intense or severe act. Under the law, there are two types of sexual harassment:
 - i. Misuse of authority - This refers to demanding sexual favours in return for access to resources, promotion, team selection, etc.
 - ii. Hostile Environment - This refers to unwelcome conduct of a sexual nature (physical, verbal or non-verbal) which creates an intimidating, hostile or offensive environment.
2. Athletes, coaches and staff do not engage in sexual harassment towards any individual or group.

Confirmed and accepted by:

3. Athletes, coaches and staff always treat sexual-harassment complainants and respondents with dignity and respect.
4. Athletes, coaches and staff do not deny an athlete the right to participate based on the athlete having made, or being the subject of, sexual harassment allegations.

Preventing Other Forms of Harassment

1. Coaches and staff do not engage in behavior that is harassing, demeaning, or disrespectful to persons with whom they interact in their work based on factors such as those persons' age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, family status, or socioeconomic status.
2. Physical contact between some coaches/staff and athletes is sometimes necessary during the professional servicing process, and coaches/staff should ensure that no action on their part could be misconstrued or experienced as inappropriate, and that any professional guidelines on this matter are followed. Particularly, the needs of athletes with disabilities and others who may be vulnerable must be taken into account.

Confirmed & accepted by:

Full Name: _____

Date: _____