

# TEAM WA ATHLETE AGREEMENT 2025/26

## STATE PATHWAY & TARGET TALENT PROGRAM

The Triathlon WA State Pathway Program is designed to create a nurturing and supportive environment where young West Australian athletes can grow, thrive, and reach their full potential in the sport. The Team WA program offers unique development opportunities that complement and enhance each athlete's home training environment, while fostering a strong team culture built on camaraderie, pride, and shared success. Focused on holistic development, the TWA Pathway Program supports all athletes to build their knowledge across key areas such as health and wellbeing, technical and tactical skills, goal setting, stakeholder communication, season planning, and mental skills.

Application for Team WA and selection into the Futures Squad or Target Talent Program is achieved in accordance with the 2025/26 Team WA Selection Policy, which can be found on the Triathlon WA website, [Junior Development](#). The Athlete Agreement shall commence on the date of signing and shall remain in force for the 2025/26 season.

### ATHLETE COMMITMENT

As part of your commitment to the TWA State Pathway Program and/or Target Talent Program, the following must be demonstrated:

- Represent the values of AusTriathlon (AusTri) and Triathlon WA (TWA) and not bring the brand into disrepute.
- Ensure that athlete records are always updated with TWA, including contact details and any medical conditions.
- Participate in person or watch the recording of the Online Orientation session facilitated by the TWA Athlete & Coach Development Manager and encourage your accredited home coach and your parent/guardian (if under 18 and/or financially dependent) to also watch live or review the recording.
- Attend the relevant Squad Induction Day at SporthQ in Floreat.
- Attend masterclass sessions and specified clinics provided as either combined Team WA sessions or specific to your age group (Youth, Junior and U23) where possible.
- Make yourself available to TWA or AusTri for community engagement activities, including, but not limited to, photos and videos, provided adequate notice has been given, and there is no unreasonable cost involved.
- Athletes are encouraged to wear the TWA State Team uniform (T-shirt and race suit as applicable) at local draft legal events, and at all National and International races and race briefings, as well as during travel to events, and for any media obligations or podium opportunities (unless an AusTri team T-shirt or suit is required).

- Athletes are encouraged to have a current AusTri accredited Coach, or appropriate individual discipline coaches with all coaches being able to work together for the benefit of the athlete and management of their daily training environment (DTE). TWA strongly recommends that a Triathlon coach is engaged in all scenarios where possible, even if it is just for the management of the overall training load.
- Team WA communication will only be directed to athletes, parents (if U18) and AusTri accredited coaches.
- Agree to pay the Athlete Levy as invoiced by TWA on acceptance into the program.
- Acknowledge that expenses incurred as a result of the athlete's participation in the sport of Triathlon are to be paid by the athlete unless otherwise agreed upon by TWA. These expenses include, but not limited to, competition entry fees, travel, camps or costs associated with purchase of equipment for Triathlon.

As a participant in the State Pathway and/or Target Talent Program, I acknowledge and agree to the following:

- I have read, understood, and agree to abide by the [Australian National Anti-Doping Policy](#).
- I have read, understood, and agree to abide by [AusTriathlon's National Integrity Framework](#) policies.
- I have read, understood, and agree to abide by [AusTriathlon's Social Media Guidelines](#).
- I understand it is my responsibility to stay informed about these policies, including any updates or additional policies adopted by AusTri in the future.
- I acknowledge that any breach of these policies may result in disciplinary action, as outlined in the respective policy documents.
- I will abide by the [AusTriathlon Code of Conduct](#).
- I will uphold the values of AusTriathlon and Triathlon WA and will not bring the organisation into disrepute.
- I will familiarise myself with the [SIA "Your Rights in Sport"](#) document.
- I will complete the following [Sport Integrity Australia \(SIA\) eLearning courses](#) and submit my SIA E-Learning Certificate to [janine.kaye@wa.triathlon.org.au](mailto:janine.kaye@wa.triathlon.org.au) no later than **22<sup>nd</sup> August 2025**.
- I understand that I cannot participate in any 2025/26 State Pathway Program races until these courses are completed:
  - Annual Update 2025
  - Anti-Doping Fundamentals Course (formerly Level 1)
  - Safeguarding Children and Young People in Sport Induction
  - National Integrity Framework

## **PARENT/GUARDIAN COMMITMENT (FOR PARENTS OF ATHLETES UNDER 18 OR FINANCIALLY DEPENDENT)**

Parent/Guardians will be responsible for:

- Communicating any changes to the DTE to the TWA Athlete Development Manager as they occur.
- Encouraging your child to participate, do their best and have fun
- Focusing on your child's effort and performance, rather than winning or losing
- Modelling appropriate behaviour, including respect for other athletes and officials
- Assisting and supporting the coach or officials at development sessions where possible
- Rejecting the use of harassment, bullying or violence in any form, whether by other spectators, coaches, officials or athletes.

As a parent/guardian of a participant in the State Pathway and/or Target Talent Program, I acknowledge and agree to the following:

- I have read, understood, and agree to abide by the [Australian National Anti-Doping Policy](#).
- I have read, understood, and agree to abide by [AusTriathlon's National Integrity Framework](#) policies.
- I have read, understood, and agree to abide by [AusTriathlon's Social Media Guidelines](#).
- I understand it is my responsibility to stay informed about these policies, including any updates or additional policies adopted by AusTriathlon in the future.
- I acknowledge that any breach of these policies may result in disciplinary action, as outlined in the respective policy documents.
- I will abide by the [AusTriathlon Code of Conduct](#).
- I will uphold the values of AusTriathlon and will not bring the organisation into disrepute.
- I will familiarise myself with the [SIA "Your Rights in Sport"](#) document.

Although not a requirement, it is recommended that all Parents/Guardians complete the following [SIA eLearning courses](#):

- Annual Update 2025
- Anti-Doping Fundamentals Course (formerly Level 1)
- Safeguarding Children and Young People in Sport Induction
- National Integrity Framework

## TRIATHLON WA COMMITMENT

As part of Triathlon WA's commitment to Team WA athletes, the organisation will:

- Aim to foster a sense of autonomy, competence and belonging for each member of Team WA
- Provide a program based on development opportunities such as Masterclass education seminars and skill sessions to all Team WA Athletes and Coaches
- Communicate any National Pathway Network education and development opportunities
- Facilitate an online Orientation information session and a face-to-face Induction Day where data collection opportunities will be provided
- Support and encourage Draft Legal racing opportunities through local event organisers and a TWA supported series
- Provide athletes with the opportunity to travel as a team by organising transport and accommodation packages for National races. Numbers may be limited based on accommodation availability or other factors to ensure compliance with the National Child Safeguarding Regulations.
- All information in relation to Team WA will be communicated to all stakeholders including the Athlete, and Parent (when under the age of 18) and if applicable, their AusTriathlon Accredited Coach.

## STATE TEAM WITHDRAWAL OR TERMINATION

This Agreement may be immediately terminated, or the services and support provided by TWA to this Agreement may be suspended wholly or in part for such period as determined by Triathlon Western Australia. These actions may be pursued because of the following:

1. Athlete Breach: If the Athlete is in breach of any of their obligations under this Agreement, and the breach continues after notice in writing by TWA to the Athlete requiring the breach to be remedied.
2. Misconduct: If the Athlete engages in misconduct, and such misconduct continues for a period of time after notice in writing by TWA to the Athlete requiring the misconduct to cease.
3. TWA Breach: The Athlete may terminate the Agreement if TWA is in breach of any of its obligations hereunder, and the breach continues for a period after the notice has been submitted in writing by the Athlete to TWA requiring the breach to be remedied.
4. Consent: This Agreement may be terminated by any party with the written consent of the other.

## ONLINE APPLICATION

As the Athlete (or Parent of a child Under 18), I understand that by ticking the declaration in the [online application form](#), I acknowledge and agree that I have read and understood the State Pathway Program Athlete Agreement.

If you have any questions or concerns relating to the information within this Athlete Agreement, please contact either of the below:

- TWA Athlete & Coach Development Manager – [janine.kaye@wa.triathlon.org.au](mailto:janine.kaye@wa.triathlon.org.au)
- TWA Executive Director – [mel.farley@wa.triathlon.org.au](mailto:mel.farley@wa.triathlon.org.au)