

Purpose

Team NT staff members play an important role in creating a safe, respectful, inclusive, athlete-centred, and positive environment.

This agreement establishes the expectations for coaches, managers, officials, chaperones, therapists, and other accredited staff participating in Canada Winter Games, Arctic Winter Games, national championships, and other Team NT Table Tennis activities.

This agreement should be read alongside the Team NT Table Tennis Handbook, the Table Tennis North Sport Integrity Policy Suite, applicable Team NT policies, Games Technical Packages, and Host Society requirements.

Professional Role Modelling

I agree to:

- Lead through positive actions and behaviour.
- Demonstrate professionalism, integrity, and accountability.
- Place athlete safety, well-being, and development first.
- Promote respect, inclusion, teamwork, and good sportsmanship.
- Represent Table Tennis North and the Northwest Territories with pride.

Athlete-Centred Coaching and Support

I will:

- Encourage and support every athlete.
- Provide constructive and age-appropriate feedback.
- Treat athletes fairly and consistently.
- Avoid favouritism.
- Respect the individual needs, backgrounds, identities of athletes.
- Promote athlete independence and personal responsibility.
- Make decisions in the best interests of the athletes and Team NT.
- Place athlete safety and well-being above competitive results.

Safe Sport

I understand my responsibilities under the Table Tennis North Sport Integrity Policy Suite. I agree to:

- Follow the Rule of Two whenever reasonably possible.
- Complete all required Safe Sport training and screening.
- Maintain appropriate professional boundaries.
- Respond appropriately to concerns, disclosures, and incidents.
- Report concerns through the appropriate process.
- Help create an environment where athletes feel safe asking for help.

Communication

I agree to:

- Communicate openly, honestly, respectfully, and professionally.
- Provide timely and accurate information to athletes and parents or guardians.
- Listen respectfully to questions and concerns.
- Work collaboratively with fellow Team Staff.
- Support consistent messaging.
- Respect privacy and confidentiality.
- Address concerns through the appropriate communication and conflict-resolution processes.

Professional Conduct

I will:

- Demonstrate honesty, fairness, and integrity.
- Follow Table Tennis North, Team NT, Games, and Host Society policies.
- Make decisions that are transparent, reasonable, and consistent.
- Avoid actual, potential, or perceived conflicts of interest.
- Refrain from conduct that may harm.
- Uphold the reputation of Team NT Table Tennis and the Northwest Territories.

Attendance and Preparation

I agree to:

- Attend required training camps, meetings, travel, competitions, ceremonies, and team functions.
- Arrive prepared and on time.
- Complete all required registration, certification, screening, and documentation.
- Communicate as early as possible if an unforeseen circumstance affects my availability.
- Fulfill the responsibilities assigned to my role.

Travel and Supervision

During travel, I will:

- Prioritize athlete safety and well-being.
- Follow Team NT travel and supervision requirements.
- Know where assigned athletes are during team activities.
- Apply curfew, room, transportation, and accommodation expectations fairly and consistently.
- Respect athlete privacy while fulfilling my duty of care.
- Maintain professionalism at all times.
- Help create a positive and respectful team culture.

Social Media

I agree to:

- Use social media responsibly.
- Represent Team NT and Table Tennis North positively.
- Avoid public criticism of athletes, parents, coaches, officials, volunteers, or organizers.
- Respect the privacy and dignity of others.
- Maintain appropriate professional boundaries.
- Follow applicable media, photography, and social media policies.

Conflict of Interest

I agree to disclose any actual, potential, or perceived conflict of interest that could influence athlete evaluations, selections, coaching decisions, team assignments, or other Team NT matters.

I understand that I may be required to withdraw from discussions or decisions where my impartiality could reasonably be questioned.

Confidentiality and Privacy

I understand that information relating to the following must be protected and kept confidential, except where disclosure is authorized or required:

- Athlete evaluations.
- Selection discussions.
- Medical and mental health information.
- Discipline or complaint matters.
- Personal and contact information.
- Private team discussions.
- Information protected by applicable privacy policies or legislation.

Continuous Learning

I commit to ongoing professional development by:

- Maintaining required NCCP certification.
- Participating in coach, official, or leadership education.
- Completing required Safe Sport learning.
- Supporting mentorship opportunities.
- Sharing knowledge respectfully with other coaches and staff.
- Reflecting on my performance and identifying areas for improvement.

Commitment to Team NT

I understand that my role is to support athletes, fellow staff, and the overall success of Team NT Table Tennis.

I agree to uphold the highest standards of integrity, professionalism, respect, fairness, and athlete-centred practice while representing Table Tennis North and the Northwest Territories.

Staff Declaration

By signing below, I confirm that I have read, understood, and agree to follow:

- This Team NT Table Tennis Staff Agreement.
- The Team NT Table Tennis Handbook.
- The Table Tennis North Sport Integrity Policy Suite.
- Applicable Team NT policies.
- Relevant Games Technical Packages and Host Society requirements.

I understand that failure to meet these expectations may result in action under the applicable Table Tennis North policies.

Name: _____

Role: _____

Event or Program: _____

Signature: _____

Date: _____