

2026 TRIATHLON CANADA IRONMAN PRO LICENSE ATHLETE AGREEMENT

As an Ironman Pro License holder, you are required to enter into this Agreement and abide by its terms. Ironman Pro License holders will hereafter collectively be referred to as "*Team Canada*" unless otherwise specified. As per the World Triathlon and Ironman Competition Rules, you are an ambassador for your National Federation (Triathlon Canada) at any World Triathlon or Ironman event you compete at.

This is a legally binding agreement between you and Triathlon Canada. If you do not understand the contents of this Agreement you may wish to consult with a lawyer. Please read this document carefully, as by electronically signing this Agreement you are confirming that you have read and understood it.

Once you have digitally agreed to sign the Agreement, a record will remain in your tricanreg profile.

**This Agreement is made this day (*current date*): _____
and is valid until 31st December 2026 unless terminated earlier in accordance with the provisions herein.**

BETWEEN

between Triathlon Canada, a not-for-profit corporation duly formed under the laws of Canada, and having its national office at 1925 Blanshard Street, Suite 121, Victoria BC V8T 4J2, Canada

AND

(ATHLETE NAME) residing at Primary:
(ADDRESS)
(CITY, POSTAL CODE)
Canada (Hereinafter referred to as the "Athlete")

Collectively referred to as the "Parties" and individually referred to as a Party (if not referred to as Triathlon Canada or the Athlete)

WHEREAS

- Triathlon Canada is recognized by World Triathlon, Ironman Canada, the Canadian Olympic Committee (COC), Canadian Paralympic Committee (CPC) and Sport Canada as the sole National Federation governing the sport of Triathlon in Canada
- The Athlete wishes to be an active competitor in Triathlon Canada sanctioned events, Ironman Pro sanctioned events, and international competition
- Triathlon Canada and the Athlete recognize the need to clarify their relationship and to establish their respective rights, duties, and obligations;
- Ironman requires Triathlon Canada to certify the eligibility of the Athlete as a member in good standing in order to compete in international competitions; and

- The term “triathlon” shall encompass all event formats and distances recognized by Triathlon Canada under the authority of World Triathlon and Ironman.

NOW THEREFORE in consideration of the mutual covenants and agreements hereinafter contained and for other good and valuable consideration, the Parties hereby agree as follows:

All Triathlon Canada Ironman Pro License holders competing internationally are required to complete an Athlete Agreement.

1. TRIATHLON CANADA'S OBLIGATIONS (in accordance with and subject to Triathlon Canada's budget and policies)

1.1 Communications

- A. Communicate with athletes, both verbally and in writing, in either of the official languages of Canada (French or English), at the Athlete's choice.
- B. Make available electronic copies of all relevant policies pertaining to Ironman Pro License holders.
- C. Provide access to information pertaining to Ironman Pro Licenses

1.2 Medical and Insurance

- A. Respect the confidentiality of medical information provided by the Athlete by not disclosing this information to third parties without the consent of the Athlete, unless required to do so by law or in a medical emergency situation
- B. Subject to available resources, assist the athlete in obtaining quality sport science and sport medicine care and advice

Triathlon Canada does not provide travel and accident insurance at the Ironman level. It is the responsibility of the Athlete to satisfy themselves with insurance, that meets their needs and to ensure that they maintain an adequate level of personal accident and travel insurance to cover the activities, destinations, and time requirements of their participation at events.

1.3 Dispute Resolution

- A. Provide an appeal procedure that is in conformity with the principles of natural justice and procedural fairness, including access to an independent dispute resolution process, which will include access to independent arbitration through the Sport Dispute Resolution Centre of Canada (SDRCC), with respect to any dispute the Athlete may have with Triathlon Canada which does not arise from the application of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and publish the details of this procedure in a prominent manner so that it is freely available to all.

Triathlon Canada and the Athlete agree that alleged breaches and disputes relating to this Agreement shall be dealt with in accordance with Section 5 of this Agreement.

2. ATHLETE'S OBLIGATIONS AND RESPONSIBILITIES

Athletes are personally responsible for fulfilling their obligations as indicated in this Agreement. However, the Athlete may delegate certain responsibilities in this Agreement to a third party (i.e., a coach, parent, or agent). If they do so, the Athlete shall remain responsible for ensuring that the third party discharges these obligations and will be personally liable for any failures by the third party.

The Athlete shall:

2.1 General and Communications

- A. Provide Triathlon Canada with a current address, phone number, functioning email address, and will advise Triathlon Canada within 48 hours of any changes to this contact information becoming effective.
- B. Read all information received by Triathlon Canada in a timely manner.
- C. When requested, respond to communication and requests from Triathlon Canada within 24 hours unless Triathlon Canada indicate a different deadline
- D. Participate in any/all forms of athlete meetings and event-specific meetings organized by Triathlon Canada.
- E. Understand that it is the athlete's responsibility to check the official Triathlon Canada electronic communication (i.e., messaging tools, email, website) as well as event specific social media (i.e., Facebook or WhatsApp groups) on a regular basis to receive updates, news, notices, and announcements.
- F. Provide written consent to Triathlon Canada, if the Athlete is of the age of majority, to communicate through a third party (parent, coach, or agent). For minors, such consent may be provided by the Athlete's parent or legal guardian.

2.2 Eligibility

- A. Hold a Ironman Pro License for the current year.
- B. Remain in good standing with Triathlon Canada through paying all dues, levies, and fees, within 30 days of being invoiced (unless an alternative deadline is indicated by either Triathlon Canada or the Athlete's Provincial Sport Organization).
- C. Provide evidence of Canadian citizenship and notify Triathlon Canada within 48 hours of any change in citizenship status.
- D. Hold a valid Canadian passport at all times necessary for the purpose of being a Team Canada athlete. Specifically, the Athlete is responsible to ensure that their passport expiry date and visas are compliant with all planned travel related to their Team Canada activities.
- E. Familiarize themselves with all of Triathlon Canada selection policies and those of any other organizations that may relate to eligibility and/or selection to Team Canada (i.e., World Triathlon, IOC, IPC, Ironman etc.)
- F. Keep all team selection information confidential until the official announcement by Triathlon Canada. This includes, but is not limited to social media posts, public discussions, or publications in any form.

Violation of Section 2.2 may result in ineligibility, thereby forfeiting the Athlete's Ironman Pro License for the year in question.

2.3 Training/Competition

- A. Not take any action or conduct that would significantly disrupt or interfere with a competition or the preparation of any Athlete
- B. Avoid participating in any competitions where the federal government policies and/or the policies of Triathlon Canada have determined that such participation is not permitted.

2.4 Medical and Injury

- A. All athletes seeking an Ironman professional licence must submit to Triathlon Canada the World Triathlon pre-participation medical exam (PPE) as required by World Triathlon and Ironman
- B. In the event of an emergency situation where undue delay for the purpose of obtaining consent prior to medical treatment could endanger the Athlete's health, Triathlon Canada, or its agent (coach or other designated person) will adhere to the following procedure:
 - i. Triathlon Canada or its agent will make all reasonable efforts to contact the Athlete's family, designated guardian, or other individual previously identified by the Athlete as an emergency contact, to obtain consent for medical treatment
 - ii. If such efforts are unsuccessful, or if in the opinion of a duly qualified medical practitioner immediate medical treatment is urgently required, then if the Athlete is of legal age at the time of signing this Agreement, the Athlete hereby agrees (and if the Athlete is not of legal age at the time of signing this Agreement, the Athlete's parent or legal guardian who has signed this Agreement similarly agrees) that Triathlon Canada or its agent is authorized to consent to such medical treatment or procedures which in the opinion of the duly qualified medical practitioner may be necessary.

2.5 Anti-Doping

- A. Not use any prohibited substances or prohibited methods included on the version of Prohibited List currently in force and published by the Ironman Pro Series Anti-Doping Rules, or otherwise breach the anti-doping rules of the IOC, World Triathlon, the IPC, and the Canadian Anti-Doping Program (CADP) or the anti-doping rules of any anti-doping organization with authority over the Athlete.

By signing below, the athlete acknowledges the following:

- i. Agree that they have been educated regarding anti-doping rules and violations contained in the CADP or Ironman Pro Series Anti-Doping Program.
- ii. Acknowledge that information, including their personal information, can be shared between anti-doping organizations for anti-doping purposes and such information will be used only in a fashion that is fully consistent with the limitations and restrictions contained in WADA's International Standard for the Protection of Privacy and Personal Information.
- iii. Submit to doping control, both in and out of competition and unannounced, when requested by World Triathlon, the Sport Integrity Canada, WADA or other anti-doping organizations authorized to do so;

- iv. Agree that they have been educated regarding the anti-doping rules and violations contained in either the CADP and/or World Triathlon Anti-Doping Program

2.6 Policies and Conduct

- A. Adhere to applicable provincial and federal laws that governs the consumption of alcohol, cannabis and narcotics while travelling outside Canada, adhere to all Canadian laws and ethical standards, and respect local laws when in foreign countries. Failure to comply with these laws will lead to funding ineligibility, the cancellation of current funding and/or National Team status.
- B. As an ambassador for Triathlon Canada, behave in a courteous and respectful manner at all times and abide by Triathlon Canada's Code of Conduct and Ethics and other relevant and applicable policies as published and amended by Triathlon Canada from time to time.
- C. Agree to be bound by, use, and be governed by Triathlon Canada's policies (as amended from time to time) including:
 - i. Code of Conduct and Ethics;
 - ii. UCCMS;
 - iii. Discipline and Complaints Policy;
 - iv. Appeal Policy;
 - v. Safe Sport Policy;
 - vi. Concussion Policy;
 - vii. Team Compliance and Logistics Policy – High Performance;
 - viii. Communications Policy;
 - ix. Social Media Policy;
 - x. Impairment and Accommodation Policy; and
- D. If requested by Triathlon Canada, agree to sign and comply with the Safe Sport Participant Consent Form and to be subject to any proceedings taken under the UCCMS, including, without limitation, accepting the jurisdiction of Sport Integrity Canada/Canadian Safe Sport Program (CSSP).

2.7 Media and Sponsorship

- A. Participate in photo sessions and press conferences (if requested), at the events at which the Athlete competes by virtue of their membership on Team Canada and permit Triathlon Canada, without compensation, to utilize such photographs at its discretion.
- B. Allow their name and likeness to be used for reasonable Triathlon Canada Team Canada promotional activities.
- C. Understand that personal sponsorship agreements are subject to and prioritized below the sponsorship rules and regulations as outlined by the COC, CPC, Commonwealth Sport Canada
- D. Acknowledge that Triathlon Canada has the right to market and sell space on the Team Canada competition uniform
- E. Refrain from making comments (verbally, in writing or electronically) that could be expected to have a detrimental effect on the brand, morale or image of Triathlon Canada, its sponsors, World Triathlon, Ironman, Sport Canada and/or other athletes.

3. DEFAULT OF AGREEMENT

- A. Triathlon Canada and the Athlete agree that alleged breaches and disputes relating to this Agreement, or any excluded by Triathlon Canada's Appeal Policy, including matters arising from the application of the UCCMS, shall be dealt with as follows:
 - i. the one Party will notify the other Party in writing of the particulars of the alleged default (the "Default Notice");
 - ii. In the event that the alleged breach cannot be remedied satisfactorily within a reasonable period of time after the party allegedly in default has been notified, the matter may be referred to a disciplinary process conducted under Triathlon Canada's Discipline and Complaints Policy, adapted and modified accordingly for the purpose of addressing an alleged breach of this Agreement.
- B. The Parties agree that the giving of the Default Notice by a Party will not prevent that Party from later asserting that the default was so fundamental as to amount to a repudiation of this Agreement. If the Party receiving the Default Notice remedies the breach within the specified period of time, the dispute will be considered resolved and neither Party will have any recourse against the other concerning the matter alleged to comprise the default. If the Party receiving the Default Notice fails to remedy the breach within the specified period of time, and the Party that gave the Default Notice still wishes to take recourse against the other concerning the matters alleged to comprise the default, that Party will use the dispute settlement mechanism set out at Section 5. A. ii. of this Agreement to resolve the differences between the Parties.
- C. Consequence of default, when not otherwise specifically identified, will result in a measured response based on the severity of the default. Consequences will range from documentation of warnings through to the cancellation of Ironman Pro License.
- D. Notwithstanding the foregoing, Triathlon Canada's Policies will not be used to resolve disputes or sanctions associated with doping infractions pursuant to the Canadian Anti-Doping Program or the applicable anti-doping rules of any other anti-doping organization with authority over the Athlete.

6. WAIVER OF LIABILITY

- A. Athlete agrees that any claim for compensation arising from injury, including injury causing death, while a member of Team Canada, against Triathlon Canada, or any of its directors, officers, coaches, trainers, employees, members, or athletes, shall be limited in amount to the coverage provided to or on behalf of Triathlon Canada under any applicable insurance policies.
- B. The Athlete hereby acknowledges:
 - i. That triathlon/multisport and competitive sport is dangerous and that there are risks, dangers, and hazards inherent in competition and in training, preparing for and traveling to and from such competition and training. These risks include, but are not limited to, the risk of severe or fatal injury to the Athlete or to other persons and the risk of property loss and damage. The Athlete acknowledges that they will be undertaking all activities pursuant to this Agreement at their own risk and agrees to assume all risks associated with, and incidental to, the Athlete's participation in training and competition.
 - ii. That Triathlon Canada carries only limited insurance to protect Athletes in the event of death, injury, damage, loss of income, medical expenses, or travel claims. Triathlon Canada is not responsible for any medical costs, including extra billing charges, over and

above the normal Provincial/Territorial medical health plans. The Athlete acknowledges that it is the sole responsibility of the Athlete to realistically evaluate his or her insurance requirements in light of the activities to be undertaken by the Athlete pursuant to this Agreement and to purchase, at the Athlete's sole expense, all additional insurance coverage deemed necessary.

7. NOTICE

- A. Notice to either Party may take the form of hand delivery, courier, mail, or email. Notice to either Party will take effect when:
 - i. The recipient verbally acknowledges receipt, in the case of hand delivered notice;
 - ii. Receipt is confirmed through courier records, in the case of couriered notice;
 - iii. Five business days after the postmarked date of mailing, in the case of mailed notice; or
 - iv. One business day after the date the notice was sent, in the case of an emailed notice.

8. GOVERNING LAW

- A. This Agreement shall be governed by and construed in accordance with the laws of the Province of British Columbia and/or the laws of Canada, as applicable.

9. DURATION OF AGREEMENT AND TERMINATION

- A. This Agreement comes into force on the 1st day of January 2026 and terminates on the 31st day of December 2026 (except those provisions which are specifically identified as continuing in effect beyond termination). In signing this Agreement, all applicable previous Triathlon Canada Athlete Agreements you may have signed are null and void, and this Agreement becomes your binding Triathlon Canada Athlete Agreement.
- B. The Athlete:
 - i. may terminate this Agreement at any time by providing written notice of termination to Triathlon Canada;
- C. understands and agrees that in terminating this Agreement, the Athlete loses all rights, benefits, and privileges of participation as Ironman Pro License holder and the right to compete internationally at World Triathlon, IOC, IPC, or other sanctioned events. Except as otherwise provided herein, Triathlon Canada may terminate this Agreement by providing written notice, prior to its scheduled expiry, if the Athlete:
 - i. has been found by the Sport Integrity Canada, WADA or any other Anti-Doping Organization to have committed an anti-doping rule violation and is subject to a period of ineligibility that extends beyond the scheduled expiry of this Agreement;
 - ii. Has been found to have violated the policies, procedures or regulations of Triathlon Canada, World Triathlon, Ironamn or any other relevant sport organization, including, for the purpose of this Section 9, the UCCMS and the policies, procedures or regulations of the Canadian Safe Sport Program, and has been suspended for a period that extends beyond the scheduled expiry of this Agreement;
 - iii. has been convicted of a criminal offense involving "harmful conduct", as described in Triathlon Canada's Discipline and Complaints Policy;
 - iv. has become ineligible to represent Triathlon Canada;

- v. has been found non-compliant with any of the policies, procedures and/or regulations of Triathlon Canada which, although not resulting in a suspension as indicated in Section 9. C. ii., are considered by Triathlon Canada, in its sole discretion, to warrant termination; or
- vi. does not comply in any material respect with any of their obligations and responsibilities as specified in this Agreement.

If the Athlete is subject to a period of Ineligibility for an anti-doping rule violation or a suspension for violating the policy of Triathlon Canada, World Triathlon, Ironman or any other relevant sport organization, that will expire prior to the expiry of the term of this Agreement, the effect of this Agreement will be suspended for the duration of the period of Ineligibility or period of suspension, as applicable.

Further, if an Athlete appeals any decision to impose a period of Ineligibility or suspension, the effect of this Agreement will be suspended pending the outcome of the appeal. If the Athlete becomes or will become eligible before the term of this Agreement expires, Triathlon Canada may reinstate the effects of this Agreement.

Any decision by Triathlon Canada to terminate this Agreement prior to its scheduled expiry, or to not reinstate the effects of the Agreement once the Athlete becomes eligible following a period of ineligibility or a suspension, may be appealed by the Athlete pursuant to Triathlon Canada's Appeal Policy.

10. INDEPENDENT LEGAL ADVICE

- A. The Athlete confirms to Triathlon Canada that the Athlete has obtained independent legal advice, or in the alternative, that the Athlete has voluntarily declined to seek independent legal advice despite being given every opportunity to do so.

11. ACKNOWLEDGEMENT

- A. The Athlete confirms that he or she has signed this Athlete Agreement voluntarily and with full understanding of the nature and consequences of the Agreement.
- B. The Parties agree to the signing exchange of this Agreement by email.

I have read, and familiarized myself with all references and requirements within, and fully understand my obligations in signing this ATHLETE AGREEMENT (I agree):

This agreement is made on this signing date (current date): _____

This agreement takes effect on the date above (I agree): _____