

## **Athlete Contract Template**

It is on ..... / ..... / ..... whereby it has been agreed between:

1. Club ..... having its address at ..... P.O. Box ..... Telephone ..... E-mail address .....

Its registered number is published in Official Gazette Issue No. (following a decision of the Minister of Youth and Sports Affairs/ Chairman of the General Sports Authority) ..... of the year ..... under Registration No. .....

Hereinafter referred to in this Contract as the "**First Party**" and is represented by Mr. ..... in his capacity as .....

2. Mr. ..... national of ..... holding I.D/ Passport No. ..... date of birth ...../...../..... having his address at ..... P.O. Box ..... Telephone ..... Email address .....

Hereinafter referred to in this Contract as the "**Second Party**" and collectively as the "**Parties**".

### **Preamble**

Whereas the First Party wishes to conclude a contract with the Second Party, whereby the latter shall join (**Sports Name**) team in the Club, in accordance with the terms of this Contract and the regulations administered by the First Party, national, and international federations of the relevant sport. The Second Party agrees to provide its services within the (**Sports Name**) team in the Club.

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Considering that the Parties have acknowledged their capacity to conclude this Contract, the First Party affirmed the availability of the specified Contract value which falls within its financial budget to perform all its obligations in pursuance to the Contract. Accordingly, the Parties agreed on the following clauses:

### **Clause 1: Contract Documentation**

1. The above preamble is considered an integral part of this Contract, thus complements and completes the Contract.
2. A copy of the Second Party's identification card/ passport.
3. Certificates to show the professional experiences of the Second Party.
4. (Any other documents the Parties deem to be added).

### **Clause 2: Definitions**

1. **The National Federation of the Sport:** (the name of the Bahraini Federation)
2. **The International Federation of the Sport:** (the name of International Federation)
3. **Regulations:** all regulations, decisions, and circulars issued by the First Party, the national, and international federations of the relevant sport.
4. **Doping:** the substances and medications whose proportions are shown in the appendices attached to Law No. 13 of 2008 regarding the ratification of the International Convention against Doping in the Field of Sports and its amendments, and according to the regulations of the World Anti-Doping Agency and the list of prohibited items including prohibited drugs.

### **Clause 3: Duration of the Contract**

The Contract commences on ...../...../..... and expires on ...../...../....., (in compliance with the terms of the national and international federation's regulations of the relevant sport).

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#### **Clause 4: Obligations of the First Party**

1. Payment of (..... Bahraini Dinars/ US Dollars) for the entire term of the Contract in the following installments:
  - Advance payment to be made to the Second Party upon signing this Contract in the amount of (..... Bahraini Dinars/ US Dollars).
  - Premium payment on the first day of each month in the amount of (..... Bahraini Dinars/ US Dollars) for ..... months.
  - The Second Party is not entitled to any bonuses or other allowances other than agreed upon by the Parties and is not entitled to any rewards for the end of its service with First Party.
2. The Second Party is entitled to leave, for a period of (... days) commencing from ...../...../..... and ends on ...../...../..... throughout the validity of this Contract. The Second Party is entitled to full payment of its salary, in proportion to the terms agreed upon by the Parties, and in a manner that does not conflict with the participation of the Second Party with the activities entrusted by the First Party. It is to be noted that the salary does not include costs incurred or related to participating in sporting activities such as travel expenses, accommodation, training, and other relevant expenses incurred.
3. The Second Party is entitled to rest periods during training hours, in accordance with the regulations stipulated by the national and international federations of the relevant sport.
4. The First Party is obligated to cover the full treatment expenses for sports injuries and the rehabilitation of the Second Party, provided that the latter's injury occurred during training, playing, or performing the services subject of the Contract without prejudice to regular payments of their dues during the treatment and rehabilitation period.
5. Enable the Second Party to join the national team, which in return does not relieve the First Party from their financial obligations towards it under this Contract and in accordance with the laws and regulations of the national and international federations of the relevant sport.
6. Enable the Second Party to join the national team without affecting the continuation of the latter's financial rights, in the event that it is called upon by the federation in accordance with the laws and regulations of the national and international federations of the relevant sport.

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7. Registering this Contract and its amendments in the relevant sport federation at the full expense of the First Party. The First Party is to provide the General Sports Authority with a copy the Contract, in accordance with the regulations established by the Authority.
8. To comply with the technical and administrative regulations of the national and international federations of the relevant sport.
9. The First Party is obligated to pay and settle all dues the Second Party upon the expiry of this Contract.

#### **Clause 5: Obligations of the Second Party**

1. To participate in all matches, training, activities, official and friendly competitions in accordance with the directions of the First Party or its representatives, unless instructed otherwise. This term is subject to the underlying health condition of the Second Respondent which prevents them from undertaking the directions of the First Party, with reference to medical reports approved by medical committees in the Kingdom of Bahrain.
2. Exerting utmost capability and effort whilst undertaking the activities mentioned in the above subparagraph.
3. To refrain from undertaking the activities mentioned in subparagraph (1) in any form for the benefit of third parties, unless authorized in the writing by the First Party.
4. To respect all applicable sports laws and regulations and to implement the rules, decisions and circulars issued by the First Party and the national and international federations of the relevant sport.
5. To undergo all that is necessary to preserve their health, to avoid endangering one's health, and to abstain from any other sporting activity without the written consent of the First Party.
6. To maintain the confidentiality of information related to the work of the First Party that comes to the attention of the Second Party, including the training mechanisms and strategies used.

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7. To comply with ethics and good sportsmanship, to display a sound example of good conduct and to maintain that and represent the First Party in matches, training, or otherwise.
8. To refuse any sums or benefits of any kind from third parties with the intent of eliciting the Second Party to win, draw, or lose any match.
9. To take full responsibility for all actions and decisions undertaken by it within the duration of this Contract.
10. To refrain from any and all acts of violence and not to engage or participate in them.
11. To refrain from consuming, distributing, selling or promoting any prohibited anabolic drugs, nutritional supplements, or stimulants in accordance with the International Anti-Doping Regulations issued by the World Anti-Doping Agency in the field of sport.
12. To refrain from appearing in commercial advertisements that contradict public order, morals, and public health. The Second Party is prohibited from appearing or participating in electoral or political campaigns.
13. To undergo medical examination(s) when requested by the First Party, and to receive the required treatment.
14. Not to voluntarily and unilaterally retire during the validity of this Contract.
15. To refrain from making any statements or communicating with the media in a manner that may harm the interests of the First Party.
16. Not to leave the country without the written approval of the First Party or authorized personnel during the validity of this Contract.
17. To comply with the technical and administrative regulations of the national and international federations of the relevant sport.

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## **Clause 6: Disciplinary Actions**

- 1)** If the Second Party is found responsible for committing any of violations prescribed for in the Law or in the terms of this Contract, the First Party is authorized to impose penalties that correspond with the nature of the violation or misconduct, especially (without limitation) the following acts:
  - a.** Violating the instructions issued by the First Party or its representatives or failing to implement these instructions.
  - b.** Violating the instructions of the administrative, technical, and medical committees. This includes tardiness to training days without a valid reason – failure to comply with treatment- violating the coach or club management's instructions – lack of dedication at training or match days – failing to interact with colleagues – inappropriately behaving with opponent player or audience – obtaining yellow or red cards due to misconduct.
  - c.** Suspension of the Second Party by referees, national, international, continental federations of the relevant sport.
  - d.** Failing to attend or negligent training and/or matches and failure to participate regularly.
  - e.** Failure to receive treatment or physical rehabilitation program, in the event of an injury.
- 2)** The First Party, by virtue of a decision approved by its board of directors, may apply the following penalties:
  - a.** Give a warning to the Second Party.
  - b.** Provide a written warning.
  - c.** Deduct from the monthly installments owed to the Second Party at a rate of no more than 30% of the value of the installment.
  - d.** Deprive the Second Party of salary for the duration of the suspension.

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- 3) The Club has the right to impose any of the above-mentioned penalties, without specific consideration to the order in which they are listed, and in a manner that does not contradict the rules and regulations established by the national and international federations of the relevant sport.
- 4) The aforementioned penalties can be subject to grievance and appeal in accordance with the rules and regulations established by the national and international federations of the relevant sport.

#### **Clause 7: Expiration and Suspension of the Contract**

1. The Contract is deemed to be expired at the end of the term stipulated in this Contract and can be subject to renewal on the express agreement between the Parties for further period or periods.
2. Should the Second Party become deceased during the validity of this Contract, the First Party shall pay the family of the deceased an amount equivalent to (2) two full months' salaries, provided that the Second Party had completed at least (1) one year in the service of the First Party. However, the family of the Second Party shall not be entitled to these payments, if it is proven that the Second Party was deceased due to intoxication or narcotics abuse.
3. The Contract may be suspended or terminated before the expiration of its term in the event of exceptional circumstances or force majeure event(s). The Club shall not bear any financial obligations during such period and when and if it is required to postpone, extend, suspend the sports season or end it before the expiration of the Contract as a result of the exceptional circumstances or force majeure event(s).

#### **Clause 8: Termination of Contract**

In the event that either Party breaches any of their obligations under this Contract, the other party has the right to terminate the Contract and shall do so by notifying the other Party of the same, in writing, and within a period of no less than one (1) month. Termination by either party does not preclude that party from its right to compensation for the damages incurred as a result of that

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breach. Sporting penalties are assessed in accordance with the applicable sport law and regulations.

### **Clause 9: Medical Examination**

1. The Second Party is obligated to submit an approved health certificate to the First Party to prove their fitness and that they are clear from any diseases.
2. The First Party has the right to subject the Second Party to medical and performance examinations prior to its admission in the relevant federation's team. In the event that it does not pass the examinations, the First Party has the right to terminate the Contract without providing any compensation to the Second Party, and to return the matter its initial form before contracting.

### **Clause 10: General Provisions**

1. The First Party is obligated to provide the Second Party with insurance coverage against all kinds of disabilities or death within one of the specialized insurance companies throughout the validity of this Contract.
2. The First Party is authorized to use photographs of the Second Respondent in advertising, whether solely or either team members, throughout the validity of this Contract or according to what is agreed upon by the Parties.
3. The Second Party may use their sole image in advertising, provided that it obtains written approval from the First Party or their representatives throughout the validity of this Contract (or according to what is agreed upon by the Parties).
4. The periods relevant to transfer and financial rights are specified in the Regulations on the Status and Transfer of Players issued by the concerned federation (if any).
5. The First Party shall provide the Second Party (if and when the latter is a Non-Bahraini national) and their family members – if any – (.....) with one-way economy class air tickets from the country of origin to the Kingdom of Bahrain and shall do so once at the beginning of

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contract. Additionally, the First Party will provide, once every (.....) of the contract years a full round trip to the country of origin of the Second Party and back to the Kingdom of Bahrain. At the termination of the employment of the Second Party, the First Party will also provide the Second Party with a one-way ticket to the country of origin of the Second Party.

6. The Second Party is subject to a probation period lasting (3) three months from the effective date of this Contract. In that time, if the First Party determines that the Second Party is not suitable to continue the Contract, the First Party may terminate the Contract following the notification of the Second Party before the termination of the probation period by (15) fifteen days at least. The Second Party does not have the right to object, request a new period of probation, or request a new examination without prejudice to its rights during such period. These provisions are subject to the non-violation of the Olympic Charter rules and the regulations of national and international federations of the relevant sport.
7. In the event that either of the Parties decides to terminate the Contract before the expiration of its term, that Party shall be liable to compensate the other party with an amount not less than one (1) month's salary or any amount decided by the Parties.
8. The Second Party, in accordance with this Contract, acknowledges its complete commitment and submission to the rules stipulated in the regulations of the relevant federation.
9. (Any other conditions that the Parties deem necessary to incorporate into this Contract, so long as it does not contravene the rules of the Olympic Charter, regulations of the national and international federations of the relevant sport, and the public order in the Kingdom).

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### **Clause 11: Dispute Resolution**

Any dispute arising out of or in connection with this Contract, including any question regarding its existence, validity or termination, shall be amicably resolved between the Parties within thirty (30) days from date of the dispute. Should the Parties fail to amicably resolve the dispute within the above-mentioned timeframe, the dispute shall be finally settled by arbitration in accordance with the Sports Arbitration Rules of the Bahrain Chamber for Dispute Resolution (in a manner that does not conflict with the rules established by the national or international federation of the relevant sport). The arbitral tribunal shall consider the provisions of the Olympic Charter, international standards, and the statutes of sports bodies addressed in the Associations and Clubs Law promulgated by Decree No. (21) of 1989 and its amendments. The arbitral tribunal shall consist of one arbitrator. The place of arbitration shall be Manama and the language of arbitration will be English.

### **Clause 12: Correspondence Address**

All notifications and correspondence related to this Contract shall be physically delivered and signed by its recipients or by notifying the other party of the addresses listed in this Contract. The Parties shall notify each other of any changes to these addresses.

### **Clause 13: Applicable Law**

This Contract and all its accompanying documents are subject to the laws and regulations issued by national and international federations relevant to the sport. All the rules, regulations, laws and their amendments thereto are an integral part of this Contract and binds both Parties. The additional terms must not conflict with the regulations and public order of the Kingdom of Bahrain.

### **Clause 14: Copies of the Contract**

This Contract is drawn up in (4) four copies. Each Party possess a copy, and (2) two copies shall be delivered to the General Sports Authority and the relevant federation.

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First Party	Second Party
.....	.....
President of the Board of Directors	Name:

First Witness	Second Witness
.....	.....
Name:	Name:
CPR/ID No:	CPR No:

Club/Federation Accreditation	General Sports Authority Accreditation

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