

## Conditions of the Tennis Australia Officiating Membership Program

I understand and agree that:

1. I am bound by all relevant Tennis Australia Limited (TA) policies (as developed, amended or adopted by TA from time to time) including, but not limited to, the Member Protection Policy, the Code for Officials, the ITF/WTA/ATP Code of Conduct for Officials, the Anti-Doping Policy and the Uniform Tennis Anti-Corruption Program, made available to me at <http://www.tennis.com.au/learn/ballkids-officials-coaches-and-volunteers/officials/membership/policies>
2. I acknowledge that in order to protect the integrity and safety of the sport of tennis I must:
  - a) comply with TA screening requirements as prescribed within the Member Protection Policy, which requires all TA Officiating Members to obtain and maintain the following:
    - i. Working with Children Check or state equivalent (proof of a Working With Children Check or state equivalent must be carried at all times at TA Events);
    - ii. National Police Check;
    - iii. annual completion and signature of a Member Protection Declaration; and
  - b) complete the "Safeguarding Children" online learning module, available via Bounce and any other refresher or training courses as directed by TA from time to time.
3. I acknowledge that I must meet TA's Officiating Membership eligibility requirements as follows:
  - a) If I am a 'Full', 'Regional' or 'Court Monitor' Officiating Member I must obtain and maintain at least one of the following accreditation with TA and/or the ITF/ATP/WTA: Line Umpire, Chair Umpire, Court Supervisor, Court Monitor, Educator, Coach, Chief Umpire, Review Official or Referee;
  - b) Work minimum of two days annually (Regional Members), or four days annually (Full Members);
  - c) I may only register as a 'Trainee' Officiating Member if I have been selected by TA and invited to register as a 'Trainee' Official;
  - d) Complete any training courses as directed from TA from time to time; and
  - e) If I am a 'Full' or 'Regional' Officiating Member I have the right to work in Australia for a period of 12 months, or if I am a 'Court Monitor' Officiating Member I have the right to work in Australia for a period of 6 months. Evidence of a right to work in Australia must be provided to TA on request (TA will accept Australia/New Zealand passports, visa grant notifications (with work rights) or certificates of evidence of resident status).
4. TA may reject my application for an Officiating Membership, accept my application but impose certain conditions, or suspend, or cancel, my Officiating Membership during the membership term based on any of the following:
  - a) my breach of these Conditions, including any breach which resulted in performance management during this term or a previous Officiating Membership term;
  - b) my breach of any policy referred to in Condition 1 above during this term or a previous Officiating Membership term;
  - c) my being on the Tennis Integrity Unit No Credentials List at the time of application or at any time during the Officiating Membership term;
  - d) action being taken against me by TA and/or the ITF/ATP/WTA in relation to breaches of applicable policies, codes for officials or behavioural expectations;
  - e) the results of TA's screening processes, my failure to deliver screening documents, or TA otherwise becoming aware of other information about actual or alleged criminal activities;
  - f) my failure to meet TA's insurance eligibility requirements;

- g) my failure to maintain a valid Working with Children Check or National Police Check;
  - h) any change to my Working with Children status;
  - i) not maintaining at least one valid accreditation referred to in Condition 3(a) above;
  - j) my having been found (by TA, any of its State-based Member Associations, or a relevant tribunal) to have committed an offence under any Policy referred to in Condition 1 (above) (in the case of renewal applications, this shall include any offences found to have been committed during a previous Officiating Membership term); or
  - k) if TA otherwise decides it is appropriate to do so, having regard to TA's legitimate interests in the proper governance of the sport of tennis in Australia.
5. TA may provisionally suspend my Officiating Membership pending the outcome of any investigation by TA and/or the ITF/ATP/WTA into possible breaches of any applicable policies or codes for officials.
6. As an Officiating Member I must:
  - (a) act in a professional and lawful manner at all times;
  - (b) promote and support TA's programs and activities to the greatest extent practicable;
  - (c) not do, or have previously done, anything that may, in TA's reasonable opinion, bring TA or the sport of tennis into disrepute;
  - (d) when performing my role on-site, wear the official TA uniform in accordance with the TA uniform policy (available at <https://www.tennis.com.au/learn/ballkids-officials-coaches-and-volunteers/officiating/membership/policies/uniform-policy>);
  - (e) disclose any actual, possible or perceived conflicts of interest prior to my appointment as an Official at any tennis event (a conflict of interest occurs when a person has a personal, professional or business interest that may influence, or be perceived to influence, their decision or interfere with the proper performance of their official duties); and
  - (f) provide TA notice of any changes to my personal contact details as soon as reasonably practicable after the change occurs.
7. TA-branded uniform and equipment provided to me by TA from time to time, or purchased from TA by me, must not be on-sold, loaned, defaced, altered or repurposed in any way, and must only be used:
  - (a) in the course of TA tennis events for which I have been selected to supply officiating in accordance with Condition 11; or
  - (b) in the course of tennis events which have been sanctioned by TA.
8. I acknowledge that by officiating tournaments I may be exposed to the possibility of contracting an illness, including the COVID-19 virus. At all times at a tournament venue, I will adhere to the Tennis COVID-19 Guidelines (available at: <https://www.tennis.com.au/play/covid-19>) and any applicable venue COVID-19 Safe Plans, and comply with any directions made in relation to the COVID-19 virus.
9. In the event that my Officiating Membership is provisionally suspended, suspended, cancelled or not renewed, I understand that during any such period of suspension, or immediately in the event of cancellation, I must:
  - a) stop wearing the TA-branded uniform;
  - b) not offer my services as an official at any TA event or event conducted by a TA affiliated club;
  - c) not refer to myself as a TA Officiating Member, or refer to or otherwise suggest any affiliation with TA; and
  - d) stop using any privileges, benefits or entitlements associated with TA's Officiating Membership.
10. I understand that Officiating Membership fees are non-refundable (even if a membership is suspended or cancelled) and Officiating Membership is personal and not transferable.

11. I acknowledge that I may be selected from time to time by TA (in accordance with TA's published selection criteria) to supply officiating at tennis events and may be paid for this supply. As such, I will:
  - (a) accept and abide by selection decisions made by TA; and
  - (b) provide any information or document reasonably requested by TA relating to this supply or the processing of related payments.
12. I have read and understood the details of the insurance cover provided to me and described at <https://www.marshadvantage.com.au/partner-group/tennis/officials.html>. I accept that any additional insurance cover (including private health cover) is my sole responsibility.
13. I acknowledge that my TA Officiating Membership does not oblige TA to appoint or select me to supply officiating at any tennis events.
14. TA may amend these Conditions at any time during the membership term for operational, business, security or safety purposes and will email me if an amendment occurs.
15. I consent to TA, its State-based Member Associations and government and commercial partners taking, retaining and reproducing my image and likeness in any way pertaining to my membership or involvement in tennis. I agree that any such images or likeness may be used by any of these parties in reporting or marketing materials including online publications without any further notice or payment to me.
16. I acknowledge that TA may arrange for me and other officials to wear cameras to record our interactions with players and other attendees at a tournament. I also acknowledge that I may be filmed and/or photographed by TA and its partners at tournaments I participate in. By participating in a tournament, I consent to my voice, name, image, and/or likeness being recorded and used for monitoring, investigative, training, commercial and education purposes.
17. I understand that from time to time I may have access to personal information of other officials during events/tournaments. I acknowledge that any personal information I have access to is confidential and not to be used for any purposes other than operational requirements for that relevant event/tournament.

By signing and submitting the membership application I accept and agree to be bound by the Conditions set out above.