SOUTH AFRICA LACROSSE ASSOCIATION (SALA)
HIGH PERFORMANCE STAFF & MEDICAL OFFICIAL COMMITMENT AGREEMENT

Mandatory Undertaking for Coaches, Managers, Medical Officials & High Performance Support Personnel

1. Staff Member & Official Information

Full Name: _____	Appointed Role / Title: _____
Squad / Team Assignment: _____	Professional Registration / Body (if medical): _____
Contact Telephone: _____	Email Address: _____
Emergency Contact Name: _____	Emergency Contact Phone: _____

2. Scope & Applicability

This Commitment Agreement applies to all appointed Head Coaches, Assistant Coaches, Team Managers, Strength & Conditioning Coaches, Medical Personnel, Physiotherapists, and High Performance Support Staff representing the South Africa Lacrosse Association (SALA). Compliance with this undertaking is a non-negotiable condition of appointment for all domestic training camps, international tours, test matches, and World Lacrosse events.

3. Professional Obligations & Expected Standards

- **Duty of Care & Safeguarding:** Prioritise participant health, emotional well-being, and physical safety above athletic results. Strictly enforce SALA Safeguarding Policies and maintain clear, appropriate adult-athlete professional boundaries at all times.
- **Qualifications & Medical Integrity:** Maintain valid professional qualifications, first aid certifications, and relevant medical registrations. Medical personnel must operate strictly within their professional scope of practice and adhere to WADA/SALA Anti-Doping Regulations.
- **Tour & Camp Operational Leadership:** Uphold and enforce team curfews, Normal Operating Procedures (NOPs), Emergency Operating Procedures (EOPs), and venue risk assessments. Actively manage squad discipline during travel, training, and competition.
- **Alcohol, Tobacco & Substance Rules:** Set an exemplary role model standard. Consumption of alcohol, tobacco, or nicotine products while on duty, in SALA kit, or during squad activities is strictly prohibited. Zero tolerance applies to illegal or performance-enhancing substances.
- **Confidentiality & Data Protection:** Maintain strict confidentiality regarding athlete medical records, fitness assessments, tactical plans, and internal disciplinary matters. Adhere to SALA social media guidelines and official communications protocols.
- **Ethical Governance & Anti-Discrimination:** Actively promote equality, fairness, and mutual respect in alignment with the Constitution of South Africa and PEPUDA. Zero tolerance for any form of harassment, discrimination, or abusive behaviour.

4. Disciplinary Jurisdiction & Removal Protocol

Appointed personnel fall under the jurisdiction of the SALA On-Tour Disciplinary Committee (TDC) during camps/tours and the SALA High Performance Disciplinary Board (HPDB). Failure to uphold this Agreement or committing gross misconduct (including breach of safeguarding, medical negligence, or bringing SALA into disrepute) will result in immediate suspension, revocation of accreditation, and repatriation at the staff member's personal expense, alongside potential formal reporting to professional licensing bodies.

5. Official Undertaking & Declaration

I confirm that I have read, understood, and agree to abide by the South Africa Lacrosse Association (SALA) Code of Ethics and Conduct Guidelines, the High Performance Disciplinary Policy, and all terms outlined in this Agreement. I accept the duties and professional responsibilities associated with my appointment.

Staff Member Signature: Date: _____

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SALA High Performance Director / President: Date: _____

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