

ATHLETE RECRUITMENT PROCEDURE FOR HIGH PERFORMANCE CENTERS/CLUBS ONLY

Objective

The Ontario Table Tennis strongly encourages table tennis community to work cooperatively by following these principles and rules to ensure all table tennis participants have a positive experience

Definitions

- a. Association: Ontario Table Tennis or Ontario Table Tennis Association or OTTA.
- b. Recruiters: all individuals, members of the OTTA or not, including but not limited to team representatives, coaches, administrators, managers, and parents/guardians who are affiliated with an OTTA club and have an interest in recruiting an athlete to a club program.
- c. High Performance Programs: all training programs that are offered to OTTA member athletes and that are planned, organized, delivered by the OTTA affiliated club with recognized High Performance Programs, Ontario Table Tennis and Table Tennis Canada. These programs include but are not limited to Team Ontario, High Performance Centre, Training Camps, Team Canada and other High Performance programs.
- d. Free Agent Period: the period between August 1st and the date an athlete's commits to a club by signing online for Ontario Table Tennis affiliated club with recognized High Performance program (not later than August 31st).
- e. Ontario Table Tennis/ Table Tennis Canada Representative: any Ontario Table Tennis or Table Tennis Canada permanent or contracted staff. This includes coaches directly contracted by OTTA and TTCAN to deliver High Performance Programs (i.e.: Team Ontario and National Team coaches).
- f. Recruiting: The act of attempting to convince an athlete to join a program they are not currently part of by providing information about such program or by offering incentives to do so.
- g. Season of play: the period between an athlete's commitment to an Ontario High Performance Club/Center to July 31st.

Purpose

This policy is designed to ensure that athletes can participate in Ontario Table Tennis's programs free of recruiting pressures and provide them with the opportunity to obtain information and communicate with other programs during the Free Agent Period.

Athletes and parents are encouraged to seek out information about different club programs in their community. Parents and athletes should be seeking information on: club philosophy, coaching philosophy, coaching certification information (including NCCP number), coach police screening, try out dates, registration fees, financial policies (including refunds), practice

times/location/frequency, playing policy, tournament schedule, travel arrangements, accommodations and extra fees.

This policy also aims to provide Ontario Table Tennis clubs with the confidence that their athletes will honor their commitment to them. It demands that all recruiters behave ethically in their relationships with athletes, coaches, parents and other clubs. It stresses that coaches are not allowed to initiate transfer discussions with Ontario Table Tennis athletes during the season of play.

Application of this Policy

This policy applies to all Individuals who, at any given time, have an interest in convincing an athlete to join a program they are affiliated with, whether it is an Ontario Table Tennis club or any other non-Ontario Table Tennis program.

Recruiters have a responsibility to be aware of the provisions of this policy and to make sure they abide by them. In the case where an athlete contacts a Recruiter first, it is the Recruiter's responsibility to know whether pursuing the interaction with the athlete falls within the accepted recruiting practices set in this policy.

This policy cannot possibly cover all interactions between Recruiters and athletes. Individuals should carry out their recruiting with respect and integrity. There may be recruiting practices that do not violate this policy but that should still be discouraged in a table tennis community focused on collaboration. Specifically, when recruiting athletes from another Ontario Table Tennis club, all coaches and club representatives should aim at maintaining a positive, professional relationship with the athlete's current club. The Ontario Table Tennis recommends that clubs be transparent with each other during the recruiting process. It is also recommended that clubs focus on developing quality programs that will naturally attract athletes rather than actively trying to recruit athletes who were developed elsewhere. Clubs and coaches are there to serve the athletes and not the other way around.

Obligations

Athletes have the right to register with any club and are free to try-out for any team until they have made a commitment to a club for a season. The period of an athlete's commitment to a club or team is the season of play.

Recruiters, regardless of their affiliation, shall not directly approach an athlete who is under 18 years of age without obtaining prior permission from the athlete's parents/guardians. Recruiters should seek written permission from the parents/guardians when possible.

Recruiters shall not contact an athlete during school hours, during an Ontario Table Tennis competition, during Ontario Table Tennis and Table Tennis Canada High Performance Programs or while the athlete is actively participating in a table tennis practice or league/exhibition game.

Recruiters shall not ask their club athletes or parents / guardians of their athletes to recruit on their behalf through player to player / parent to parent interactions.

The Ontario Table Tennis is responsible for reporting all confirmed infractions to the appropriate association, athletic conference and/or member institution. Violation of these rules, or the spirit of these rules, may result in sanctioning of a Recruiter, including, but not limited to a ban from attending future Ontario Table Tennis tournaments and events.

The following rules apply to recruiters during the specified periods:

Period	Club Recruiters
Free Agent Period (August 1- 31)	Can communicate with any athlete and their parents to provide information about their club program
Season of Play (September 1 – July 31)	Are not allowed to initiate communication with a committed athlete or their parents for the purpose of informing them about their program or recruiting them to their club unless they have permission from the athlete's coach

Ontario Table Tennis and Table Tennis Canada offer high performance programs that complement Ontario Table Tennis club programs within the Table Tennis Canada athlete development pathway. The purpose of these programs is to offer training opportunities that wouldn't be available to the athletes elsewhere. Ontario Table Tennis understands the importance of working in collaboration with clubs to achieve optimal athlete development.

Ontario Table Tennis Representatives:

- are permitted to inform athletes about Ontario Table Tennis High Performance programs when attending Ontario Table Tennis events as long as they contact the athletes' parents/guardians first. Providing information to athletes and their parents about Ontario Table Tennis and Table Tennis Canada High Performance Programs isn't considered recruiting as per the definition provided in this policy.
- must wear appropriate attire identifying them as an Ontario Table Tennis/ Table Tennis Canada representative when attending Ontario Table Tennis events for the purpose of identifying athletes for High Performance Programs.
- must introduce themselves and identify the institution/organization they represent to the parents/guardians of the athlete.
- are considered Club Recruiters if they are acting on behalf of a club they are affiliated with. In this case, they shall not use their position within the Ontario Table Tennis or Table

Tennis Canada to gain an advantage in the recruiting process. Such situation is subject to conflict of interest

- shall not, in any circumstances, engage an athlete in recruiting conversations for their affiliated club in the context of an Ontario Table Tennis or Table Tennis Canada High Performance Program.

Team Ontario coaches are expected to behave with the highest levels of integrity and respect. They are role models for the athletes they coach as well as for the rest of the Ontario Table Tennis community. It is important that they abide by the policies set by the Ontario Table Tennis to protect themselves, the athletes and the Team Ontario programs. When recruiting for their affiliated club, Team Ontario coaches must not only abide by the provisions of this policy but they should also set an example of recruiting best practices by acting in a way that reinforces the confidence of the community in the Team Ontario program.

All Individuals are obligated to report any recruiting practices they feel do not meet the above regulations. Individuals should be aware that casual interaction between club recruiters and athletes during a tournament is acceptable, so long as conversations and contact do not involve recruitment.

October 12th 2022