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BHUTAN OLYMPIC COMMITTEE

BEAST AGREEMENT – ATHLETES

THIS AGREEMENT is entered into on the _____ day of _____, 2025 between:

1. **BHUTAN OLYMPIC COMMITTEE**, an autonomous agency and having its registered address at Dechhen Lam, P.O Box No. 939, Thimphu, Bhutan ("BOC") of the one part; and
2. Name of Athlete : _____ (CID No. _____)
Address: _____
("Athlete") of the other part.
3. The National Sports Federation: _____

1. Duration of Agreement

1.1. This contract is valid for **two years**, commencing from the date of signature until **the Aichi Nagoya 2026 Asian Games**. The athlete will however be subject of a performance review and evaluation after 12 months and 12 months prior to the Asian Games.

1.2. At the end of this period, the BOC and the Technical Committee will assess the performance of the Athlete, and based on the recommendations, the Athlete may be:

- Renewed for continued support under the BEAST Program;
- Dropped from the program due to failure to meet established performance or behavioral standards;

2. Athlete's Obligations

The Athlete agrees to the following obligations as part of the BEAST Program:

2.1 Commitment to Training and Competitions:

- The Athlete must train diligently and participate in all required training camps, competitions, and events as directed by their respective National Sports Federation (NSF) and the BOC.
- The Athlete commits to prioritizing their preparation for the Aichi Nagoya 2026 Asian Games and will not voluntarily withdraw from the program or any competitions associated with this goal without written approval from the BOC.

2.2 Performance Expectations:

- The Athlete must meet and maintain the performance benchmarks set by the Technical Committee, the coach and their respective NSF.
- Quarterly technical assessments will be conducted, and the Athlete must demonstrate continuous improvement and competitiveness in their sport.

Code of Conduct

The Athlete must abide by the BOC Code of Conduct, as set out in this Agreement.

1.1 Use of Athlete's Photographs

The Athlete consents to the use of the Athlete's photographs in publications, posters, publicity materials, commercial presentations in publications, in-house press, media advertisements, banners, messages and/or in any other form of advertising, marketing or promotional activities in connection with Aichi Nagoya 2026 Asian Games, during the term of this Agreement.

1.2 Doping

The Athlete agrees to and will comply with the Anti-Doping Code Rules of the World Anti-Doping Agency ("WADA"), the International Sports Federation, Anti-Doping Bhutan and the BOC which prohibits doping or trafficking, establishes a list of the classes of prohibited substances and procedures, and obliges athletes and officials to submit themselves to medical controls, testing and examinations as much as required.

1.3 Medical Requirements

- The Athlete must inform the BOC and the NSF of any condition, illness or injury which may affect the Athlete's athletic performance and all drugs and medications prescribed for the Athlete.
- The Athlete agrees to undertake all medical examinations including:
 - (a) medical testing as prescribed by the BOC and Bhutan Anti-Doping Committee;
 - (b) medical assessments as prescribed by BOC;
 - (c) out-of-competition doping tests prior to and during the Aichi Nagoya 2026 Asian Games Period (e.g. urine and blood tests) if requested.

1.4 Social Media Requirements

The Athlete shall unconditionally adhere to the social media guidelines of the BOC, NSFs and SAs.

1.5 Attire

The Athlete unconditionally agrees to wear the representational and competition attire in all accredited venues and at all other times requested of the Athlete by the BOC, during the term of the Agreement.

1.6 Behavioral Expectations:

- The Athlete must adhere to principles of sportsmanship, leadership, and teamwork, both on and off the field.
- The Athlete will maintain a professional attitude, punctuality, and dedication to their training and competition schedules.
- Any violation of the code of conduct, including actions that tarnish the reputation of the BOC, the Athlete's NSF, or the Athlete's sport, will result in immediate review of their eligibility for the BEAST Program.

1.7 Health and Fitness:

- The Athlete will follow all prescribed health, fitness, and nutritional guidelines to ensure optimal performance, and will take all necessary steps to avoid injury and ensure long-term athletic development.
- In the event of an injury, the athlete will receive support from the BOC as per the BEAST Program until the next September of the same year, where an evaluation will be made.

3. Financial Support

3.1 Stipend:

- The Athlete will receive a monthly stipend of Nu. 25,000 under the Silver level scheme, irrespective of their employment status.
- Any additional benefits, such as equipment, training facilities, travel expenses, and other necessary support, will be provided in accordance with the BEAST Program guidelines.

3.2 Annual Review:

- Financial support will be reviewed annually based on the Athlete's performance and behavior. (as stated in clause 1.2) Continued eligibility for financial support depends on the Athlete's adherence to the program's terms.

4. Obligations of the BOC

4.1 Support and Resources:

- The BOC will ensure the Athlete receives adequate training, coaching, and support resources as per the BEAST Program.

4.2 Monitoring and Evaluation:

- The BOC will work with the Technical Committee to conduct quarterly assessments of the Athlete's progress, including technical, physical, and behavioral evaluations.

5. NSF Obligation and authority

5.1 Prepare and implement training plans tailored to the individual needs of the Athletes to progress towards achieving agreed upon objectives and goals;

5.2 Arrange participation in the mutually agreed upon qualifiers and competitions, including handling all necessary administrative processes and paperwork;

5.3 Ensure athletes are provided with qualified coaches and adequate equipment to train and compete; (Internal competitions)

5.4 Submit monthly training report of the Athletes to the BOC;

5.5 Ensure compliance with all qualification criteria and entry requirements;

5.6 The NSF has the authority to enforce training regimen and performance benchmarks;

5.7 Inform BOC of any illness or injury which may affect the Athlete's athletic performance and all drugs and medications prescribed for the Athlete;

5.8 To submit a monthly attendance report to the Finance.

6. Closed Camp:

6.1 Athletes who qualify for the Gold Level Scheme will be required to participate in a minimum three-month closed training camp in preparation for the Aichi Nagoya 2026 Asian Games.

6.2 All athletes will be housed at a designated training center, where the BOC will provide all necessary resources to support their development. This will enable athletes to train under the close supervision of their coaches and the Sport Science Team, ensuring they reach their full potential.

7. Review and Renewal

7.1 Annual Selection Process:

- The selection of athletes for the BEAST Program will be reviewed annually by the BOC and the Technical Committee. The next selection process will take place one year before the Aichi Nagoya 2026 Asian Games, at which time the decision will be made whether to renew, drop, or add athletes to the support scheme based on performance and recommendations of the Technical Committee.

7.2 Future Competitions:

- The Athlete's participation in future international competitions, including the 2028 Los Angeles Olympic Games and 2030 Doha Asian Games, will be contingent upon their performance in the Aichi Nagoya 2026 Asian Games and subsequent review.

8. Termination

8.1 Grounds for Termination:

- The BOC reserves the right to terminate this agreement if the Athlete fails to meet performance or behavioral standards, withdraws from the Aichi Nagoya 2026 Asian Games preparation without valid reason, or engages in conduct detrimental to the reputation of the BOC or their sport.
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9. Dispute Resolution

Any disputes arising from this agreement will be resolved amicably between the Athlete, the NSF and the BOC. Should a resolution not be reached, the matter will be referred to the Dispute Resolution Committee (DRC) as per the relevant provisions of the Constitution of the Bhutan Olympic Committee.

Dispute Initiation:

- Members may submit a written notice of dispute to the General Secretary of their respective NSF
- The General Secretary will forward dispute details to the President, within seven days.
- A meeting will be convened within fourteen days to attempt an amicable resolution.

Appeal Process:

If the parties are not satisfied with the decision, then the General Secretary of the Federation must be informed in writing and he/she will give written notice of dispute to the Secretary General. Thereafter, the DRC shall be responsible for resolving the dispute in a fair, timely and transparent manner, without fear or favor, and in accordance with the provisions relating to the settlement of disputes in the Constitution of the BOC.

10. Miscellaneous

10.1 Entire Agreement:

- This contract represents the entire agreement between the Athlete, the NSF and the BOC with respect to the BEAST Program and supersedes any prior agreements or understandings.

10.2 Modifications:

- Any modifications or amendments to this agreement must be made in writing and signed by all parties.
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11. Leave

Under the BEAST Program, each athlete is entitled to 10 days of leave per year. Any additional leave taken beyond this allocation will be classified as an absence in the monthly attendance report, which must be submitted to the Finance Head by the NSF.

IN WITNESS WHEREOF the parties have set their hands on the date above first written.

Signed by the Athlete - (Parent/Guardian to sign if Athlete Is below 18 years old)

Name of Athlete/Parent/Guardian : _____

CID No. : _____

Signature : _____

In the presence of:

Name : _____

Designation : _____

On behalf of (National Sport Federation) : _____

Signature : _____

Signed by:

Name : _____

Designation
(President/Secretary General/ CDM) : _____

For and on behalf of the
Bhutan Olympic Committee : _____

Signature : _____

Signed by:

Name : _____

Designation
(President/Secretary General) : _____

For and on behalf of the
National Sport Federation : _____

Signature : _____