



# **Gymnastics Handbook**

*2024-2025*

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# INTRODUCTION

## *Staff Leadership*

### **Gymnastics and Dance Department Manager**

Molly Gill- [MGill@themac.com](mailto:MGill@themac.com)

### **Men's Team**

Rob Saliski – Head Coach: [RSaliski@themac.com](mailto:RSaliski@themac.com)

Adam Pierce– Asst. Coach: [APierce@themac.com](mailto:APierce@themac.com)

Brennan Kane- Developmental Coach: [BKane@themac.com](mailto:BKane@themac.com)

### **Women's Team**

Brin Cavallero – Head Coach: [BCavallero@themac.com](mailto:BCavallero@themac.com)

Rob Petit – Asst. Coach: [RPetit@themac.com](mailto:RPetit@themac.com)

Chi (Nicholle) Ouchida – Developmental Coach: [NOuchida@themac.com](mailto:NOuchida@themac.com)

EJ (Emma) Gable – Developmental Coach: [EGable@themac.com](mailto:EGable@themac.com)

Taylor Burgess – Developmental Coach: [TBurgess@themac.com](mailto:TBurgess@themac.com)

All Women's Staff Coaches: [womensgymnastics@themac.com](mailto:womensgymnastics@themac.com)

## *Vision*

Develop confident artistic gymnasts through a safe and welcoming environment.

## *Values*

Integrity, Teamwork, Determination, Work-Ethic, Growth-Mindset, Creativity, Artistry, Dedication, Discipline.

## *Philosophy*

MAC Gymnastics holds a strong foundation to the community surrounding it, allowing young athletes to experience a social culture mixed with an athletic mentality. Athletes are taught the importance of technique, dedication, and hard work through each practice.

We believe in developing the whole athlete and unleashing their potential through a style of coaching that promotes learning through ownership, awareness and responsibility. We want each athlete to leave with a comprehensive understanding of mental and physical health, nutrition, proper recovery, positive thinking and a growth mindset.

# Gymnastics Teams

**Dress Code:** Gymnasts are required to show up to practice dressed appropriately for gymnastics.

- **Girls Team:**

- **Practice-** Arrive with hair up, jewelry and watches removed, and in a leotard. Shorts, sweatpants, and shirts are allowed if they do not interfere with the safety and visibility of their gymnastics.
- **Competition-** Arrive with meet hair, all jewelry removed (except for one small stud in each ear), competition leotard, warm-ups, meet bag, slides and black socks.

- **Boys Team:**

- **Practice** – Basic training attire consists of shorts and a shirt. Shorts should be no longer than the top of the knees and not excessively baggy. T-shirts or tank tops should also not be overly large or baggy. A gymnast may also choose to train without a shirt. Boys who train on the Pommel Horse should bring pants (either competition-style stirrup pants or other form fitting, stretch pants.)
- **Competition** – Arrive in competition warm-ups with meet bags, grips, clean white socks on hand, and required competition uniform.
  - Competition uniforms may be different depending on Level. Some boys will be required to wear a singlet, competition shorts, and competition pants. Others are only required to wear MAC Gymnastics t-shirts and shorts. Coaches will notify each team well before the season begins.

**Attitude:** An athlete's dedication and attitude during practices and competitions is a vital part of the overall success of the team and their overall success as a gymnast. Show up to all gymnastics functions with an earnest desire to learn, grow and excel. The coaches are trained to foster athletic abilities but are only half of the equation, so attitude makes a big difference in an athlete's experience.

**Attendance:** If the absence to a local or travel meet isn't excused and/or a refund of a paid meet fee is not obtained, you will be charged the meet entry fee for that meet. Emergencies, illness and injuries will be evaluated on an individual basis.

- Due to the large amount of time that gymnasts spend in the gym, they may get overwhelmed with the responsibility of balancing schoolwork and practice time. It is important that the athletes learn to prioritize and develop proper study habits. Schoolwork comes first and gymnastics comes second. With your help, your gymnast can learn to manage time effectively and excel in both school and sports. Parents,
- if your gymnast cannot make a practice, the coach must be notified as soon as possible. Please notify coaches by e-mail of any vacations or other activities that may conflict with practice times before they occur.
- **If an athlete misses more than 4 practices a month it needs to be supplemented with a minimum of one private to maintain athlete progression and readiness.**
- Let the coach know if there are any concerns regarding illness, injury or medications.
- If injured, encourage your gymnast to continue any injury rehabilitation at home, especially icing, stretching or therapy exercises.



## Competition Readiness and Mobility:

The goal of the MAC Gymnastics Program is to develop healthy, successful and confident gymnasts. One way we in which we can help meet this demanding goal is to place the gymnasts at the competitive level where they can be successful, safe and prepared. What this means is that every gymnast must be able to comfortably perform the skills and routines required at their given level. The skills should NOT be at the edge of or beyond their abilities. We can never ask or expect our gymnasts to perform skills or routines in a competition which they cannot perform consistently by themselves at practice. **We want our gymnasts to be able to focus on their performance at competition, not survival.**

For instance, gymnasts who are competing at Level 3, should have mastered all the Level 3 skills and should be training some Level 4 skills in practice. For skills to be considered mastered, the gymnast should be able to compete the skill by themselves, without fear, and consistently ever single turn.

A gymnast will not mobilize to the next level until determined by their respected coaches. **As gymnastics professionals, it is our duty to protect what we feel is in the best interest of the program and the athlete's development.**

All gymnasts in the competitive program who can show competition readiness (have all their skills) at their level are expected to compete at all competitions unless other agreements have been arranged.

### Annual Training Schedule:

#### September-December | Pre-Season

Gymnasts will be working on skills for their level and a parent meeting will be held in November to discuss the upcoming season and expectations.

#### January-May | Competition season (length varies yearly and for each level).

- Compulsory's- Gymnasts will participate in 1 intersquad meet, 4 invitationals, and State Championships if they qualify (Regional's for men's if they qualify)
- Optional- Gymnasts will typically participate in 1 intersquad meet, 5 meets (4 in state and 1 out of state), State and Regional Meets if they qualify (Westerns and Nationals if applicable).
- Xcel/Club- Gymnasts will participate in 1 intersquad meet, 3-4 invitationals, and State Championships and Regionals if they qualify.

#### June-August | Post Season

Parents meetings will be held to decide the plan and which level the athlete will be training for the upcoming season. New contracts may be signed if athlete mobilizes, and they will move to their new respective training group.

Choreography: For both women's Xcel and optional level athletes Choreography is required for floor and beam, routines will be kept for 2 years. Floor choreography will be arranged by the coaching staff with approved choreographers. Xcel routines will range from \$150-300 and Optional will range from \$300-500. Plan to schedule a private for beam routines, once floor routine is choreographed.



# MAC Gymnastics Team

## Parent Agreement: 2023-2024

As MAC Gymnastics parents, we are a community that cares about responsibility, commitment, and respect for others. We support our gymnasts within and outside the club through positive actions, encouragement, and inclusiveness. As a parent, I know that my choices make a difference, and I am accountable for my own words and actions. I will ensure that my gymnasts arrive to the gym ready to work and I know that their coaches will do the same. I will respect staff, other parents and the MAC's facilities and voice concerns constructively. I understand that violating the MAC's code of conduct or the expectations outlined above may result in my gymnast's removal from the MAC Gymnastics Program.

\_\_\_\_\_  
Parent's Signature:

\_\_\_\_\_  
Date:

### **COSTS & FEES**

The Multnomah Athletic Club Gymnastics Department has a financial policy that is unique in the sport of gymnastics. Unlike many other gymnastics clubs in America, the Multnomah Athletic Club covers many of the expenses normally associated with the sport. The Club currently pays for most meet entry fees. The primary costs to parents are: Sports Team Fees (these fees are calculated as an annual value and broken up into 12 monthly installments), **annual \$100 booster assessment**, travel costs, including airfare and hotel, workout clothes, team leotards, uniforms, grips, supplementary dance classes, and an annual USA Gymnastics Athlete membership. Developmental funds\* will cover most if not all meet cost, but due to increasing meet entry fees, families may be expected to pay for one or more meets. This will vary yearly.

\*Refer to Policy A-35 at the end of the handbook

Uniform fees are paid directly by the MAC with the athlete's member account subsequently being charged for their applicable fees. Once uniforms have been ordered for your gymnast, you are responsible for the cost even if your gymnast subsequently decides to no longer compete. Travel costs are approximately \$300 per season for compulsory girls and Xcel gold and silver, and level 4 boys, \$500 to \$1,000 per season for Level 5 & 6 boys and Level 6 & 7 girls and \$1,000 to \$2,000 for Level 8 – 10 girls and boys. These amounts are estimates and will vary from season to season depending on the meet schedule.

As a reminder, club policy states that if monthly dues are not kept current, membership will be suspended, and athletes will not be able to practice or compete until membership fees are current.

**USA Gymnastics Membership:** It is your responsibility to sign your athlete up annually for their USA Gymnastics Memberships. Memberships may be renewed starting July 1<sup>st</sup> and must be completed by July 31<sup>st</sup>. There will be a **late fee of \$100 charged** to the athlete's member account if memberships are not active on August 1<sup>st</sup>.

**Attire:** Parents should make sure their gymnast shows up to practice and competitions with appropriate attire outlined on page 3. Athletes are responsible for bringing all gear and equipment



(grips, tape, wrist supports, etc.). When traveling to competition or performances looking the part is important. Staff asks that all gymnasts wear their MAC uniforms so that the team shows up looking cohesive.



**Attitude:** Parental dedication and attitude towards their child's practice and competitions is a vital part of the overall success of the program and their gymnastics. Encouraging this mind set at home is a huge help and staff ask that parent's partner with coaches to instill this quality for their season. Athletes should show up to all gymnastics functions with an earnest desire to learn, grow and excel. MAC coaches are trained to foster their athletic abilities, but they are only half of the equation, so a gymnast's attitude makes a big difference in their overall experience.

**Attendance:** Like any other sport or activity, athletes get more out of a program the more they attend. With that in mind, staff encourages gymnasts to attend all practices to continue to learn, challenge themselves, and develop as athletes. If a gymnast has conflicts in their schedule and cannot make a practice, it is the parent's responsibility to email the head coach directly so that they can decide if a supplementary practice or private is needed. If they consistently miss gym time the head coach may set a meeting with the parent and gymnast to talk about the importance of attendance and how both sides can help facilitate that. If absences continue, further action may be needed to ensure the athletes health and safety in the sport.

**Volunteering Expectations:** Parents have a great opportunity to enrich their gymnast's experience on the team! MAC Gymnastics has a dedicated group of parents whose mission is to help elevate the athletic experience of the gymnasts in the program. This can be accomplished through many channels such as helping with events, hosting team building activities, coordinating fundraisers, and much more. It takes a village to ensure that athletes have a great time in and out of the gym and the organization expects that all families contribute to the volunteer efforts each season. Gymnastics boosters group helps organize and communicate these requirements, but all families should be prepared to jump in and help! A minimum of one four hour shift a year is required.

**Communication:** Communication is key! The team values communication and continues to do their best to make sure that each parent is informed of scheduling changes, upcoming events, fees and the like. MAC Gymnastics' expectation is that communication is open and timely from parents regarding scheduling conflicts, questions and feedback. Coaches are happy to help answer questions throughout the season via email or by phone. Please expect a reply within two business days to any inquiry. Please respect each coach's time and effort by keeping all texts and phone calls to personal cell phones for emergency purposes only. Staff only responds during regular business hours unless they are traveling with the team. TeamSnap is a great tool used to communicate globally to the gymnastics program. Email and alert settings should be up to date. It is an important part to ensuring that everyone receives all communication from staff. The following are the consistent communication channels that are used this season:

- **Team Snap:** Weekly schedules, team rosters and contact info, event alerts and overall team announcements.
- **Email:** Personal communication with parents and gymnasts throughout the season.
- **Cell Phone:** Emergency contact for coaches, communication during travel events.

**Parental and Coaches/Staff Roles:** Parents have a very different and very valuable perspective on their gymnast's experience on the team. Coaches and staff have valuable insight into the industry, MAC's operations, and proper progression and mobility. The partnership

between parents and coaches in any sport is paramount to the overall success for athletes. The team asks that parents leave the coaching to the coaches. Staff invite parents to ask questions for clarification or to learn the why's, however, undermining techniques, styles, and approaches not only damages the overall effectiveness of the team but ultimately the athletic experience of the gymnast.



# Athletic and Parental Expectations

## *Athletes are expected to:*

- Strictly abide by the Athletic Code of Conduct and all MAC Gymnastics Policies.
- Be ready for practice on time.
- Be courteous and respectful to coaches, teammates, and fellow competitors.
- Have Fun!

## *Parents are expected to:*

- Strictly abide by the Athletic Code of Conduct, MAC Member Policies, and all MAC Gymnastics Policies while at competitions or inside the club.
- Positively support and encourage their athletes regardless of performance and leave the coaching to the Coaching Staff.
- Communicate to coaches with questions and concerns.
- Commit to the 12-month sport team fee contract.
- Adhere to the parent agreement.
- Have fun watching their athlete grow and improve!

## Athletic Code of Conduct

The Athletic and Gymnastic Committees have adopted the following code of conduct:

- While competing at any venue, play fairly and encourage fellowship among opponents and MAC members.
- Treat each other, opponents, guests, instructors, judges, and staff with dignity and respect.
- At all times, whether as competitors or spectators, conduct oneself in a sportsmanlike manner. Any other behavior is not tolerated.

**Any act is a violation of the MAC Athletic Code of Conduct if it is offensive by reasonably accepted community standards.**

# Athlete Protection Policies

MAC Gymnastics has adopted the following Minor Athlete Abuse Prevention Policies as set forth by the US Center for SafeSport.

To ensure the safety of athletes, coaches and interacting adults are Safe Sport certified. SafeSport training refers to the “**Core SafeSport Training**” created and offered by the U.S. Center for SafeSport consisting of three modules: (1) Sexual Misconduct Awareness Education, (2) Mandatory Reporting, and (3) Emotional & Physical Misconduct as well as the “Refresher” courses offered by the U.S. Center for SafeSport to all individuals who have already taken the Core SafeSport Training.

## *PART I - EDUCATION & TRAINING POLICY*

### **A. Adults Required to Complete Mandatory Training**

Multnomah Athletic Club requires the following individuals complete training provided by the U.S. Center for SafeSport (“Center”):

- Adult athlete members of Member Clubs, except Short Term Athlete Members due to their limited participation and those Master Athletes who do not i) have regular contact with minor athletes or ii) have authority over minor athletes
- Adult members (who are not athletes) of Member Clubs who i) have regular contact with athletes or ii) have authority over athletes
- Employees and Board Members of Member Clubs
- Individuals providing services to Member Clubs, including but not limited to contractors, volunteers, interns, who i) have regular contact with athletes or ii) have authority over athletes

Athletes who become 18 years of age during the upcoming membership year, complete the U.S. Center for SafeSport training on or before their 18th birthday, provided that such athletes under 18 have the consent of their parents or legal guardians.

#### *1. Core Center for SafeSport Training*

The individuals listed above in Part I, A are required to complete training concerning child abuse prevention. Training other than the Core Center for SafeSport Training does not satisfy this policy.

#### *2. Refresher Course(s)*

A refresher course is required on an annual basis, and must be completed on or before July 1, immediately after the one-year anniversary of the completion of the Core Center for SafeSport Training or the most recent refresher course, for each of the above listed individuals in Part I.

### **B. Minor athletes who become adult athletes**

With the exception of athletes who are members of the same team, Minor Athletes who reach the age of majority (i.e., 18 years of age) must adhere to the provisions found in the Minor Athlete Abuse Prevention Policies when interacting with minor athletes who are 14 years of age or younger. For the purposes of these Policies the “same team” is intended to include athletes who regularly train and compete together in the same sport. Minor Athletes who reach the age of majority and then obtain a position of authority that presents a power imbalance, such as becoming a coach or official, must also comply with these Policies<sup>8</sup> regardless of the age of the minor athletes with whom they interact with.



## **PART II - POLICIES FOR ONE-ON-ONE INTERACTIONS**

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

### **ONE-ON-ONE INTERACTIONS: OBSERVABLE AND INTERRUPTIBLE**

One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under the organization's jurisdiction are permitted if they occur at an observable and interruptible distance by another adult.

One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under the organization's jurisdiction are prohibited, except in the circumstances described in subpart 4 of this section and under emergency circumstances.

#### *c. Meetings*

Meetings between Applicable Adults and minor athletes at a facility partially or fully under the organization's jurisdiction may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult. Chair lift rides and gondola rides with an Applicable Adult and a minor athlete are allowed under this policy.

If a one-on-one meeting takes place in an office, the door to the office must remain unlocked and open. If available, it occurs in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

#### *d. Meetings with mental health care professionals and healthcare providers*

If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under the organization's jurisdiction, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2) another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to Gymnastics or the applicable Member Club. The consent may be given via email or text, when necessary. Consent may be provided at the beginning of each season provided that the professionals and health care providers are specifically named in the consent. Consent is not required in the event of an emergency and the parents or legal guardian cannot be contacted timely and the athlete is deemed to need immediate medical/mental health attention.

#### *e. Individual training sessions*

Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under the organization's jurisdiction if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Such permissions for individual training sessions that are not observable and



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interruptible by another adult, must be obtained at the beginning of each season. Parents, guardians, and other caretakers must be allowed to observe the training session.

## **LOCKER ROOMS, RESTROOMS, AND CHANGING AREAS**

### *a. Application*

This policy shall apply to:

- Adult members at a facility that is either partially or fully under the jurisdiction of
- Gymnastics or a Member Club.
- Adult members who have regular contact with amateur athletes who are minors.
- An adult authorized by Gymnastics or a Member Club to have regular contact with or authority over an amateur athlete who is a minor; and
- Adult Staff and board members of Gymnastics or a Member Club.

(Collectively, “Applicable Adults” for the purposes of this policy.)

### *b. Non-exclusive facility*

If Gymnastics or a Member Club uses a facility not fully under its jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable adults in categories I. a through d is nonetheless required to adhere to the rules set forth herein.

### *c. Use of recording devices*

Use of any device’s (including a cell phone’s) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under our organization’s jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by Gymnastics or an applicable Member Club, and two or more Applicable Adults are present.

### *d. Undress*

Under no circumstances shall an unrelated Applicable Adult at a facility under or a Member Club’s jurisdiction intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete

### *e. One-on-one interactions*

- Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under the partial or full jurisdiction of Gymnastics or a Member Club, except under emergency circumstances.
- If Gymnastics or a Member Club is using a facility that only has a single locker room or changing area, the organization designates separate times for use by Applicable Adults, if any.

### *f. Monitoring*

Gymnastics and Member Clubs regularly and randomly monitor the use of locker rooms and changing areas at facilities under their respective jurisdictions to ensure compliance with these policies.

## ***PART III - REPORTING***

The Center handles ALL reports of sexual abuse within the U.S. Olympic and Paralympic Movements. Make a report to the Center if there is a reasonable suspicion of sexual

misconduct such as child sex abuse, non -consensual sexual conduct, sexual harassment, or intimate relationships involving an imbalance of power.

All reports of child abuse or sexual assault of a minor must also be reported to local authorities (Police or Child Welfare Office). Reports of abuse not involving a minor may also be reported to local authorities.

### **SafeSport Helpline**

The Center for SafeSport provides 24-hour support via the [SafeSport Helpline](https://www.safesport.org/report-a-concern) or by calling 866.200.0796.

### **Reporting Suspected Violations of Sexualized Conduct**

<https://www.safesport.org/report-a-concern>

### **TITLE: DEVELOPMENTAL FUNDS POLICY NO. A-35**

**POLICY:** The purpose of athletic committee Developmental Funds is to offset a portion of expenses incurred by a member who is representing the club in competition. With the exception of entry fees, travel expense allocations to a member are not intended to cover all of his/her actual expenditures.

Developmental Funds are allocated by a sport committee or coach to a participant or team for the purpose of developing the skills of an individual or offering the opportunity for competition or play for a team in a club-approved sport or program. There are no age or class restrictions placed on competitors receiving Developmental Funds. Funds for state meets and for events within 100 miles of the club are limited to entry fee only, regardless of the level of competition. Developmental Funds shall not be spent for participation in an event outside the United States except when approved in advance by the Athletic Committee, or where the requested funds are for a Western Canada event and the sport or program regularly participates in like competition or events with Canadian individuals or teams.

The relative allocation of Developmental Funds between junior and adult sports programs are 75% - 25%.

The allocation of Developmental Funds should be discretionary and is reviewed annually by the Athletic Committee. In exercising discretion to allocate Developmental Funds, the Athletic Director and Athletic Committee's principal aim should be to further the goal of facilitating participation in competition. Developmental Funds cannot be allocated to a competitor in an amount greater than 50% of the per diem, airfare or mileage amount listed on the Athletic Championship Funding Request form and 100% of the actual entry fees. The Athletic Director has the authority to reallocate Developmental Funds, were deemed necessary, with approval by the Athletic Committee.

## Acknowledgement Form

We have read the Parent & Athlete Handbook and understand that by initialing each section and signing this form we agree to follow the rules and policies as written.

\_\_\_\_\_ \_ I acknowledge and understand the role of a gymnast on the Multnomah Athletic Club Team. (Gymnast initials)

\_\_\_\_\_ I acknowledge and understand the role of a parent to a Multnomah Athletic Club gymnast. (Parent initials).

\_\_\_\_\_ I acknowledge and am committed to volunteer hours required as a parent of a gymnast on the Multnomah Athletic Club Team. (Parent initials)

\_\_\_\_\_  
Parent

\_\_\_\_\_  
Date

\_\_\_\_\_  
Athlete

\_\_\_\_\_  
Date

## Photo Release Form

I hereby grant Multnomah Athletic Gymnastics' Program to use photos and/or video taken of my athlete in publications, new releases, online, and other communications related to the mission of Multnomah Athletic Club and the MAC Gymnastics Program.

\_\_\_\_\_  
Signature of Adult or Guardian of Minor Athlete

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Athlete

\_\_\_\_\_  
Date