

ANTETOKOUNBROS ACADEMY PROGRAM

TERMS & CONDITIONS

Version 09/12/2019

AntetokounBros Academy Program Description:

The Program - What it is:

AntetokounBros Academy is a community program that combines basketball training and educational inspiration targeted to underprivileged young boys and girls, **12 to 16 years old**.

The program involves 90 minutes of basketball training sessions once a week. It has a restricted number of participants; 50 athletes will be trained at each one of the two training locations of the Program: Ampelokipi court and Lambrini court (100 athletes per year).

In addition to the core basketball training, the Program will involve **athlete clinics, tournament events, a series of mentoring workshops and inspirational speeches, as well as basketball school sessions that athletes and junior trainers** will also need to attend as part of their participation. The educational sessions will be held at the Onassis Stegi with transportation service provided from each court to and back from Onassis Stegi.

Academy participants will be offered basketball and educational pathway opportunities within the context of the Program.

The Program will also offer 12 openings for Junior Coaches that will gain basketball coaching experience on the court for a period of 4 to 5 months. The 12 Junior Coaches will have to be 18-25 years old to be eligible for evaluation.

The Program also offers 12 trainee placements for women and men, aged 18-25 years old at the coaching team for 2019-2020 season, distributed evenly between the two cycles of the trainee program. Only applicants with basketball playing or coaching experience will be considered (experience with children will be preferred) and only those who speak at least 2 of the following languages: Greek, English and French (additional knowledge of Farsi or Arabic will be preferred).

Entities involved:

Program management and implementation

- Basketball program implemented by “**BASKETBALL INCUBATION PC**” (24 Evrota St., Kifissia, 14564, contact@eurohoops.net)
- Educational and Inspirational program funded and implemented by **ARIONA HELLAS S.A**, representative of the Onassis Foundation in Greece (7 Aeschinou Str., Athens, 10558, info@onassis.org)
- Pathway opportunities funded by “**BASKETBALL INCUBATION PC**” and “**ARIONA HELLAS SA**”

Number of participants:

1. For Athletes

Ampelokipoi court: up to 50 participants

Lamprini court: up to 50 participants Up to half of the Academy’s membership capacity (up to 50 memberships), will be allocated to immigrants & refugee applicants provided they meet the set social and economic criteria mentioned in Appendix I

2. For Junior Coaches: 12 Junior Coaches split in the training courts of Antetokounbros Academy

Program duration:

The program will run for 2 years. The first season starts on November 9th, 2019 and ends on June 30th, 2020. All applications submitted between October 11th to October 23rd, 2019 will be considered for the first season, starting on November 9th, 2019.

Athletes' participation to every training and educational session is obligatory and is free of charge.

Athlete's transfer to the court and back as well as for the Basketball League game visits will be made by their own means of transport with the exception of the educational sessions at Onassis Stegi, for which transportation to and back will be provided with meeting points at each court.

Participation Mechanism:

- Everyone has the right to apply and submit a participation form provided that

a. the candidate athlete is between 12 and 16 years old

b. the candidate junior coach is between 18 and 25 years old and has basketball experience

c. Submits a valid application form

- Submission options both for candidate athletes and junior coaches:

- Through an electronic form that needs to be filled in by the candidate (or by his/her parent or guardian in case the candidate is a minor) at the Academy's site antetokounbrosacademy.net and submitted with all required documents (See the Appendix I: Athlete Evaluation Criteria)
- Through submission of the Participation Form and the required documents (See the Appendix I: Athlete Evaluation Criteria) in print format by sending them through postal services in the following address: Basketball Incubation, 24 Evrota str, Kifissia, 14564

- Submission period

Athletes' application form submission period: 11/10/2019-3/11/2019

Junior Coaches' application form submission period: 1st wave enrolling in November 2019: 11/10/2019-3/11/2019 and for the 2nd wave enrolling in March 2020: 1/12/2019- 10/2/2020.

Evaluation Process:

1. Athletes:

Stage A: Socio-economic criteria evaluation

Athletes who meet one or more of the defined age, gender, socio-economic categories and residency criteria of the Program will earn points that will be added up to a final score (see Appendix I: Athlete Evaluation Criteria document). Evaluation duration: 4-6/11/2019

Up to 400 Candidate athletes will be selected based on the higher cumulative score achieved and will be invited to attend the AntetokounBros Academy Try Outs. Qualified candidates will be invited through email or phone call between 7-8/11/2019.

Stage B: Basketball Try Outs

Ampelokipoi & Lambrini court at 9-10/11/2019. Schedule to be announced through the Academy's site. 100 Finalist Athletes and 20 runner ups will be selected to have a Health check in cooperation with Onassis Foundation (50 finalists and 10 runner ups per court).

2. Junior Coaches:

Candidates between 18-25 years old who meet one or more of the criteria as described in Appendix II: Junior Trainer Evaluation Criteria of the Program.

15 Candidates per wave will be selected and invited to a personal interview with the Coaching Team.

Evaluation duration: 1st wave: 4-5/11/2019 2nd wave: 11-20/2/ 2020

1. General Participation Terms.

a) Athletes/Junior Coaches are solely responsible for their attendance and departure from the court according to the Try Outs and the AntetokounBros Academy schedule.

b) Athlete's transfer to the court and back, as well as for the Basketball League game visits that will be organized, will be made by their own means of transport with the exception of the educational sessions at Onassis Stegi, for which transportation to and back will be provided with meeting points at each court.

c) Athletes' parents / guardians will be allowed to watch the Try Outs and the AntetokounBros Academy's trainings from the court stands where applicable, provided they don't interfere with the training / process / event.

d) In case of any change in the training schedule or court location or match, athletes / junior coaches will be notified prior through email or sms text to their mobile phone as stated in the application form or posted at the AntetokounBros Academy web site.

e) In case of loss of personal items or money at the courts, during trainings, events, participants' transportation to Onassis Stegi as well as during their stay to Onassis Stegi while attending the scheduled events of the Program, the AntetokounBros Academy does not bear any compensation responsibility. It is strongly advisable that participants should avoid carrying with them valuable items or money.

2. Application

1. A parent or legal guardian must apply on behalf of the athlete. The Academy will not knowingly accept any application form or associated personal information including medical information without authorization from the designated parent or legal guardian on all official application documents.
2. Application forms must be submitted within the defined timeline as mentioned above. For those sent through post, the delivery date must be within the given deadline. Any application forms received after the deadline will not be considered.
3. Applicants that meet one or more of the socio-economic criteria defined they will be allocated to them bonus points provided they submit the official certifying documents per each of the criteria they meet (see Appendix I: Athlete Evaluation Criteria and Appendix II: Junior Trainer Evaluation Criteria).
4. Application forms submitted without any of the required documents or non-official or wrong documents the submission will be marked as incomplete and will not be considered for evaluation.
5. Applicants who qualify for the Try Outs and the AntetokounBros Academy will be invited to participate and will be required to respond and accept the invitation within 1 day. The invitation will be communicated to them to the phone or email that has been given at the application form. In case the applicant fails to respond within 1 day the invitation will be given to another applicant.
6. Applicants qualified to the Ty Outs and the finalists who will enrol the Academy Program, will be requested to fill in and sign an "Image Release Form, and sent it along with the invitation acceptance message at apply@antetokounbrosacademy.net, for their invitation to be valid.

7. In case of the athlete/ junior trainer does not appear at the scheduled time for the Try Outs because of injury, illness or any other reason, the Academy will make their best effort to reschedule their participation within the remaining scheduled Try Out days and times but without this being an obligation.
8. In case of parent's / guardian's improper behaviour, the athlete may be deleted from the Try Outs or the AntetokounBros Academy may deny the parent / guardian access to watch the Try Outs. As improper behaviour is any action or omission that is not in agreement with the AntetokounBros Academy philosophy and includes amongst other the spectators behaviour from the stand, behaviour towards other AntetokounBros Academy's athletes' parents/ guardians or other basketball academies, towards the Antetokounbros coaches and staff or towards any other third party.
9. Athlete's / junior trainer's non-compliance to the AntetokounBros Academy policy and rules can result to the deletion of the Athlete/Junior Trainer from the Try Out event and the Antetokounbros Academy program (Appendix III).
10. All registering athletes/ junior trainers will receive Try Outs and or AntetokounBros Academy's attire free of charge. Athletes and Junior Trainers are obliged to wear the Try Outs/ AntetokounBros Academy attire at every event/ training session and tournament matches and keep them clean and in good condition.
11. In case of loss of the AntetokounBros Academy attire provided, the Academy is not obliged to replace the lost clothes/ items.

Termination of Participation to the AntetokounBros Academy

- a) In case an athlete/ junior coach decides to terminate their participation to the program, they will have to communicate their decision in written through email to info@antetokounbrosacademy.net, mentioning the reason of such decision and the AntetokounBros Academy will delete the athlete/ junior trainer.
- b) In case of an athlete's/ junior coach's absence, the parents/ guardian or junior coach respectively will have to inform in advance the AntetokounBros Academy through email to info@antetokounbrosacademy.net, mentioning the reason of athlete's / junior coach's absence and will be obliged to submit any requested documents (i.e. doctor's certificate depending per case).

Athletes'/ junior coaches' frequent absence or absence for reasons other than health or justified issues will be a matter of the AntetokounBros Academy's Head Coach to decide whether the athlete/ junior coach will be allowed to continue to the Academy or whether their participation will be terminated.

- c) For any case of athlete/ junior coach participation termination the AntetokounBros Academy will have the right to replace the deleted athlete/ junior coach with a new one for the remaining of the training season.

Deleted athletes/ junior coaches are obliged to return the AntetokounBros Academy's Attire provided to them as this is AntetokounBros Academy's property.

- d) Athlete's/ junior coach's deletion from AntetokounBros Academy
 - a. In case of parent's / guardian's /athlete's /junior coach's improper behaviour may delete the athlete/ junior coach or deny the parent / guardian access to watch the training and/or tournament matches or other Program events. As improper behaviour is any action or omission that is not in agreement with the AntetokounBros Academy philosophy and includes amongst other the spectators behaviour from the stand, behaviour towards other AntetokounBros Academy's athletes' parents/ guardians or other basketball academies, towards the AntetokounBros coaches and staff or towards any other third party.

- b. Athlete's parent / guardian/ junior coach non-compliance to the AntetokounBros Academy policy and rules, or the suggestions of the Academy staff can result the deletion of the athlete/ junior coach without any prior notice and with no compensation responsibility.

4. Health issues

- a) By submitting the Athlete's/Junior Coach's application form and agreeing to the Terms and Conditions, it is understood that the participant is taking part at his or her own risk.
- b) Applicants acknowledge that they are fit and not suffering of any health concerns or injuries that will be aggravated by participating in the Try Outs or the Academy's training program. Any injury or illness must be disclosed by the participant/legal guardian to the Academy's staff at the time of application and before the start of the Try Outs and the Academy program. Should the injury or illness be deemed a health and safety risk to the participant or other Program's participants, the Academy reserves the right to exclude the applicant from the evaluation process and the participant from participating further in the Try outs and the AntetokounBros Academy program in case the applicant is within the finalists.
- c) The athlete applicants invited to attend the Try Outs must submit a medical certificate of their suitability to exercise. In case applicants cannot provide it by the time of the Try Outs their parent or guardian will need to sign a formal declaration that the participating athlete is taking part at his or her own risk.
- d) The shortlisted athletes to the Academy Program are obliged to submit a medical certificate of athlete's suitability to exercise. In case the shortlisted athlete's parent/ legal guardian cannot provide the certificate by his/ her own means the athlete will be obliged to attend the health check provided by the AntetokounBros Academy. In case a health check is required, as described in this paragraph, ARIONA will liaise with Onassis Cardiosurgery Center in order to set up the health checks appointments of the particular athlete(s). It is explicitly stated that ARIONA will not in any way have access nor collect any health data of the particular athletes who will undertake such health checks in their agreement directly with the Onassis Cardiosurgery Center.
- e) The participant, parent and/or legal guardian will exclude the AntetokounBros Academy coaches, staff, contractors, volunteers and/or any medical staff provided by the Academy of any responsibility to the participants person or property as a result of injury, illness, theft or detriment that the participant may suffer participating in the Try Outs and the Academy program.

5. Audiovisual content

- a) Any sort of photo shooting or video shooting at the Try Outs and the AntetokounBros Academy program is prohibited without the Academy's consent and permission.
- b) As part of the Program recording, the Academy will be video and photo shooting the participants at the trainings, educational sessions and any other event organized for archival, promotional and media use. **By signing these Terms, the parent/legal guardian and the participant to the Try Outs and the AntetokounBros Program acknowledge and provide their consent to the Academy and the cooperating partners of the Program (Basketball Incubation and ARIONA) to have full rights to use the images obtained from photography and videography at Academy's Try Outs and the Academy Program and any reproductions or adaptation of this content.** Use may include (but not limited to) print and online promotional material, social media and press releases ongoing.
- c) The applicant provides his/ her consent to receive information about the AntetokounBros Academy Program at the email address noted from the Academy.

- 6. **Personal Data Protection** The Academy and all cooperating partners in the Program protect all data provided by the Applicant in accordance with the applicable legislation as in force (REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation), Greek law 4624/2019).

- Information regarding data controller and causes for which data will be used:

Controllers of the provided data are, under the terms and conditions set herein, **“BASKETBALL INCUBATION PC”** with registered seat in Kifisia, Athens, Greece (24 Evrota St., Postal Code 145 64), **and ARIONA HELLAS S.A**, representative of the Onassis Foundation in Greece (7 Aeschinou Str., Athens, Postal Code 10558)

1. With respect to processing of personal data by “BASKETBALL INCUBATION PC” Mr. Panos Tsekouras has been appointed as the Data Protection Officer (DPO) and can be contacted on the following email: league@eurohoops.net.
2. With respect to processing of personal data by ARIONA HELLAS S.A the data subjects may exercise their rights, as defined in the applicable legislation and herein, by addressing a written request to the following email: gdpr@onassis.org to the attention of ARIONA’s Data Protection Officer (DPO). Basketball Incubation will transfer to ARIONA, which will act also as an independent data controller, only certain of the data that are described hereinbelow, of the athletes, junior coaches, coaches, who will be selected by Basketball Incubation to participate in the Program, and in so far as this is required for the scope described herein, in order for ARIONA to implement the mentoring sessions, the inspirational speeches, the retrainings of junior coaches, the participation of selected athletes in the UK summer camp and of selected junior trainers in a prespecified basketball camp, as well as to facilitate the provision of health checks to athletes and issue of health certificates and exercise its rights as described herein. The type of data provided to ARIONA are:
 - for the mentoring sessions and inspirational speeches: participants’ full names, parents’ or guardians’ full names in case the participant is minor
 - for retraining of junior coaches: full name, date of birth and communication email, phone
 - for summer camps: athletes and junior coaches full name, date of birth, ID, passport and communication email and phone
 - for facilitation of the health checks as described herein: athletes and their parents/ guardians’ full names, date of birth and communication info (email and phone number)

3. Personal data

a) ID verification data (ID, Passport etc), Social Services data (AMKA/ SSN), Birth certificate, school certificate, Tax Clearance, Family Status certificate, Unemployment card, KEPA certificate, photos, and any other document / certification submitted by the applicant as these may be necessary for the purposes mentioned herein.

The above data will be kept in digital and print format for both the participant athlete/junior coach and the parent/ guardian for communication purposes in order the participant has been qualified to take part to the Try Outs and the Academy Program. The participant provides hereby his/her consent to cross check with the relevant Municipality Services if he/she is beneficiary of Social Services.

Data will be kept for 5 years from the end of the training season in which the participant is registered.

b) Basketball skills, coaching skills and behavioral evaluation data

The above data will be kept for the purposes of the applicant evaluation and selection process.

c) Health Data

The above data will be kept until the end of the training season in which the participant is

registered. d) Audio visual Material: Applicant provides the AntetokounBros Academy his/ her consent to keep in digital files and use the audio-visual material generated in the context of the AntetokounBros Academy activities.

The material may be used for the below purposes:

(i) for Athlete's sports performance and junior coaches' observance by the Academy's coaches and staff

(ii) for publishing purposes at the internet (at the Academy's official site and social channels, Eurohoops.net site and social channels and ARIONA's site and social channels) or for Press Releases to tv, digital, print media and radio stations.

The duration of processing and usage rights of above material is 10 years after the end of the training season in which the Athlete/ Junior Coach participates to document the Athlete's/ Junior Coach personal development and progress through the years.

e) Statistic anonymous data will be kept without any time limitation for statistical purposes of the Academy and the player.

4. Legal basis for the collection of the data are the implementation of these terms and conditions.

The application in the program is a clear statement by each applicant of his / her acknowledgment and agreement to the processing of his / her personal data within the meaning of the applicable law (European Parliament Regulation 2016/679, Law 4624/2019) and the filing of these personal data by each respective Data Controller, as defined herein, until the end of the program.

Collection of the personal data, that are defined herein, is a requirement necessary to apply in the aforementioned program.

5. The Applicant holds the right under the terms and conditions set by the applicable legislation, to request from each respective Data Controller, as defined herein, access to or erasure of personal data or restriction of processing concerning the Applicant as well as the right to data portability. The Applicant holds also the right to request from each respective Data Controller, as defined herein, without undue delay the rectification of inaccurate personal data concerning the Applicant. Taking into account the purposes of the processing, the Applicant must have the right to have incomplete personal data completed, including by means of providing a supplementary statement, and only if this is completed before the end of submissions dates of the Program.

6. Where the legal basis of the processing is consent, the Applicant holds the right to withdraw this consent at any time, without affecting the lawfulness of processing based on consent before its withdrawal; If the applicant withdraws his/her consent then his/her application and or participation, in case the applicant has been amongst the finalists, will be invalid and/ or terminated.

7. The Applicant holds the right to lodge a complaint to the Hellenic Data Protection Authority (1-3 Kifissia's Avenue, 11523 Athens, Greece, Tel: +30 2106475600, Email: contact@dpa.gr), if he/she believes that his/her personal data rights are being violated.

8. The Academy and all cooperating partners in the Program have taken all the appropriate technical and organizational measures to safeguard the implementation of the legislation and the suitable security level for Applicants' personal data.

7. Right to change the Application and Participation Terms

We reserve the right to amend and adjust these terms, as it deemed necessary without any prior notice. Any changes are in force as soon as they are posted on the website "antetokounbrosacademy.net"

- 8.** These Terms and Conditions govern the process of participating as a whole and each applicant through the application accepts their full, unconditional and irrevocable full meaning.

APPENDIX I : Athlete Evaluation Criteria

CRITERIA		POINTS EARNED	VERIFICATION DOCUMENTS
Yearly Family income (2018) (1)			
	0- 2.500€	4	Copy of 2018 Tax Clearance
	2.501€ - 5.000€	3	
	5.001€ - 7.500€	2	
	7.501€ - 12.000€	1	
	12.001€ plus	0	
Social Criteria (2)			
	Have lost both their parents	7	Family Status Certification
	Have lost one of their parents	6	
	Single parent family	5	
	Members of large families (4 children of and above)	4	
	Members of families with 3 children	3	
	Whose parents are both unemployed	6	Valid Unemployment Card
	Who have one unemployed parent	5	
	Whose parents and/or siblings have a percentage of invalidity of over 67%	4	KEPA certification
Age Factor (3)			
	12-16 years of age (January 1st, 2003 - up to December 31st, 2007)		Birthday Certificate, Passport
EVALUATION APPROACH			
Criteria 1+2:	For candidates who meet more than one of the aforementioned criteria, the relevant points will be added.		
	Candidates will be selected based on the higher cumulative score achieved and in combination with the residential, gender equality factors.		
	Parents/ kids with family income more than 12.000€ per year will be allowed to participate in the evaluation process but they will get 0 points		
	In case of candidates having the same points, priority will be given on a first come first served basis		
	Only athletes in good health condition will be considered		

APPENDIX II : Junior Coach Evaluation Criteria

CRITERIA		POINTS EARNED	VERIFICATION DOCUMENTS
Yearly income 2018 (1)			
	A - Income for Single Candidates		Copy of Tax Clearance
	0- 1.500€	3	
	1.501- 3.000€	2	
	3.001€ - 5.000€	1	
	5.001€ plus	0	
	B - Family Income for Married Candidates		
	0- 2.700€	3	
	2.701€ - 4.000€	2	
	4.001€ - 6.000€	1	
	6.001€ plus	0	
Social Criteria (2)			
	Single parent family	3	Family Status Certificate
	Parent with 3 children and above	2	
	Parent (1-2 children)	1	
	Unemployed	1	Valid Unemployment Card
	Husband/ Wife Unemployed	1	
	Whose children, wife, husband has a percentage of invalidity of over 67%	1	KEPA Certification
Language Factor (3)			
	Speaking two of the following languages: Greek, English, French	Prerequisite	CV
	Additional languages: Arabic, Farsi	Will be preferred	
Basketball Experience (4) Experience as player or coach		Prerequisite	CV
Age Factor (5) 18-25 years of age		Prerequisite	Birth Certificate, Passport, ID
EVALUATION APPROACH			
Only applicants who meet the prerequisites criteria will be considered			
Criteria 1+2: Eligible candidates who meet more than one of the aforementioned criteria, the relevant points will be added.			
Candidates will be selected based on the higher cumulative score achieved and will be invited to personal interview			
In case of candidates having the same points, priority will be given on a first come first served basis			

APPENDIX III :

ANTETOKOUNBROS ACADEMY PROGRAM PRINCIPLES

It is expected that everyone involved will abide with the Fair Play Policies & the Academy's Ethos.

The Academy aims in providing a positive experience for everyone involved. The emphasis is placed on development, empowerment and fun. It is important that we all work together toward common goals:

(a) RESPECT Each other

ATHLETES - On the court respect for each other is somewhat of a given. Shaking hands, assisting each other before and after the play /game is important. Name calling, bullying etc is not accepted and will not be tolerated.

PARENTS - All athletes/ players are a part of the community and we must ensure we respect everyone and treat them fairly. Co-players as well as opponent players are in the court like you to watch their kids have fun, develop new skills and meet new friends.

(b) RESPECT the coaches, athletes, staff, officials

Through the Academy program basketball officials, athletes and even junior trainers are involved to deliver the training practices and referees to run tournaments. Any act of underestimating the Academy's officials / staff in public by parents or athletes (e.g. by using gestures, yelling etc) will not be accepted.

Should there is any issue with an official or another player the Head Coach should be contacted in private to let them know. Do not approach or yell at other kids, parents, officials or coaches.

(c) FOCUS ON PLAY AND NOT WIN

The Program's main goal is developing the kids minds & bodies. In team sport they will experience winning and losing, which helps kids learn to work hard to achieve their goals. We learn participating athletes to stay humble in winning and losing and act as a member of a larger team. Equal playing / exercise time for all athletes that encourages the whole team and not focusing on the best player.