



ANTETOKOUNBROS ACADEMY PROGRAM TERMS & CONDITIONS

Version 01/09/2020

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: Ellinorosson 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 **so they are provided with the motivation to evolve**. The educational sessions will be held at the Onassis Stegi with transportation service provided by the AntetokounBros Academy 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 also offers 12 trainee placements for women and men, aged 18-25 years old at the coaching team for 2020-2021 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).

Training courts:

Ellinorosson court: Chalepa 2, Athens, 115 25

Lamprini court: Teo and Amyklon, St. Andreas, Lamprini

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

Ellinorosson 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:

Throughout the season 12 Junior Coaches positions are offered. Six of the positions are offered at the first cycle, from November 2020 to January 2021 and the other six positions are offered from February 2021 to June 2021.

Program duration:

The program will run for 2 years. The second season starts on November 1st, 2020 and ends on June 30th, 2021. All applications submitted between September 10th to October 2nd, 2020 will be considered for the second season that starts on November 1st 2020.

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: 10/9-2/10/2020

Junior Coaches' application form submission period:10-25/9/2020

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: 2-8/10/2020

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, sms or phone call between 9/10/2020.

Stage B: Basketball Try Outs

Ellinorosson & Lambrini court on 17-18/10/2020. 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.

Up to 30 candidates over the season will be selected and invited to a personal interview with the Coaching Team.

Evaluation duration: 26-30/9/2020

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

- The parents or legal guardians 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.
- 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.
- 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).
- 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.
- Any applications received from previous season participants (2019-2020) will be considered with second priority to that of new applicants and subject to having open places to fill in.
- 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.
- NIKE European Operations Netherlands B.V. (NIKE) will act as sponsor of the Program. In this context, NIKE will be entitled to use the audiovisual material that will be produced during the Program, as described herein, for the promotion of the sponsorship and this collaboration. For this purpose, applicants qualified to the Ty Outs and the finalists who will enrol the Academy Program, will need to fill in and sign the attached herein "Image Release Form addressed to NIKE, and sent it along with the invitation acceptance message at apply@antetokounbrosacademy.net, for their invitation to be valid.

- In case of the athlete/ junior trainer does not appear at the scheduled time for the Try Out 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.
- 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.
- 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).
- 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.
- 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

- 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.
- 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.
- 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. Athlete's/ junior coach's deletion from AntetokounBros Academy

- 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.
- 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

- By submitting the Athlete's/Junior Coach's application form and agreeing to the present Terms and Conditions, the participant is taking part at his or her or own risk or that of his/her legal guardian if the participant is aged under 18 years old.
- Applicants shall be and shall declare 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.
- 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. Athlete and /or Junior Coaches applicants may be asked to comply with the instructions and measures that may be deemed necessary or be imposed, such as to submit further medical certifications, following National Organization for Public Health (EODY)'s and G.G.A (General Secretary of Sports) directions against Covid19. The Academy shall provide the necessary information and instructions with respect to any additional procedures or measures relating the above matter.
- 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). Athletes that will not appear to do their scheduled health check appointment will become invalid and they will be replaced with the next athlete of the runner up list. 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.

- The participant, parent and/or legal guardian acknowledge and accept that the AntetokounBros Academy coaches, staff, contractors, volunteers and/or any medical staff provided by the Academy do not bear any responsibility for any injury, illness, theft or detriment that the participant may suffer participating in the Try Outs and the Academy program.

5. Video recording – photo shooting

- As part of the Program, the Academy will be video and photo shooting the participants at the trainings, educational sessions and any other event organized for the purposes of observing and assessing the participants' sport performance, for promoting and making publicly known the Program and the related activities of the partners, as well as, for archiving purposes.
- The Academy and its partners assume all rights relating to or arising from the said audio-video material. For this reason, any sort of photo shooting or video shooting at the Try Outs and the AntetokounBros Academy program is prohibited without the Academy's prior written consent and permission.
- **By participating in the Program, the parents/legal guardians and the participants to the Try Outs and the AntetokounBros Program acknowledge and grant the right to the Academy and the cooperating partners of the Program (Basketball Incubation and ARIONA) to create with their own means, collect, archive and 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 for the aforementioned purposes.** Use may include (but not limited to) printing and online promotional material, publication through websites and social media of the Academy and its partners or by other public means of mass communication, press releases.
- The AntetokounBros Academy will send all information in relation to the Program and any other matter to the participants at the email address that the latter provided to the Academy.

6. Personal Data Protection

The Academy and all cooperating partners in the Program protect all data provided in the context of the Program in accordance with the applicable legislation as in force (mainly 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- hereinafter "**Legislation**").

- Information regarding data controllers and purposes of data processing:

Data 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)

- 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.

- 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 collect, process and maintain all information of the applicants and participants in the Program (i.e. parents/legal guardians of underaged athletes, athletes, junior coaches who will be selected by Basketball Incubation to participate in the Program) through submission of the application forms and other supporting documents and in applying the procedure described herein.

In the context of the aforementioned collaboration for the realization of the Program, Basketball Incubation will transfer to ARIONA, which will act also as an independent data controller, only certain of the data that are described hereinbelow and are considered necessary (basic contact information) and in so far as this is required for the scope described herein, in order for ARIONA to exercise its rights as described herein and thus organize the mentoring sessions, the inspirational speeches, the retrainings of junior coaches, summer courses, as well as to facilitate the provision of health checks to athletes and issue of health certificates. The type of data provided to ARIONA shall be:

- 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 number
- for summer courses: athletes and junior coaches full name, date of birth, ID, passport and communication email and phone number
- for facilitation of the health checks: athletes and their parents/ guardians' full names, date of birth and communication info (email and phone number)
- images that may identify participants from the video recordings/photo-shooting that will take place during the Program. Likewise, ARIONA shall be entitled to collect and maintain images and sound data from the video recordings/photo-shootings that ARIONA will perform with its own collaborators.

It is noted that each of the said partners (Basketball Incubation and ARIONA) may, for the purposes referred to herein, assign the execution of specific processes of the Data (such as photographers, video recording editors for the creation of the audiovisual material) to third parties – collaborators who shall be bound by respective contracts or other legal action from confidentiality obligation and shall process the data exclusively in order to provide their services to the assignor partner and not for their own benefit (data processors).

Basketball Incubation and ARIONA shall maintain the emails of the related data subjects for the purpose of sending to them newsletters for similar events of the Academy and of the partners, until the said data subjects submit an opt-out request.

- Personal data that will be collected and retention periods

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 by Basketball Incubation in digital and print format for both the participant athlete/junior coach and the parent/ guardian in order to contact the participant but also implement the procedures as described herein such as to evaluate whether an applicant is qualified to take part to the Try Outs and the Academy Program. The participant shall cross check with the relevant Municipality Services if he/she is beneficiary of Social Services.

Data will be kept by Basketball Incubation 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 by Basketball Incubation for the purposes of the applicant evaluation and selection process.

c) Health Data

The above data that related to the participants' health will be kept by Basketball Incubation until the end of the training season in which the participant is registered.

d) Audio visual Material:

The applicants/legal guardians grant, by submitting the application form, the AntetokounBros Academy and its partners with the right to keep in digital files and use the audio-visual material generated in the context of the AntetokounBros Academy activities as set above.

More specifically, the material may be used for the below purposes:

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

(ii) for broadcasting of the sports events - trainings, promoting and making publicly known the Academy, its actions and ideas, the Program and other related events of the Academy partners, by means of their choosing, such as through publication 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 through press releases to tv, digital, print media and radio stations;

(iii) for archiving purposes.

The Academy and said entities shall process the related audiovisual material for the whole duration of the Program and of the operation of the Academy and after this period for as long as necessary in order to fulfill the purposes described herein and the implementation of the present Terms and for as long as the Academy and said entities assume any related right (e.g. intellectual property) or are under a legal obligation, taking also into account the requirements of the applicable legislation and the statute of limitation time periods for the exercise of legal claims. In any event and unless otherwise provided in law and especially in order to document the Athlete's/ Junior Coach personal development and progress through the years, the Academy and said entities shall process the above material for 10 years after the end of the training season in which the Athlete/ Junior Coach participates.

e) Statistic anonymous data that will be exported during the Program will be kept by Basketball Incubation without any time limitation for statistical purposes.

- Legal basis for the data processing:

In relation to information that is required for the identification and evaluation of the applicants, as well as their participation in the Program, such as for the processing of the produced audiovisual material, the implementation of the present Terms and Conditions and the adherence to them by the applicants is the legal basis for the processing of these data.

Information that is required by law for the operation of the Academy and the due performance of the Program and of the related activities, shall be processed by the Academy and the competent entities for the compliance of the respective legal obligation.

The processing of health data is necessary for the purposes of preventive or professional medicine, for the assessment of the athlete's ability to sport exercise and participate and medical diagnosis, or for reasons of protection of public health and compliance with the respective instruction of the competent authorities.

All the aforementioned data are necessary in order for the Academy and the competent partners to fulfill the purposes as described herein. Each participant/legal guardian is responsible to provide the said entities with the necessary data and inform on time for any related changes to these data in order to ensure the smooth operation of the participation in the Program.

- Rights

Each related data subject (parent, guardian, athlete, participant) holds the right under the terms and conditions set by the Legislation, to request from each respective Data Controller, as defined herein, access to, rectification or erasure or restriction of processing of data concerning him/her, as well as the right to data portability to another data controller. Especially with reference to the right of data rectification, the applicant holds 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 has the right to have incomplete or invalid personal data completed or rectified, including by means of providing a supplementary statement, only if this is completed before the end of submissions dates to the Program.

Where the legal basis of the processing is consent, the related data subject holds the right to withdraw this consent at any time, without affecting the lawfulness of processing based on consent before its withdrawal.

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.

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 and especially in case it required by law or the respective instructions of the competent authorities (such as EODY in relation to measures for the protection of public health).The Academy shall inform all participants of any changes by post on the website “antetokounbrosacademy.net”.

8. The present Terms and Conditions govern the process of participating in the Program as a whole and each participant accepts these by signing and submitting the respective applications and documents.

APPENDIX I : Athlete Evaluation Criteria

| CRITERIA | | POINTS EARNED | VERIFICATION DOCUMENTS |
|--|---|------------------|--------------------------------------|
| Yearly Family income (2019) (1) | | | |
| | 0- 2.500€ | 5 | Copy of 2019 Tax Clearance |
| | 2.501€ - 5.000€ | 4 | |
| | 5.001€ - 7.500€ | 3 | |
| | 7.501€ - 12.000€ | 2 | |
| | 12.001€ - 20.000€ | 1 | |
| | 20.001€ 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, 2004 - up to December 31st, 2008) | | 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 | | |
| | New athletes will be treated with priority in comparison to previous season athletes of the AntetokounBros Academy | | |

APPENDIX II : Junior Coach Evaluation Criteria

| CRITERIA | | POINTS EARNED | VERIFICATION DOCUMENTS |
|--|--|-------------------|---------------------------------|
| Yearly income 2019 (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.