



ANTETOKOUNBROS ACADEMY PROGRAM TERMS & CONDITIONS

Version September 1, 2022

AntetokounBros Academy Program Description

The Program – What It Is

The AntetokounBros Academy is a community program that combines basketball training and educational inspiration targeted to underprivileged boys and girls, aged **10 to 16 years old**.

The Program involves 90 minutes of basketball training sessions, twice a week. It has a select number of participants: 50 athletes are trained at each of the Program's two training locations – Sepolia Court and Ambelokipi Court (100 athletes per year, total).

In addition to this core basketball training, the Program also features **athlete clinics, tournament events, a series of mentoring workshops and an inspirational speech, plus basketball school sessions that athletes and junior trainers must also attend as Program participants, so that they are provided with the motivation they need to develop**. The educational sessions are to be held at Onassis Stegi (or other premises approved by the Onassis Foundation), with a transportation service provided by the AntetokounBros Academy from each court to and from this location. The mentoring workshops are not mandatory for participants aged 10 and 11 years old, due to the fact that they are addressed to high school level students, but everybody is of course welcome if they wish to participate.

Academy participants will be offered basketball and educational pathway opportunities as part of the Program.

The Program also offers twelve trainee placements, for women and men aged 18 to 25 years old, on the coaching team for the 2022-2023 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 is preferred) and only those who speak at least two of the following languages: Greek, English, and French (additional knowledge of Farsi and/or Arabic is preferred).

Training Courts

Sepolia Court: Manitaki 46, Athens 104 43

Ambelokipi Court: Argolidos, Ampelokipoi 115 23

Entities Involved

Program Management and Implementation

- Basketball program implemented by “**BASKETBALL INCUBATION PC**” (24 Evrota St., Kifissia, 145 64, contact@eurohoops.net)
- Educational and inspirational program funded and implemented by “**ARIONA HELLAS S.A.**”, representative of the Onassis Foundation in Greece (7 Aeschinou St., Athens, 105 58, info@onassis.org)
- Pathway opportunities funded by “**BASKETBALL INCUBATION PC**” and “**ARIONA HELLAS S.A.**”

Number of Participants:

1. For Athletes:

Sepolia Court: up to 50 participants

Ambelokipi Court: up to 50 participants.

More than a quarter of the Academy’s total membership capacity (more than 25 memberships), will be allocated to immigrant and refugee applicants, provided they meet the set social and economic criteria outlined in Appendix I.

2. For Junior Coaches:

Throughout the season, twelve Junior Coach positions are on offer. Six of these positions are available during the first cycle, from November 2022 to February 2023, with the other six positions available from March 2023 to July 2023.

Program Duration

The season starts in November 2022 and ends on July 31, 2023. All applications submitted between September 5 and 30, 2022 will be considered for this upcoming season, starting in November 2022.

Athletes’ participation in every training and educational session is mandatory, and free of charge.

Athletes’ transfer to the court and back, and to Basketball League game visits, will be made using their own means of transport, except in the case of educational sessions held at Onassis Stegi (or other premises approved by the Onassis Foundation), for which transportation to and from the venue will be provided, leaving from and returning to designated 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 10 and 16 years old;
- b. the candidate junior coach is between 18 and 25 years old and has basketball experience; and
- c. they submit a valid application form.

– Submission options for both candidate athletes and junior coaches:

- Via a digital form that needs to be filled out by the candidate (or by their parent or guardian, in the event the candidate is a minor) on the Academy website – antetokounbrosacademy.net. Applicants must submit all required documentation in order to benefit from the points accrued from the socio-economic criteria outlined in Appendix I (Athlete Evaluation Criteria). All relevant documentation must be sent to apply@antetokounbrosacademy.net, with the name of the candidate and their SSA number in the subject line.
- Via a PDF application form that needs to be filled out by the candidate (or by their parent or guardian, in the event the candidate is a minor) and sent to apply@antetokounbrosacademy.net. To be valid, a PDF application form must be accompanied by the required documentation outlined in Appendix I (Athlete Evaluation Criteria).
- Through submission of an application form and all required documentation (see Appendix I – Athlete Evaluation Criteria) in print format, sent by post to the following address: Basketball Incubation, 24 Evrota St., Kifissia, 145 64.

– Submission Period

Application submission period for athletes and junior coaches: September 5 to October 9, 2022

Evaluation Process

Athletes

Socio-economic Criteria Evaluation

Athletes who meet one or more of the Program's set age, gender, socio-economic category, and residency criteria will earn points that will be added to their final scores (see Appendix I – Athlete Evaluation Criteria). Evaluation Period: October 10–20, 2022. Up to 100 candidate athletes will be selected based on their cumulative scores and invited to attend the AntetokounBros Academy; they will then be asked to submit all the documentation needed to validate their participation (Image Release Form, and Athlete Health Card completed and signed by a cardiologist). All successful candidates will be notified by email, SMS, or over the phone by October 30, 2022.

Junior Coaches

Candidates aged between 18 and 25 years old who meet one or more of the criteria set out in Appendix II: Junior Trainer Evaluation Criteria for the Program.

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

Evaluation Period: October 10–23, 2022

1. General Participation Terms

a) Athletes/junior coaches are solely responsible for their attendance, arrival, and departure from the courts, in accordance with the AntetokounBros Academy schedule.

b) Mentoring workshops are not mandatory for participants aged 10 and 11 years old, due to the fact that they are addressed to high school level students, but everybody is of course welcome if they wish to participate.

c) Athletes' transfer to and from the courts, and to Basketball League game visits that will take place, will be made using their own means of transport, except in the case of educational sessions held at Onassis Stegi (or other premises approved by the Onassis Foundation), for which transportation to and from the venue will be provided, leaving from and returning to designated meeting points at each court.

d) In case of any change to the training schedule, court location, or match, athletes and junior coaches will be notified in advance by email or SMS sent to the contact details provided on their application forms, or posted on the AntetokounBros Academy website.

e) In the event of loss of personal items and/or money at the courts during training sessions, events, participants' transportation to and from Onassis Stegi (or other premises approved by the Onassis Foundation), or on-site at Onassis Stegi (or other premises approved by the Onassis Foundation) while attending scheduled Program events, AntetokounBros Academy and ARIONA HELLAS S.A. bear no responsibility for any compensation. It is strongly advised that participants do not bring valuable items and/or money with them.

2. Application

- Parents or legal guardians must apply on behalf of the athlete. The Academy will not knowingly accept any application form or accompanying personal information, including medical information, without the authorization of each athlete's designated parent or legal guardian on all official application documents.
- Application forms must be submitted within the specified timeline outlined above. Forms sent by post, must be delivered by the given deadline. Any application forms received after the deadline will not be considered.
- Applicants that meet one or more of the socio-economic evaluation criteria will be allocated bonus points, provided they submit the necessary and official certifying documentation for 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 with non-official documents, or with incorrect documents will result in the submission being marked as incomplete and, as such, will not be considered for evaluation.
- Application Priority: Any applications received from past season participants (2019–2022) will be accorded secondary priority in relation to new applicants, with their attendance subject to there being free places available to be filled.
- The 100 applicants who qualify for the AntetokounBros Academy will be invited to participate, and are required to respond and accept the invitation within one (1) day. Their invitation will be communicated to them via the phone or email declared on their application form. In the event an applicant fails to respond within one (1) day, the invitation will be offered to another applicant drawn from the runner up pool.
- NIKE Retail B.V. (NIKE) will act as a Program sponsor. In light of this, NIKE will be entitled to use audio-visual material produced during the Program, as described herein, for the promotion of their sponsorship and this collaboration. For this purpose, applicants accepted to the Academy Program will need to fill in and sign the Image Release Form attached herein, addressed to NIKE, and send it, along with their message accepting their invitation, to apply@antetokounbrosacademy.net in order for their invitation to be valid.
- In the event a parent or guardian displays improper behavior, an athlete may be expelled from the AntetokounBros Academy. Improper behavior is defined as any action or omission not in accordance with the AntetokounBros Academy's ethos, and includes – among other things – spectator behavior in the stands, behavior towards other AntetokounBros Academy athletes and their parents/guardians, or those of other basketball academies, towards AntetokounBros coaches and staff, or towards any other third party.
- Athlete/junior trainer non-compliance with AntetokounBros Academy policies and rules may result in their expulsion from the AntetokounBros Academy program (Appendix III).
- All registering athletes/junior trainers will receive AntetokounBros Academy attire free of charge. Athletes and junior trainers are obliged to wear AntetokounBros Academy attire at every event/training session and tournament match, and to keep this attire clean and in good condition.
- In the event the provided AntetokounBros Academy attire is lost, the Academy is not obliged to replace the lost clothes/items.

3. Terminating Participation in the AntetokounBros Academy

- In the event an athlete/junior coach decides to terminate their participation in the Program, they will have to communicate their decision in writing via an email sent to info@antetokounbrosacademy.net, mentioning the reason for their decision, and the AntetokounBros Academy will then delete the athlete/junior trainer from their records.

- In the event of an athlete/junior coach's absence, the athlete's parents/guardian, or the junior coach themselves, must inform the AntetokounBros Academy in advance via an email sent to info@antetokounbrosacademy.net, including the reason for the athlete/junior coach's absence, and are obliged to submit any requested certifying documents (i.e. doctor's letter, depending on the case).
- In the event of an athlete/junior coaches' frequent absence, or absence for reasons other than health or justified issues, this will be a matter for the AntetokounBros Academy's Head Coach to decide whether the athlete/junior coach will be allowed to continue at the Academy, or whether their participation will be terminated.
- In the event an athlete/junior coach's participation is terminated, the AntetokounBros Academy retains the right to replace the expelled athlete/junior coach with another candidate drawn from the runner up pool for the remainder of the training season. In such an event, the candidate at the top of the runner up list will be selected. In the event of a tie, the candidate who submitted their application first will be given priority.
- Expelled athletes/junior coaches are obliged to return all AntetokounBros Academy attire provided to them, as this remains AntetokounBros Academy property.
- In the event of improper behavior on the part of parents, guardians, athletes, or junior coaches, the AntetokounBros Academy reserves the right to expel the athlete/junior coach or to deny parents/guardians access to watch the training sessions and/or tournament matches or other Program events. Improper behavior is defined as any action or omission not in accordance with the AntetokounBros Academy's ethos, and includes – among other things – spectator behavior in the stands, behavior towards other AntetokounBros Academy athletes and their parents/guardians, or those of other basketball academies, towards AntetokounBros coaches and staff, or towards any other third party.
- Any non-compliance by athletes, their parents/guardians, or junior coaches to AntetokounBros Academy policies and rules, or to the instructions of Academy staff, can result in the expulsion of the athlete/junior coach without any prior notice, and without any responsibility for compensation.

4. Health Issues

- By submitting the athlete/junior coach application form and agreeing to these Terms and Conditions, the participant is agreeing to take part at their or own risk, or that of their legal guardian if the participant is aged under 18 years old.
- Applicants shall be, and shall declare that they are fit and not experiencing any health concerns or injuries that will be aggravated by participating in 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 Academy program. Should this injury or illness be deemed a health and safety risk to the participant or to other Program participants, the Academy reserves the right to exclude the applicant from the evaluation process, and to exclude the participant from participating any further in the AntetokounBros Academy program in the event an applicant is among the finalists.

- Athlete applicants invited to enroll in the AntetokounBros Academy must submit an Athlete Health Card filled out and signed by a cardiologist, and an Athlete's Medical History Document. Athlete and/or junior coach applicants may be asked to comply with instructions and measures that may be deemed necessary or may be imposed, such as the submission of further medical documentation, in accordance with Hellenic National Public Health Organization (EODY) and General Secretariat of Sports (GGA) directives for combatting Covid-19; the Academy shall provide the necessary information and instructions with respect to any additional procedures or measures relating to this matter.
- In the event a shortlisted athlete's parent/legal guardian cannot provide the required documents by their own means, the athlete shall be obliged to undergo a health check provided by the AntetokounBros Academy. In the event a health check is required, as described in this paragraph, ARIONA will liaise with the Onassis Cardiac Surgery Center in order to set up the necessary health check appointments for the athlete(s) in question. Athletes who do not appear for their scheduled health check appointments will invalidate their application, and be replaced by the athlete next in line on the runner up list. It is explicitly stated that ARIONA will not in any way have access or collect any health data relating to the athletes who will undertake such health checks in direct consultation with the Onassis Cardiac Surgery Center.
- Participants, parents and/or legal guardians 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 while participating in the Academy Program.

5. Video Recording – Photo Shooting

- As part of the Program, the Academy will be videoing and photographing the participants at training sessions, educational sessions, and any other event organized for the purposes of observing and assessing the participants' sporting performance, and for promoting and raising awareness about the Program and the related activities of its partners, as well as for archival purposes.
- The Academy and its partners assume all rights relating to or arising from said audio-visual material. For this reason, photo shooting and video recording of any kind at the AntetokounBros Academy Program is expressly prohibited without the Academy's prior written consent and permission.
- **By participating in the Program, parents/legal guardians and participants in the AntetokounBros Program acknowledge and grant the right to the Academy and the Program's partners (Basketball Incubation and ARIONA) to create by their own means, collect, archive, present/communicate and broadcast the images and the videorecording to the public, via any means of broadcasting, as this material obtained by means of photography and videography undertaken as part of the Academy Program, and any reproductions or adaptations of this content, in Greece or abroad, for the aforementioned purposes and for innumerable number of uses/ways of exploitation, for the entire duration of the copyright protection as per the legislation in force.** Use may include (but is not limited to) printed and online promotional material, publication on the websites and social media accounts of the Academy and its partners or via other public means of mass communication, and press releases.
- The AntetokounBros Academy will send all information relating to the Program and any other matter to the participants via the email addresses they have declared to the Academy.

6. Personal Data Protection

The Academy and all cooperating Program partners shall protect all data provided in the context of the Program in accordance with the applicable legislation currently 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 the “**Legislation**”).

– Information Regarding Data Controllers and Purposes of Data Processing

Data Controllers of the provided data, under the terms and conditions set herein, are “**BASKETBALL INCUBATION PC**”, with registered headquarters in Kifissia, Athens, Greece (24 Evrota St., Postal Code 145 64), and “**ARIONA HELLAS S.A.**”, representative of the Onassis Foundation in Greece (7 Aeschinou St., Athens, Postal Code 105 58)

- With respect to the processing of personal data by “BASKETBALL INCUBATION PC”, Mr. Kostas Iosifidis has been appointed as the Data Protection Officer (DPO) and can be contacted via the following email: league@eurohoops.net.
- With respect to the processing of personal data by “ARIONA HELLAS S.A.”, 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 for the attention of ARIONA’s Data Protection Officer (DPO).

Basketball Incubation shall collect, process, and store all information relating to Program applicants and participants (i.e., parents/legal guardians of athletes who are minors, athletes, junior coaches who will be selected by Basketball Incubation to participate in the Program) through the submission of application forms and other supporting documents, 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 sections of the data described hereinbelow and considered necessary (basic contact information), and only insofar as this is required for the scope described herein, in order for ARIONA to be able to exercise its rights as described herein and thus to organize mentoring sessions, inspirational speeches, junior coach retraining, and summer courses, as well as to facilitate the provision of health checks to athletes and the issue of certifying health documentation. The types of data provided to ARIONA shall be:

- for mentoring sessions and inspirational speeches: participants’ full names, and parents’ or guardians’ full names in case the participant is a minor;
- for junior coach retraining: full name, date of birth, and communication info (email, phone number);
- for summer courses: athlete and junior coaches’ full names, dates of birth, ID cards, passports, and communication info (email, phone number);
- for the facilitation of the health checks: athletes and their parents/guardians’ full names, dates of birth, and communication info (email, phone number); and

- images that may identify participants from the video recordings/photo shoots that will take place during the Program. Likewise, ARIONA shall be entitled to collect and store images and sound data from the video recordings/photo shoots that ARIONA will undertake with its own collaborators.

It is noted that each said partner (Basketball Incubation and ARIONA) may, for the purposes referred to herein, assign the execution of specific processing of the Data (such as to photographers and video editors for the creation of the audio-visual material, and so on) to third parties – collaborators who shall be bound by their respective contracts or other legal actions setting out their confidentiality obligations and who shall process the data exclusively in order to provide their services to the assigning partner and not for their own benefit (as data processors).

Basketball Incubation and ARIONA shall retain the emails of Program related data subjects for the purpose of sending them newsletters with information about events and initiatives similar to the Academy and those of its partners, until said data subjects submit an opt-out request.

– Personal Data to be Collected, and Retention Periods

a) ID verification data (ID card, passport, etc.), social services data (AMKA/SSN), birth certificate, school certificate, income tax declaration, family status certificate, unemployment card, disability certification (KEPA), photos, and any other document/certification submitted by the applicant, as these may be necessary for the purposes mentioned herein.

The above data shall be kept by Basketball Incubation in digital and print format for both the participant athlete/junior coach and their parents/guardian in order to contact the participant but also to implement the procedures as described herein, such as to evaluate whether an applicant is qualified to take part in the Academy Program. The participant shall perform all necessary cross checks with the relevant municipal authorities if they are a social services beneficiary.

Data shall be kept by Basketball Incubation for five (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 shall be kept by Basketball Incubation for the purposes of the applicant’s evaluation and selection process.

c) Health Data

Data that relates to the participants’ health shall be kept by Basketball Incubation until the end of the training season in which the participant is registered.

d) Audio-visual Material

By submitting an application form, applicants/legal guardians grant the AntetokounBros Academy and its partners the right to store in digital form, and to use the audio-visual material generated in the context of the AntetokounBros Academy activities as set out above.

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

(i) For athlete sporting performance and junior coach observation and assessment by Academy coaches and staff.

(ii) For the broadcast of sporting events and training sessions, for promoting and raising public awareness about the Academy, its actions and ideas, the Program, and other related events organized by Academy partners, by means of their choosing, such as through publication on the Internet (on the Academy's official website and social media channels, the Eurohoops.net website and social media channels, and ARIONA's website and social media channels) or through press releases sent to TV channels, digital and print media, and radio stations.

(iii) For archival purposes.

The Academy and said entities shall process the related audio-visual material for the duration of the Program and the operation of the Academy, and after this period for as long as is necessary 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 legal obligation, also taking 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 for by law, and especially in order to document an athlete/junior coach's personal development and progress through the years, the Academy and said entities shall process the above material for a period of ten (10) years after the end of the training season in which they participated.

e) Anonymous statistical data exported during the Program shall be kept by Basketball Incubation without any time limitation for statistical purposes.

– Legal Bases for Data Processing

In relation to information 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 audio-visual 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 its related activities shall be processed by the Academy and the competent entities for the compliance of the respective legal obligations.

The processing of health data is necessary for the purposes of preventive or professional medicine, for the assessment of an athlete's ability to do sport, exercise, and participate, and for medical diagnosis, or for reasons of public health protection and compliance with all relevant guidelines set out by the competent authorities.

All the aforementioned data are necessary in order for the Academy and its competent partners to fulfill the purposes described herein. Each participant/legal guardian is responsible for providing said entities with the necessary data, and for informing them in good time of any relevant changes in these data in order to ensure the smooth operation of their participation in the Program.

– Rights

Each relevant data subject (parent, guardian, athlete, participant) holds the right, under the terms and conditions set out here in accordance with the relevant Legislation, to request from each respective Data Controller, as defined herein, access to, and rectification or erasure or restriction of the processing of data concerning them, as well as the right to transfer data 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 Program submission date deadlines.

Where the legal basis of data 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 given before its withdrawal.

The Applicant holds the right to lodge a complaint with the Hellenic Data Protection Authority (1-3 Kifissias Avenue, Athens 115 23, Greece, Tel: +30 210 64 75 600, Email: contact@dpa.gr), if they believe that their personal data rights are being violated.

The Academy and all cooperating partners in the Program have taken all 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 Application and Participation Terms

We reserve the right to amend and adjust these terms as deemed necessary and especially in the event it is required by law or the respective instructions of the competent authorities (such as the Hellenic National Public Health Organization – EODY in relation to measures for the protection of public health). The Academy shall inform all participants of any changes by means of a post on the Academy 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 Terms and Conditions by signing and submitting their respective applications and documents.

APPENDICES

CANDIDATE PRIORITY:

- All candidates shall be evaluated on the basis of the criteria set out below, and those with the highest point rankings shall be invited to accept the places available for the new season.
- Any applications received from past season participants (2019–2022) will be accorded secondary priority in relation to new applicants, with their attendance subject to there being free places available to be filled.

APPENDIX I: Athlete Evaluation Criteria

CRITERIA		POINTS EARNED	VERIFICATION DOCUMENTS
Annual Family Income (2021) (1)			
	€0 – €2,500	5	Copy of 2021 Income Tax Declaration
	€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)			
	Has lost both parents	7	Family Status Certificate
	Has lost one parent	6	
	Single parent family	5	
	Member of large family (with four or more children)	4	
	Member of family with three children	3	
	Both parents unemployed	6	Valid Unemployment Card
	One parent unemployed	5	
	Parent(s) and/or sibling(s) with a degree of disability over 67%	4	KEPA Certification
Age Factor (3)			
	10 to 16 years of age (born between January 1, 2005 and December 31, 2012)		Birth Certificate, Passport
EVALUATION APPROACH			
Criteria 1 + 2:	For candidates who meet more than one of the criteria set out above, all relevant points will be added.		
	Candidates will be selected on the basis of their cumulative score, in combination with residential and gender equality factors.		
	Parents/children with a family income of more than €20,001 per year are entitled to participate in the evaluation process but they will receive 0 points on the basis of income criteria.		
	In the event of a tie, candidates are accorded priority on a first come, first served basis.		
	Only athletes in good health will be considered.		

APPENDIX II: Junior Coach Evaluation Criteria

CRITERIA		POINTS EARNED	VERIFICATION DOCUMENTS
Annual Income 2021 (1)			
	A – Income for Single Candidates		Copy of 2021 Income Tax Declaration
	€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 three or more children	2	
	Parent with one or two children	1	
	Unemployed	1	Valid Unemployment Card
	Spouse unemployed	1	
	Child(ren) and/or spouse with a degree of disability over 67%	1	KEPA Certification
Language Factor (3)			
	Speaks two of the following languages: Greek, English, French	Prerequisite	CV
	Additional languages: Arabic, Farsi	Preferred	CV
Basketball Experience (4) Experience as player or coach		Prerequisite	CV
Age Factor (5) 18 to 25 years of age		Prerequisite	Birth Certificate, Passport, ID Card
EVALUATION APPROACH			
Only applicants who meet the prerequisite criteria will be considered.			
Criteria 1 + 2: For candidates who meet more than one of the criteria set out above, all relevant points will be added.			
Candidates will be selected on the basis of their cumulative score, and invited to interview.			
In the event of a tie, candidates are accorded priority on a first come, first served basis.			

ANTETOKOUNBROS ACADEMY PROGRAM PRINCIPLES

Everyone involved is expected to abide by the Academy's fair play policies and ethos.

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

(a) RESPECT Each Other

ATHLETES – On and off the court, respect for one another is considered a given. Shaking hands, and assisting one another before and after training or playing a game is of the utmost importance. Name calling, bullying and the like is not acceptable and will not be tolerated.

PARENTS – All athletes/players form part of our community and we must always ensure that everyone is accorded respect and treated fairly. Like you, the parents and guardians of fellow players and opponents are at the court to watch their children have fun, develop new skills, and meet new friends.

(b) RESPECT Coaches, Athletes, Staff, and Officials

Across the Academy Program, basketball officials, athletes, and even junior trainers are all involved in delivering the training practices, and referees are on hand to run tournaments. Any public attempt made by parents or athletes to undermine Academy officials and/or staff (e.g. rude gestures, yelling, and so on) is not acceptable and will not be tolerated.

If any issue arises involving an official or another player, the Head Coach should be contacted in private to inform them of the situation. Do not approach or yell at other children, parents, officials, or coaches.

(c) FOCUS ON PLAYING, NOT WINNING

The Program's main goal is to help develop children's minds and bodies. Through team sport, they will experience both winning and losing, which helps children learn to work hard in order to achieve their goals. We teach participating athletes to stay humble whether they're winning or losing, and to act as a member of a broader team. Equal playing/exercise time for all athletes serves to encourage the team as a whole instead of focusing on the best player.