

FONTYS ELITE SPORT POLICY AND ELITE ATHLETES SCHEME

Fontys Student Elite Sport Policy

1. Background

In 2013 Fontys University of Applied Science co-signed the Flexible Education and Elite Sport Programme (*Flexibele Leergang Onderwijs en Topsport*), or FLOT programme,¹ with the Netherlands Olympic Committee* Netherlands Sports Confederations (NOC*NSF), 15 universities of applied sciences and ten research universities.

The FLOT programme incorporates the following: *'The sports and higher education sectors both seek to promote quality, to train talented students and to allow them to excel. An elite student athlete is an exceptional talent who is also challenged and encouraged particularly in higher education to progress to the highest level of his ability. The higher education sector not only plays a crucial role in encouraging and developing student careers in elite sport but equally ensures the retention and development of talent and the competences needed in the rest of students' careers.'*

The primary aim of the FLOT programme is to create an optimum climate for both elite sporting and academic achievements. The key objectives of the programme are: 'a competence-oriented choice of study programme', 'flexible education' and 'studying is kept financially feasible for elite athletes'.

The Fontys Student Policy Agenda *'Fontys Focus Student'* (2017) refers specifically to talent development. Talent is defined in this context as *'an innate gift or quality, something which you are gifted at and which gives you energy, a quality which enables you to make a contribution to society'*. In order to facilitate students in the development of their talents, flexible arrangements and differentiation are key. The basic principle here is that the student does not fit in with the system, but rather the system fits in with the wishes and requirements of the individual student.

2. Characteristics of elite athletes and talent

A student is characterised as an elite athlete if, in accordance with the target group, he performs at the highest senior international level (European and World Championships and the Olympic Games) in a recognised elite sport discipline. In addition to the status categories referred to in the FLOT programme, Fontys University of Applied Sciences also applies the Elite Athletic Talent status categories.

3. Principles of the Fontys Elite Sport Policy

Fontys has adopted the following principles as a basis for its Elite Sport Policy and for its implementation in the Fontys Elite Athletes Scheme. These principles apply to all Fontys University of Applied Sciences' institutes.

- Fontys University of Applied Sciences recognises the positive impact of Elite Athletes and Talent by creating a climate in every Fontys institute that will allow both Elite Athletes and Talent to excel.
- Fontys University of Applied Sciences has a central point of contact for elite sport matters for current and prospective students as well as employees. That person is the Elite Sport coordinator. The latter works closely with the Student Facilities department and can provide current and prospective students as well as employees with information on the Fontys Elite Sport Policy and the Fontys Elite Athletes Scheme.
- Every Fontys institute has at least one elite sport contact person, who can provide current and prospective students as well as employees with information on the application of the Fontys Elite Sport Policy and the Fontys Elite Athletes Scheme at the relevant institute.
- The Fontys Elite Sport Policy and the Fontys Elite Athletes Scheme facilitate Elite Athletes and Talent in the organisation of their study programme. Each Elite Athlete and each Talent must meet the same exit qualifications as regular students in order to obtain the study programme diploma.

¹ See <http://www.nocnsf.nl/cms/showpage.aspx?id=19217>

- Where possible, Fontys University of Applied Sciences will create facilities for combining the study programme with sport. Elite Athletes and Talent are expected to display a proactive attitude, with effective autonomous study management being an absolute necessity.
- Fontys University of Applied Sciences and the Elite Athlete, or Talent, concerned accepts that practising elite sport combined with studying may mean incurring a study delay.

The Fontys Elite Sport Policy supersedes the Fontys Elite Sport Policy of 1 September 2015 and was adopted by the Executive Board on 20 June 2017, subject to the consent of the Central Participation Council.

The latter granted consent on 29 June 2017.

The Fontys Elite Sport Policy enters into force on 1 September 2017.

Fontys Elite Athletes Scheme for Students

Article 1 Definitions

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| Elite Athlete | A student, who performs at the highest senior level in an elite sport discipline recognised by NOC*NSF and has therefore been granted the status of elite athlete by NOC*NSF. |
| Talent | A student, who performs at a level below the level for which a Elite Athlete is granted the status of elite athlete. The level differs by branch of sport and is explained in detail in Article 2 of the Elite Athletes Scheme. |
| Elite sport coordinator | The Elite Sport coordinator makes proposals relating to the Elite Sport Policy and the Elite Athletes Scheme and ensures that the policy is implemented in the broadest sense in conjunction with the Student Facilities department. The Elite Sport coordinator is the first point of contact for current and prospective students as well as employees. |
| Elite Sport contact person | Each institute has an Elite Sport contact person who supports Elite Athletes or Talent in the broadest sense. |
| Committee for Elite Sport and Talent Status categories | A committee, consisting in each case of the Elite Sport coordinator and a representative from the Student Facilities department, which grants or rejects Fontys Elite Sport or Talent Status based on the proof submitted. This authority can be assigned to the Elite Sport coordinator. The Committee works in accordance with internal regulations. |
| Profiling Fund Scheme | Scheme which provides for student support in the form of granting graduation support, a scholarship for student representatives or an attendance fee from the Profiling Fund. |
| FLOT | Flexible Education and Elite Sport Programme (see Elite Sport Policy) |

Article 2 Aim and scope of the Fontys Elite Athletes Scheme for Students

The aim of the Fontys Elite Sport Policy is to create a climate that will allow Elite Athletes and Talent to excel. The aim of the policy has been implemented in the Fontys Elite Athletes Scheme in the form of facilities, for which an Elite Athlete or Talent is eligible. Furthermore the Scheme sets out the conditions that must be complied with regarding eligibility for the relevant facilities.

The Scheme is designed to facilitate students of Fontys University of Applied Sciences, who are designated as Elite Athletes or Talent, in combining elite sport with their study programme. The Scheme has been drawn up in a such manner that it applies to all students enrolled in full-time and dual programmes at Fontys.

Article 3a Granting and registration of the Fontys Elite Athlete status

Students are eligible for the status of Elite Athlete if they have been awarded the status of A, HP, IT or or NT and selection status by NOC*NSF. These status categories are registered in the NOC*NSF Elite Sport Monitoring System (TMS). The Elite Sport coordinator has access to the TMS.

The Fontys Elite Sport status is granted in the following manner:

- The Elite Athlete registers as an elite athlete each year when enrolling/re-enrolling via Studielink or via the Fontys University of Applied Sciences website.
- The Fontys Elite Sport coordinator verifies whether the Elite Athlete has been entered in the NOC*NSF Elite Sport Monitoring System (TMS) and on that basis, provided he has been authorised for that purpose by the Committee for Elite Sport and Talent Status, either grants the student the status of elite athlete or rejects it.
- The Fontys Elite Sport status is granted for the duration of one academic year or, if the status is granted in the course of the academic year, for the remaining duration of the academic year.

- d) The Elite Sport status granted is registered by the Student Facilities department and a copy of the status is sent to both the student and the institute where the student is studying. The Elite Sport contact person at the institute where the Elite Athlete is studying is informed periodically.
- e) The Elite Athlete subsequently applies for an interview to discuss his or her individual needs with the Elite Sport contact person at the institute where he is studying. The interview relates to the application of the Fontys Elite Sport Policy and the Fontys Elite Athletes Scheme in the student's study programme.

Artikel 3b – Granting en registration Fontys Talent status

The following students are eligible for the status of Talent:

- Students who have been granted a 'Promising' status (*beloftestatus*) from NOC*NSF.
- Students who perform at the highest international junior level (European and World Championships and the Youth Olympic Games) in an elite sport discipline recognised by NOC*NSF.
- Students who perform at the highest student sport level (the Universiade and the Student World Championships) in an elite sport discipline recognised by NOC*NSF.
- Students who perform at the highest international senior level (European and World Championships) in an elite sport discipline recognised by NOC*NSF.
- Students who perform at the highest junior or senior level in an elite sport discipline recognised by NOC*NSF.
- Students who have been awarded RS1 status from an Olympic Body or who can demonstrate that they are performing at that level.

The Fontys Talent Status is granted in the following manner:

- a) A Talent registers as a talent each year when enrolling/re-enrolling via Studielink or via the Fontys University of Applied Sciences website.
- b) When enrolling/re-enrolling a Talent attaches proof of the level at which he performs sport. Examples of proof include:
 - a. a print screen from the NOC*NSF TMS (for the 'promising' status);
 - b. a copy of the Elite Sport pass from the Olympic Network;
 - c. a copy of a player's licence stating the team/club level;
 - d. an official letter from the sports association/confederation confirming the level;
 - e. an official letter from the club confirming the level.
- c) The Committee for Elite Sport and Talent Status categories grants the Fontys Talent status based on the proof submitted, or alternatively rejects it.
- d) The Fontys Talent status is granted for the duration of one academic year or, if the status is granted in the course of the academic year, for the remaining duration of the academic year.
- e) The Fontys Talent Status categories granted are registered by the Student Facilities department and a copy of the status is sent to both the student and the institute where the student is studying. The Elite Sport contact person at the institute where the Elite Athlete is studying is informed periodically.
- f) The Elite Athlete subsequently applies for an interview to discuss his or her individual needs with the Elite Sport contact person at the institute where he is studying. The interview relates to the application of the Fontys Elite Sport Policy and the Fontys Elite Athletes Scheme in the student's study programme.

Article 4 - Flexible education facilities

- a) Students who have been granted an Elite Sport or Talent status (hereinafter called the student) are entitled to flexible education. To that end each Fontys institute has at least one Elite Sport contact person.
- b) The student will make agreements with the Elite Sport contact person within the institute. These agreements will be documented in writing and signed by the Elite Sport contact person and the student. The student will then submit the agreements to the examination committee for approval. If necessary, the examination committee will also inform others within the department.

- c) The examination committee can authorise the Elite Sport contact person to make some or all of the decisions concerning the special arrangements which are granted to the student. Other interested parties in the department, such as a team leader or coordinator, or others who have authority in this context, can also delegate their authority with regard to elite athletes to the Elite Sport contact person.

The point of departure in providing flexible education is that an Elite Athlete and a Talent must attain the same diploma as their fellow students and must accordingly meet the same exit qualifications. The Fontys Elite Sport Policy and the Fontys Elite Athletes Scheme therefore do not facilitate the content of the study programme but rather the organisation thereof.

An Elite Athlete or a Talent (hereinafter called the student) may submit a request to the examination committee or to another relevant individual within his department asking for modifications to be made relating to the organisation of their study programme, in any event in the following areas:

- *Adapting the academic timetable to suit training and competition schedules:*
 - a) If possible, arrangements will be made with the relevant lecturer for the student to attend a class at different times.
 - b) If this does not resolve the problem, the student can ask the team leader or coordinator or another person responsible within the department to resolve the timetable-related problems by allowing him or her to attend other classes or groups within his/her institute.
 - c) If modifying the timetable does not solve the problem either, the examination committee may be asked to provide a replacement assignment.
- *Modified attendance requirement:*
Course content permitting, an Elite Athlete or Talent may apply for exemption from the attendance requirement or for a reduced attendance requirement. A Elite Athlete or Talent will in principle not be granted exemption from classes unless the Examination Board decides otherwise.
- *Modified group-work arrangement:*
If an Elite Athlete or Talent is unable to take part in any group assignments, or can only take part in a limited number of assignments on account of training and competition obligations, he may make agreements in consultation with the supervising lecturer and fellow students regarding roles or tasks within the group which he/she is required to fulfil, provided that such agreements do not have an adverse effect on quality and/or on the fair distribution of the work within the group. If agreements cannot be made in this regard, the student must apply to the examination committee for a modified assignment or for the deadlines for assignments to be changed.
- *Modified arrangements for work placements and graduation projects:*
Study programmes will assist students in finding elite sport friendly work placement locations that will enable an Elite Athlete or Talent to combine elite sport and work placement obligations.
Students can apply to the examination committee for their (final year) work placement and/or graduation project to be tailored to their needs (e.g. for a work placement to be completed over more days than usual).
- *Modified testing and examination arrangement:*
If an Elite Athlete or Talent is unable to take any, or can only take a limited number of examinations/tests on account of training or competition obligations, he may be granted approval to take the test or examination on another date. In addition, in order to be able to take advantage of his/her entitlement to two retakes per academic year (in accordance with

Article 28 of the TER), the student can claim an additional assessment opportunity by submitting a request to this effect to the examination committee.

- *Modified first-year arrangement:*

Participation in elite sport by students who are eligible for the Fontys Elite Athletes Scheme is regarded as a special circumstance, based on which conditional study advice is issued in cases where other students would have received a binding negative study advice. An Elite Athlete and Talent will in principle be given two years to obtain a positive study advice. However, study programmes can specify a minimum number of credits which the student must obtain in his/her first year of study. Further details are provided in the Teaching and Examination Regulations relating to their study programme.

Procedure for allowing special arrangements for the purpose of flexible education

To qualify for the above modifications for the purpose of Flexible Education, an Elite Athlete or Talent must follow the procedure outlined below.

- a) At the start of the academic year an Elite Athlete or Talent must draw up an annual/semi-annual plan incorporating both his or her study programme and sport schedule, and discuss it with the Elite Sport contact person.
- b) Prior to the course period, the Elite Athlete or Talent must draw up a weekly plan incorporating both his study programme and sport schedule. The Elite Athlete or Talent must personally identify conflicts and take the initiative to discuss these with his academic career counsellor prior to the course period.
- c) If the schedule means that adjustments must be made that deviate from the Teaching and Examination Regulations, a request should be submitted to the Examination Board to either approve the relevant deviations or to allocate facilities accordingly. This request may, if desired, be submitted together with a recommendation from the Elite Sport contact person.

Article 5 – Graduation support facilities

Students, who have been granted an Elite Sport or Talent status and incur a study delay on account of practising Elite Sport, can apply for graduation support under the Profiling Fund Scheme.

An Elite Athlete or Talent is entitled to make use of the facilities under the Profiling Fund Scheme if they meet the following conditions:

- a) The Elite Athlete or Talent meets the requirements for applying for graduation support.
- b) The status of the Elite Athlete or Talent has been registered by the Study Facilities department.

Article 6 - Disputes

If a student experiences problems in obtaining the requested facilities, he may seek assistance from the Elite Sport coordinator at Fontys University of Applied Sciences (the central contact for Elite Sport). The legal protection procedures will be pointed out to him, if necessary, as set out in Chapter 7 of the Students' Charter.

Article 7 Entry into force

The Fontys Elite Athletes Scheme supersedes the Fontys Elite Sport Rules of 1 September 2015 January 2009 and was adopted by the Executive Board on 20 June 2017, subject to receiving consent from the student representation on the Central Participation Council. The latter granted its consent on date 29 June 2017. The Fontys Elite Athletes Scheme enters into force on 1 September 2017.