

UW-Whitewater Intramural & Club Sports

Employee Sportsmanship Agreement & At-Will Employment Acknowledgement

All employees of the Intramural and Club Sports programs are considered employees of Rec Sports. As an employee of the University of Wisconsin – Whitewater Office of Recreation Sports, you will be held to a significantly higher standard of sportsmanship while participating in this program's activities. Every employee is expected to uphold the integrity of the Intramural and Club Sports Program at all times, whether working, participating, in the classroom or out-and-about during daily activities. Any actions that jeopardize the integrity of the department and its programs will be documented and placed under review by applicable staff. Any actions resulting in unsportsmanlike conduct will result in the following:

Unsportsmanlike Acts

- Any time an employee receives a technical foul/unsportsmanlike penalty/verbal warning in any intramural sports contest, a mandatory discipline meeting between the employee and his/her applicable supervisor will take place, and the employee will be **suspended for a minimum of one (1) game**. It is the employee's responsibility to set up the meeting with the appropriate staff member. The suspension is not retroactive and will continue until the meeting has taken place.
- If at any time an employee is **ejected from an Intramural Sports activity**, that employee will be suspended from participation in all Intramural Sports for at least the rest of that semester, and be faced with the decision of whether to continue working with Rec Sports in any capacity or continue participating in that sport.

Showing up to work, and/or participating in any intramural event, under the influence of alcohol and/or drugs will result in immediate termination.

All decisions concerning staff sportsmanship are placed under the discretion of Rec Sports professional staff.

Additionally, it is strongly recommended that Rec Sports employees not serve as captains on Intramural Sports teams. If a Rec Sports employee does serve as a team captain, that employee is subject to being held accountable for team actions and disciplinary action may be taken.

At-Will Employment

- All employees of Intramural & Club Sports programs are considered "at-will," meaning employees may be dismissed from their role as an employee at any time for any reason as long as employment law is followed. In turn, employees are also asked to understand they may choose to end their employment with Rec Sports at any time for any reason.

By signing below, I agree to the sportsmanship and employment terms outlined above

Signature: _____ Date: _____

Print Name: _____