



ZEBRA ATHLETES' FUND GUIDELINES
(August 2022 Version)

1. Preamble

- 1.1 The Zebra Athletes' Fund (ZAF) is a facility of the Botswana National Sport Commission (BNSC) "the Commission" meant to assist athletes demonstrating exceptional athletic potential with funds to nurture their talent such that they could possibly reach their true potential and in the process, win medals for Botswana at major international competitions, secure scholarships, sponsorships and/or endorsements or even turn professional within their chosen sports.
- 1.2 Established in 1997, the fund has over the years assisted athletes across many of the sports registered with and recognised by the Commission; some of whom have gone on to compete at the highest international level and brought Botswana glory in the process.
- 1.3 The fund is resourced from the annual subvention that the BNSC receives from the Government of Botswana on an annual basis, not discounting that any donations and/or sponsorships from outside Government would be welcome.
- 1.4 The fund is managed through these guidelines, which are reviewed from time to time and cover a variable number of athletes in each financial year, depending on how much is available in the kitty and also taking into consideration the needs of the top athletes as per the selection criteria.
- 1.5 While these guidelines are generally what will guide the Commission in the selection of athletes and award of funding, the BNSC reserves the right to where circumstances dictate, make exceptions.

2. Object

The object of the ZAF are to assist identified athletes from both individual and/or team sports with special funding with a view to enhance their potential for one or more of the ends that could be defined by the Commission from time to time (e.g., winning medals, turning professional, securing scholarships etc).

3. Scope

- 3.1 The Fund covers Botswana athletes from any sport, registered or otherwise with the Commission up to the number and/or financial value determined by the Commission from time to time.
- 3.2 Funds received from the facility may be used for the following purposes, *inter alia*:
 - 3.2.1 preparation for and/or participation in approved international competitions;
 - 3.2.2 Coaching and medical fees; and
 - 3.2.3 Sport related registration and/or membership fees.

4. Criteria and Exclusions

- 4.1 The criteria will be as follows:
 - 4.1.1 Athletes shall be citizens of Botswana under the age of 21 years, provided that under exceptional circumstances, the Commission shall reserve the right to make awards to those aged over 21.
 - 4.1.2 Athletes should not be serving or have served within the two (2) years leading up to the application, a doping sanction.
 - 4.1.3 Generally, athletes from individual sports should have won a gold medal from a national level or comparable competition in the last two years within the sport for which they are applying for the facility.
 - 4.1.4 For individual sports, podium finish at regional, continental and international competitions in the two (2) years leading up to the application will be an advantage, provided that such competitions meet the minimum requirements as set out in Botswana Sport Rewards and Incentives instrument from time to time.
 - 4.1.5 For team sports, individuals and groups of athletes with specialized skills and recognized exceptional talent will be considered, notwithstanding the performance of their Teams.

- 4.1.6 Under exceptional circumstances, the Commission may consider performance outside the standard two (2) years as set forth and may even consider individuals without medals at any of the levels listed above (e.g., athlete who clocks a recognisable elite time at a club competition in athletics, cycling, swimming etc).
- 4.1.7 Athletes must have undergone and passed medical tests defined by and at a facility determined by the Commission.

5. **Applications**

- 5.1 In the exception of where there is no National Sport Association (NSA) registered with and/or recognised by the BNSC with respect to a sport, applications shall be expressly routed through NSAs.
- 5.2 Long lists of prospective beneficiaries (a maximum of six (6)) per individual sport and ten (10) per Team sport shall be submitted to the Commission by 30th of September of each year preceding the expected funding cycle. This will be with a view to allow the monitoring of those athletes. The Commission and respective NSAs, where applicable, to monitor identified athletes.
- 5.3 Final applications (a maximum of three (3) and five (5) from each individual and Team sport NSA respectively) should be submitted by no later than 31st March of each year and should include the following:
- 5.3.1 Detailed profiles through the template attached as **Appendix 1**;
Proposed costed activity plan through the template attached as **Appendix 2**;
- 5.3.2 Budget for other costs outside activity plan (e.g. coaching, membership and other fees, medical support, strength and fitness test etc) through template attached as **Appendix 3**;
- 5.3.3 Copy of birth certificate/national identity card/passport;

5.3.4 Reference letter from NSA and/or coach addressing issues such as athletes' conduct, sport progression and any other pertinent matter that may need to be brought to the attention of the Commission.

5.4 NSAs shall submit the applications on a ranked basis, with the best athlete ranked as '1' followed by the second best at '2' and on like that.

6. Awards, Funding Amounts and Exclusions

6.1 The number of awards (i.e. grants) shall vary from year to year, depending on amongst other things, total funding available, number of continuing beneficiaries and sport disciplines and/or programmes of top candidate.

6.2 The amount of money allocated to each athlete or Team shall also be variable, depending on the sports or activities, amongst other things.

6.3 Depending on the funding arrangement of each NSA with the Commission, funds shall either be disbursed to respective NSAs or administered from the Commission, provided that in either cases, there shall be half yearly reconciliations and full accounting at the end of each financial year.

6.4 For athletes and Teams whose funds shall be administered from the Commission, NSAs and clubs/parents/guardians (as the case may be) shall file funding requests no later than four (4) and eight (8) weeks before an event for pre-approved and non-approved activities; provided that in the case of the latter, such as request shall be within the budget approved by the Commission in respect of an athlete/team for the corresponding financial year.

6.5 Unless where national teams are not funded, funds under this facility shall not be used for National Team activities. Athletes under this programme and selected for national Teams should be funded by their respective NSA.

- 6.6 Funds under this programme shall not be used to purchase supplements and/or for non-sport related costs.

7. Selection Process and Appeals

- 7.1 Applications shall initially be screened by the Sport Development Department of the Commission, producing a ranking of all the applicants and recommendations to Management;
- 7.2 Management shall consider or review submissions by the SDD and make appropriate recommendations to the Sport Development Committee (SDC).
- 7.3 The SDC shall, on behalf of the Board, make a final determination on the athletes or Teams to be awarded grants and the value thereof.
- 7.4 A preliminary (non-binding) list of beneficiaries will be published and a ten (10) working day period allowed for the filing of any appeals, noting that:
 - 7.4.1 Appeals regarding ranking done at the level of NSAs shall be dealt with at that level;
 - 7.4.2 Appeals regarding the decision of the Commission shall be addressed to the SDC for review and in the event an appellant would remain dissatisfied with the decision of the SDC, they shall refer the matter to the Board who shall be the final arbiter.

8. Contract of Agreement, Code of Conduct and Reports

- 8.1 Upon approval as Zebra Athletes, each athlete shall enter into a contract of agreement with their respective NSA, stipulating duties, expectations, dispute resolutions and termination of support etc.
- 8.2 Conversely, each NSA (or where applicable Clubs/Parents/Guardians) shall enter into a contract_of agreement with the Commission with respect to all their athletes and/or Teams receiving grants from the Commission under this programme in any financial year.
- 8.3 NSAs or where applicable, Clubs/Parents/Guardians shall be expected to furnish the Commission with a technical and financial

report with respect to each athlete/team, once every three (3) months. The reports shall cover amongst other things, athlete/team's performance, conduct, injuries if applicable and recommendations for any required interventions.

- 8.4 Where specialist services are sourced for the athlete on a long-term basis, the affected NSA shall be expected to enter into a contract with the service provider(s).
- 8.5 Each beneficiary shall be expected to sign a Code of Conduct issued by the Commission.
- 8.6 The Commission reserves to right to revoke support from an athlete and/or Team on account of breach of contract and/or the Code of Conduct.