



OFFICIAL ELEMENT ESPORTS REVIEW-REQUIRED AGREEMENT

ACADEMY AND DEVELOPMENT PLAYER AGREEMENT

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A separate development-pathway agreement for adult or guardian-approved players ages 13-17, including online-only minor participation controls.

Current controlled copy: elementesports.joshdisciple.chatgpt.site/resources/documents

PARTIES, APPOINTMENT, AND TERM

FIELD	COMPLETION
PLAYER LEGAL NAME	
GAMERTAG	
DATE OF BIRTH	
PARTICIPATION STATUS	☐ Adult 18+ ☐ Minor age 13-17
PATHWAY	☐ Academy ☐ Development
GAME / DIVISION	
IN-GAME ROLE	
DEVELOPMENT LEAD / COACH	
PARENT / LEGAL GUARDIAN	
GUARDIAN CONTACT	
EFFECTIVE DATE	
INITIAL TERM / END DATE	
FORMAL REVIEW DATE	

Development pathway agreement

This form is separate from the adults-only Competitive Player Agreement. It covers Academy and Development players, including guardian-approved participants ages 13-17 under Element's online-only minor-participation rules.

1. Purpose And Appointment

This agreement documents the Player's appointment to an Element Esports Academy or Development pathway for structured learning, online practice, coaching, VOD review, scrims, development planning, and approved competition opportunities. The Player reports through the assigned Development Lead, coach, and Team Manager under the organizational hierarchy. This is a developmental appointment, not a formal competition-team appointment.

2. Volunteer Status And No Guarantee

Participation is voluntary and without wages unless a separate signed agreement expressly provides compensation. This agreement does not create employment, an independent-contractor relationship, partnership, agency, or entitlement to compensation. Element Esports does not guarantee playing time, tournament entry, equipment, promotion, prizes, sponsorship, travel, exposure, a future paid role, or advancement to a formal team.

3. Eligibility And Truthful Information

The Player and, when applicable, the Guardian confirm that the supplied age, identity, account, residency, platform, tournament, ban, suspension, and eligibility information is accurate. Element Esports does not accept participants under age 13. A Player age 13-17 may participate only after verified written guardian permission. Every assigned platform, game, league, and tournament must independently permit the Player's age, account, region, and participation status.

4. Development Status - Not A Formal Roster

- The Player may not be designated as a starter, substitute, captain, or other member of an Element Esports formal competition roster under this agreement. - Academy and Development listings must be clearly labeled and must not imply formal-roster placement. - The Player may not register an Element Esports roster, add or remove members, negotiate with organizers, or make official roster announcements. - Turning 18, completing a development plan, or performing well does not guarantee promotion; formal-team evaluation requires a separate decision and agreement.

5. Individual Development Plan

The Player, Development Lead, and coach should complete Schedule A with realistic objectives for mechanics, decision-making, communication, game knowledge, teamwork, review habits, conduct, and personal sustainability. Development criteria should measure progress and coachable behaviors rather than promise a roster outcome. The plan should be reviewed on the stated dates and revised in writing when priorities change.

6. Participation Commitment

- Attend accepted online practices, scrims, VOD reviews, meetings, coaching sessions, and approved tournaments listed in Schedule A. - Communicate known schedule conflicts early and unexpected absences as soon as reasonably practical. - Prepare accounts, software, peripherals, internet, and game updates before scheduled activity. - Receive coaching and role feedback professionally while using the reporting process for concerns. - Do not accept overlapping commitments that knowingly make the agreed development schedule impossible.

7. School, Family, Work, Health, And Leave

Development participation should remain compatible with school, family obligations, work, health, sleep, and age-appropriate routines. A Player or Guardian may request time away, reduced activity, or a revised schedule. Element Esports may pause or adjust participation when workload, academic or family obligations, health, burnout, or availability makes the plan unsustainable. No medical or educational records should be requested unless specifically necessary and lawfully handled.

8. Guardian Permission And Authority

- A minor cannot be accepted, onboarded, listed, given role access, or entered into activity until written guardian permission is received and verified. - The Guardian approves the identified pathway, official communication methods, schedule framework, approved tournaments, and any selected media or streaming permissions in Schedule A. - The Guardian must receive reasonable schedule, coaching, event, conduct, and disciplinary information and may observe online activities. - The Guardian must approve every separate prize, revenue, sponsor, equipment, travel, or material financial arrangement involving the minor. - The Guardian may withdraw permission in writing at any time, ending future participation after reasonable access closure, record preservation, and immediate safety or tournament steps.

9. Online-Only Rules For Minors

- A minor may participate only in fully online practices, scrims, coaching, VOD review, meetings, and tournaments. - A minor may not participate in organization-sponsored LANs, travel, lodging, transportation, meetups, boot camps, photo shoots, public appearances, or other in-person activity. - An online tournament must permit the Player's age and satisfy organizer consent, account, residency, region, and eligibility rules before registration. - An adult development player may participate in an approved in-person activity only through separate written authorization and the Travel & Event Safety Policy.

10. Communication And Supervision

- Organization business must use official, logged channels with a Guardian or second authorized adult included whenever practical for a minor. - No secret, disappearing, romantic, sexual, coercive, or retaliatory communication is permitted. - No private one-on-one voice or video session with a minor is permitted except a documented safety or technical necessity with Guardian or leadership visibility. - No adult may ask a minor to conceal contact, transfer money, exchange personal favors, or move organization business to an unapproved private account. - Schedule A must name the approved channels, Development Lead, backup contact, and Guardian communication method.

11. Safeguarding And Boundaries

The Player, Guardian, coaches, leads, and other participants must follow the Safeguarding and Minor Participation Policies. Grooming, sexualized communication, harassment, hazing, threats, coercion, doxxing, requests for private images, boundary testing, or retaliation must be reported promptly. Immediate danger or suspected abuse should be reported to emergency services or the appropriate child-protection authority before or alongside internal reporting.

12. Competitive Integrity

- Do not cheat, use prohibited software or hardware, exploit a known competitive bug without authorization, evade a ban, manipulate a match, falsify eligibility, or knowingly use another person's account. - Do not bet on or facilitate betting on covered events, and do not share nonpublic competitive information for wagering or manipulation. - Report suspected cheating, account compromise, match manipulation, eligibility fraud, or improper organizer contact and preserve available evidence. - Cooperate honestly with reasonable tournament, publisher, platform, and internal integrity reviews.

13. Conduct And Sportsmanship

The Player will follow Element Esports conduct, privacy, brand, safeguarding, conflict-resolution, and reporting standards in organization-related public and private activity. Harassment, discrimination, retaliation, threats, doxxing, abuse, fraud, repeated toxicity, or deliberate reputational harm may lead to coaching, restrictions, suspension, or removal. Competitive frustration does not excuse personal attacks.

14. Platform, Account, And Age Rules

The Player must use only accounts and platforms permitted for the Player's age and must follow their terms, safety settings, communication controls, and tournament rules. A Guardian remains responsible for approving the minor's underlying platform accounts. Material warnings, bans, suspensions, age restrictions, or account compromise affecting participation must be disclosed privately to the Development Lead.

15. Privacy And Data Minimization

Element Esports will seek only information reasonably needed to verify permission, maintain contact, administer the pathway, protect safety, and satisfy tournament or legal requirements. No participant may publish a minor's home address, school, real-time location, private schedule, legal identity, health information, or unnecessary contact details. Guardians may request access, correction, or eligible deletion under the Privacy Policy, subject to safeguarding, dispute, and legal retention needs.

16. Name, Gamertag, Likeness, And Media Permission

Schedule A must separately identify whether Element Esports may use the Player's gamertag, first name, legal name, biography, headshot, voice, gameplay, interviews, statistics, or clips. For a minor, Guardian approval is required before official promotional use of identifying likeness or information. No permission for paid advertising, merchandise likeness, sponsor sublicensing, or extended commercial use is implied; those uses require separate written terms.

17. Streaming And Public Content

A minor's streaming, recording, interviews, team content, and public appearances must be age-appropriate, use approved platforms, avoid revealing private information, and match the permissions in Schedule A. A Guardian must approve material campaign instructions and any monetized, sponsored, or partner-related activity. Academy or Development activity may be recorded internally for coaching when disclosed and handled through approved access.

18. Brand Identity And Representation Limits

The Player may use only current approved Element Esports names, tags, logos, jerseys, overlays, and profile language for the purpose stated in Schedule A. The Player may not claim formal-roster status, promise organization deliverables, negotiate sponsorships, incur costs, speak as an official spokesperson, or otherwise bind Element Esports. Current-member branding must be updated or removed after offboarding; accurate historical references may remain.

19. Equipment, Accounts, And Security

Schedule A must identify any organization equipment, game account, software, platform role, or shared access. Use is limited to approved development activity. Reasonable security, unique passwords, and multi-factor authentication are required where available. Loss, damage, unauthorized access, or suspected compromise must be reported immediately. A separate Equipment Loan Agreement and Guardian signature may be required.

20. Prizes, Revenue, Expenses, And Taxes

No prize, revenue share, stipend, reimbursement, or expense coverage is assumed. Before a covered event or activity, a written addendum must identify any entry fee, prize allocation, eligible participants, substitute treatment, organizer deductions, taxes, payment timing, currency, approved expenses, and Guardian authorization for a minor. A Player should not personally spend money expecting repayment without advance written approval.

21. Sponsors, Affiliates, And Prohibited Categories

No Player may promise Element Esports inventory, logos, appearances, or partner deliverables without approval. A minor may not promote gambling, wagering, alcohol, nicotine, cannabis, sexually explicit material, or other age-restricted products. Any permitted sponsor, affiliate, gifted-product, or monetized activity involving a minor requires Guardian and leadership approval plus a separate written campaign agreement and required disclosures.

22. Exclusivity And Outside Teams - Optional

No exclusivity applies unless Schedule A defines it and, for a minor, the Guardian expressly approves it. Any restriction must identify the covered title, team or organization category, competition type, term, and reasonable exceptions for school teams, casual communities, ranked groups, national or military teams, and preexisting commitments. An undefined or unchecked exclusivity provision creates no restriction.

23. Progress Review And Possible Transition

The Development Lead should complete periodic reviews against the development plan, document strengths and priorities, and communicate whether the pathway will continue, change, pause, or end. Eligibility for a formal competition team begins only at age 18 and still requires a separate evaluation, leadership approval, an available roster need, and the formal Competitive Player Agreement. No development milestone guarantees promotion.

24. Conflict Resolution And Protected Reporting

Ordinary concerns should follow the Conflict Resolution Policy. Conduct, safeguarding, integrity, privacy, security, or safety concerns should use the Incident Report or Report a Concern process. Nothing in this agreement prevents a good-faith report to a Guardian, emergency service, child-protection authority, law enforcement, platform, tournament operator, regulator, or other appropriate authority.

25. Policy Changes And Notices

Element Esports may update organization-wide policies for safety, legal, platform, tournament, or operational reasons and should communicate material changes through an official channel. A change to permission, compensation, prize allocation, exclusivity, media rights, term, or another negotiated material provision requires a written amendment accepted by Element Esports, the Player, and the Guardian when the Player is a minor.

26. Suspension, Termination, And Offboarding

The Player, an adult Player's authorized representative, the Guardian of a minor, or Element Esports may end participation by written notice. Element Esports may pause access or activity while reviewing serious safeguarding, integrity, eligibility, privacy, account, or conduct concerns. Offboarding includes tournament withdrawal where possible, access removal, equipment return, confidential-material handling, removal of current-member representation, and preservation of required records.

27. Governing Terms And Entire Agreement

The completed agreement, Schedule A, written guardian permission, and listed addenda contain the parties' understanding for this pathway. Leadership and legal review must resolve governing law, notices, severability, amendment authority, dispute terms, capacity, and jurisdiction-specific minor requirements before signature. A project or tournament addendum controls only for that identified activity to the extent it states a different term.

Schedule A - Development-Specific Terms

Do not sign until every applicable field is completed or marked not applicable. Attach separate prize, travel, equipment, sponsor, campaign, compensation, or project addenda when needed.

FIELD	AGREED TERM
Participation status	
Approved pathway	
Development lead / coach	
Backup adult contact	
Guardian communication method	
Approved official channels	
Development objectives	
Normal practice / review window	
School / family / work limits	
Message response expectation	
Inactivity review threshold	
Progress review dates	
Approved online tournaments	
Organizer rules incorporated	
Public name permission	
Headshot / likeness permission	
Voice / interview permission	
Streaming / public content	
Prize / revenue addendum	
Approved expenses	
Exclusivity	
Organization-provided equipment / accounts	
Additional permissions / limits	

Acknowledgment and signatures

The undersigned confirm that the agreement and completed Schedule A were reviewed, that blank optional provisions do not create hidden obligations, and that no unsigned draft should be treated as executed. Appropriate legal review is required before use.

Player: _____ Date: _____

Element Esports representative: _____ Date: _____

Parent / legal guardian: _____ Date: _____

Questions or requests for an accessible copy: contact@elementesports.com