

# The United Hmong Family, Inc

## 2024 Hmong International Freedom Festival Sports Registration Form

Greetings Athletic Teams,

The United Hmong Family Inc. (UHF), is so excited to host the 42nd Annual Hmong International Freedom Festival at the McMurray Field (St. Paul, MN) on June 29th and June 30th, 2024. This has been a staple of the Hmong in Minnesota and our culture since the first settlers in bringing together families and creating new friendships.

We will continue this year's sports competition with the following:

- Sepak Takraw (Kab Taub)
- Top Spin (Tuj Lub)
- Volleyball
- Flag Football
- Soccer
- Cornhole

As your team prepares to join us in this year's competitions, the following information is required before your team is confirmed fully registered and ready for competition. **All this information must be received by Friday, May 31st, 2024:**

- Completed application
- Roster with legal names & proof of identification (For team representative)
- Full Entry Fee

The financial documents shall include the legal name and address of the contact of the prize payee, and a copy of the social security card, along with the driver's license for validation. Please refer to submittal of your application, including all legal names of players and date of birth, as a part of submitting your registration, and application fee, you must also read the rules and regulations, and sign off that you have complete understanding of the game, along with confirming on the application you will abide by the United Hmong Family, Inc. rules of engagement in your participation in the event. As a competing individual or team, you will automatically assume the image of the organization and will maintain top professionalism, respect, and strong sportsmanship during the week of the event, and afterwards. ***Bracket drawing for sport teams will be communicated after application registration closes.***

Please be advised, the UHF has a zero-tolerance policy. This includes any abuse, not limited to, verbal, mental, and physical abuse on or off the field. Please review the grievance process attached in this handbook and UHF rules that applies to all competitions.

In order to compete in the Annual Hmong International Freedom Festival, *a team must complete the sports registration form and provide the legal names and date of birth of ALL players to validate each player of his/or her team.*

Teams may submit their completed application to The United Hmong Family, Inc. (UHF). No Personal Checks will be accepted. **Full registration fees are due upon receipt.** The deadline for application submission is 11:59pm, **May 31st, 2024.** After the conclusion of the event (June 30th 2024), UHF will have 30 business days to issue prize payouts to teams who have placed.

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**Sign up by Friday May 24th, 2024 (all required documents & fee must be submitted) and enjoy these awesome benefits:**

- **\$50 Off Registration Fee:** Slash your registration costs and put that money towards new gear!
- **Free Sports Care Package:** Stay hydrated and fueled on the field with 2 cases of water and 2 boxes of protein snacks! (*Not applicable to Cornhole & Kato*)

Due to federal regulations, individuals/teams receiving payments over \$600 from The United Hmong Family, Inc., a non-profit 501(c)(3), will be issuing them a 1099. The UHF requires identification verification of all individuals that will be receiving a payment(s) over the amount of \$600. Please refer to the federal regulation that affirms this information to fulfill the tax filing Publication 1586 (Rev. 7-2022) (irs.gov). UHF holds the right not to issue payment(s) until all required documents have been received. The individual understands they are required to provide UHF:

- Completed W9 (upon winning confirmation)
- A copy of the Driver's License (must match the name and address on the W9)

*Disclaimer: Each team member must be listed on the roster page of the sports registration form with their full legal name, address, and date of birth. Although UHF will not ask for the driver's license or identification of each member to be submitted with this application. The coach or team representative agrees to have the information available upon request of its team members and affirm the names will indeed match the information of each team member playing on the field. Only players listed on this roster will be allowed to play.*

**Any team who allows someone to play without notifying UHF may be subject to forfeit prizes and be suspended not only in the current tournament but future tournaments as well.**

If a complaint is received about a member's age, a member playing for multiple teams and/or not registered with a team, UHF reserves the right to verify its validity through this form. It is the responsibility of the teams' coach/manager to ensure all members meet the age requirement and are registered with the team. Refer to the applicable sports rules for further details and/or explanations.

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### Registration fee & prize payouts information

There's no limit on the number of teams that can register.

#### High Volume Sports:

- Men's Soccer (Registration Fee \$400.00)
- Men's Flag Football (Registration Fee \$400.00)
- Women's Volleyball (Registration Fee \$400.00)
- Men's Volleyball (Registration Fee \$400.00)
- Top Spin (Tuj Lub) (Registration Fee \$175.00)
- Cornhole Double's (Registration Fee \$160.00)
- Cornhole Singles (Registration Fee \$80.00)

#### Low Volume Sports:

- Women's Soccer (Registration Fee \$400.00)
- Super Flight Soccer (Registration Fee \$300.00)
- Senior Flight Soccer (Registration Fee \$300.00)
- Sepak Takraw (Kab Taub) Division A (Registration Fee \$150.00)
- Sepak Takraw (Kab Taub) Division B (Registration Fee \$75.00)
- Women's Flag Football (Registration Fee \$400.00)

COACH/CAPTAIN (MAIN TEAM REPRESENTATIVE):	
NAME:	PHONE:
ADDRESS:	
EMAIL:	TAX IDENTIFICATION:
TEAM NAME:	

SECONDARY TEAM REPRESENTATIVE:	
NAME:	PHONE:
ADDRESS:	
EMAIL:	

#### Select Sport:

Men's Soccer <input type="checkbox"/>	Women's Soccer <input type="checkbox"/>	Top Spin (Tuj Lub) <input type="checkbox"/>	Men's Flag Football <input type="checkbox"/>
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Soccer Super Flight (age 40+) <input type="checkbox"/>	Sepak Takraw (Division A) <input type="checkbox"/>	Men's Volleyball <input type="checkbox"/>	Women's Flag Football <input type="checkbox"/>
Soccer Senior Flight (age 50+) <input type="checkbox"/>	Sepak Takraw (Division B) <input type="checkbox"/>	Women's Volleyball <input type="checkbox"/>	Corn Hole <input type="checkbox"/>

**Minimum Teams for Competition:** To guarantee a full competition, a minimum of 6 teams are required per sport. **Fewer than 6 Teams?** A scrimmage (friendly match) will be organized instead, offering an opportunity to compete for a trophy, though no prize money will be awarded.

**Team Roster:** Please provide the legal first & last name of each player, and date of birth. Teams are not required to submit proof of identification with this application but Team captains/coaches or team representatives must have a valid copy of each player's proof of identification on hand on the field for confirmation. Failure to have valid proof of identification will result in team disqualification.

**\*\*\*\*For teams with members under the age of 18, a child waiver must be filled out and signed by the parent/guardian of the child.** Child waivers can be found on our website.

First & Last Name	DOB	Address
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*HIFF is committed to celebrating Asian culture and heritage of every sport held annually. While we strongly encourage participation by athletes of every ethnic background. 75% of players, per team actively on the court/field during a game must be of Asian descent.*

*The U.S Census identifies “Asian” as: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, India, China, the Philippine Islands, Japan, Korea, or Vietnam. It includes people who indicate their race as “Asian Indian, Chinese, Filipino, Korean, Japanese, Vietnamese, Pakistani, Cambodian, Hmong, Thai, Bengali, Mien, Karen” and “Other Asian” or etc.*

In signing, I am affirming I have read the Rules and Regulations for competing in the HIFF event and also affirm I fully understand and will comply with all the terms. I have also shared this information with my team and agree to comply with all the information provided in this application. I am also declaring under the penalty of perjury the information I have provided in this application for my team, its members, and me are true and correct to the best of my knowledge.





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Name (Print):	Title/Role:
Signature:	Date:

### **Risk Waiver**

This assumption of risk and waiver agreement on \_\_\_\_\_ (date) is entered into by and among United Hmong Family, Inc. (UHF), and the undersigned on behalf of their player(s) or team. I, \_\_\_\_\_ (your name), state that:

1. I am the (enter one of the following roles for you either as the coach, captain, and/or legal agent):\_\_\_\_\_. For the team (team name)\_\_\_\_\_.
2. I affirm that I have the legal capacity and that I am the proper person to enter into this Assumption of Risk and Waiver Agreement on behalf of the player(s)/team members listed above.
3. In consideration of my team being able to participate in the Hmong International Freedom Festival (also known as the J4 Sport Tournament/HIFF; “Tournament”), I acknowledge that participation in this tournament necessarily involves contact with considerable force, and risk of severe, permanent physical injury.
4. I fully understand the player(s)/team members participating in this event will use the tournament facilities solely at our/their own risk.
5. I hereby affirm each of the members on my team have full health insurance coverage and will assume full responsibility for any injuries that may occur for individuals to play. In completing this form, I am holding harmless and agree to waive all claims against UHF for damages and/or for reimbursement of medical, legal, and damages on account of any injury that may occur as a result of participating in this Tournament.
  - a. UHF and its officials are also not liable for any damages whatsoever arising from any personal injury or property loss sustained by the participants and team members at the park or any related premises, or properties each team brings on the fields.
6. I acknowledge and affirm my team members and I will maintain strong sportsmanship and provide professional conduct not only on the fields during competition but off the fields as well. This includes and is not limited to refraining from the usage of profanity, violence, and/or the usage of verbal retaliation against the organization, or its staff and representatives, both on social media or in person and on the fields during the two-day competition and through the next 365 days from the date of submission of this form.
7. In complying with sports regulations and the organization, I understand that any acts committed by my team or me result in either suspension at the game, or the inability for the team and its members to compete in future events not only related to HIFF, but all of the UHF events. The following are definitions outlined that must be refrained both on and off the competition fields:
  - a. Kicking or attempting to kick a player or game official (Assault under Minn. Stats. 609.221-2231;



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- b. Striking or attempting to strike a player or game official (Assault under Minn. Stats. 609.221-2231);
  - c. Spitting at a player or game official (Assault under Minn. Stat 609.221-2231);
  - d. Attempting to start a fight or promoting a fight (Minn. Stat 609.71);
  - e. Disrespecting fellow players or game official;
  - f. Using abusive or profane language directed toward a player or game official.
  - g. Threatening violence (Minn Stat. 609.713);
  - h. Using, possessing, or bringing in dangerous weapons of any kind (Minn. Stat 609.66).
  - i. If any of the above occur, the player(s) or team(s) will be prohibited from participating and attending any United Hmong Family, Inc event for up to 2 years.**
8. I understand, on behalf of my players or team, that any individual or the entire team may be fined from \$1000.00 to \$5000.00 depending on the severity of the misconduct occurrence and may incur jail time up to the maximum the law allows.
  9. I/we do hereby fully and forever release, discharge and hold harmless UHF and its officials from any and all claims, demands, rights of action, present or future resulting from or arising out of any player's/team member's participating in this tournament.
  10. I understand that failure to enter into this Assumption of Risk and Waiver Agreement may result in suspension from participating in this tournament.

I acknowledge that I have read, understood, and agreed to the terms of this Assumption of Risk and Waiver Agreement above and understand that it is a legally binding agreement. I also acknowledge that my player(s)/team members assume full responsibility for all injuries and damages, which may occur in/from this Tournament.

Name (Print):	Title/Role:
Signature:	Date:

### **Hmong International Freedom Festival Sports Engagement and Competition Rules and Regulations**

The board of trustees of the United Hmong Family, Inc. (*previously known as Lao Family Foundation, or previously conducted as Hmong Family Foundation*) is looking forward to another spectacular event and sharing the rich Hmong culture with you and others. As a valued participant in this year's event, you understand fully and agree to abide by the rules set up for each game by the competition coordinators, the HIFF staff and volunteers, and the UHF board of Trustees as the organizers of this event. Only the staff and volunteers of HIFF reserve the right to determine the rules and regulations of engagement for each game, especially in the realms emphasizing safety and security of the event and all our participants that include but are not limited spectators, vendors, and other partners. As athletes, you understand you have limited to no rights in dictating the format of the competition. With the massive participating groups, and the strong partnership from the City of St. Paul and other stakeholders, the UHF will also hold each competing team and its individuals accountable for their actions on and off the field.





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As a participant and valued partner to this year's event, you also agree to abide by the ZERO TOLERANCE policy. This means you will NOT engage in any criminal activity or behavior that goes against contracts or regulations the UHF is held responsible for in acting as the host of the HIFF. While on our premises (including and not limited to the sidewalks and designated parking areas for the HIFF event), you will not participate in any physical, verbal or mental abuse, including being off the competing fields (i.e. social media) against any individuals considered a partner, or staff, of the UHF or HIFF. *If you, or members of your team, are found to have participated in a situation that caused damages to the UHF, or HIFF, and our partners, your team will be disqualified without the return of your registration fee and barred from future events.* Other fees may be applied, as well, to you and your team like the following but not limited to: medical/legal/administrative follow-up/and property damage fees.

In the situation you feel there was injustice with one of our staff, or within your competition, you have the right to file a grievance in following the Engagement Grievance Process (please refer to this process below).

In trying to offer a transparent process with our reporting mechanism, you as a participating individual agree to provide all necessary documents as requested in your registration. While on the field, each competing individual is responsible for their property and also family members and friends who share your space. To ensure the genuine interest of our partnership, you will abide by the UHF rules and regulations and all associated contracts in hosting this event with maintaining the cleanliness of the park, picking up trash and picking up after your team in your practice area and competition area. For example, the sidelines during competition must be clean when your team leaves. ***A clean area is essential for productivity and safety. Please help us maintain a high standard of cleanliness by disposing of all trash properly. Teams may be subjected to a \$500.00 fine for areas left untidy.*** Our auditors will be onsite to ensure that after each game, or during practice times within our premises, you maintain the cleanliness of your area in abiding with this contract. All competing individuals understand the integrity of the game is not only within the field but also maintaining a professional image of the entire event. Therefore, you understand that you, your manager (or coach) and team will be held for maintenance fees for non compliance with our contract with the city by littering on the park grounds.

### **FILING A GRIEVANCE**

With an attempt to eliminate discord and formalize a process in handling situations that may occur, the UHF has adopted a grievance process to decrease the possibilities of unprofessional behavior caused by false rumors and biased beliefs, in seeking out the truth and justice for all. Any individual who feels he/she has been treated unfairly either as an athlete, vendor, or spectator participating in an event hosted by either one of our staff, or our process, can file a grievance in order to offer the leadership of the organization acknowledgement of your situation, or concern, and offer the organization an opportunity to understand your situation and our accountability.

### **THE GRIEVANCE PROCESS**



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Any individual who feels they have been treated unjustly whether on the competition field, or on our premises, must file a formal grievance addressed to the Executive Director with the following information:

- Filer's legal name/address/phone number and other contacts
- Date/Time of incident
- Location
- People involved
- Witnesses (name/address/phone number and other contact information)
- Pictures
- Thorough explanation of incident
- Attach any police reports as feasible

Depending on the level of the safety for which the issue has taken place, once the formal grievance has been received by the Executive Director, a review process will be initiated. Due to the level of the situation, the Executive Director will reach out to the individual(s) filing the grievance. Additionally, a committee may be set up to conduct a thorough investigation.

For example, if the situation involves a competition incident, the first level of the grievance process will be referred to the sport lead (i.e. soccer lead) to complete an investigation and confirm all the information provided is true. If the issue could not be resolved, the soccer lead will provide this information to the Executive Director.

At the second level of determining direction, the Executive Director will notify the UHF Board of the situation and begin a full investigation in trying to remedy the situation. A final report confirming the incident, facts, and parties involved must be provided to the Executive Director. A signature from all impacted parties must be provided with this report to confirm if the issue was resolved, or not, and possible resolutions expressed by each party for further mediation. If all parties have come to a full compromise, and the issue resolved, a signature form all parties must be submitted with the final report no further action is needed.

Once resolved, a final report will be rendered from both the sports lead and the Executive Director to the board of trustees of the United Hmong Family, Inc. for closure. If there is no resolution, the board will summon its own committee to review the situation and determine a resolution.

In the situation, the incident involves any criminal act, or behavior, the United Hmong Family, Inc. will move forward with reporting the incident to local authorities and may need to gather more information by



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contacting all the impacted parties to confirm the accuracy of the report, to ensure the security and safety of all parties that may be impacted.

<b>FOR INTERNAL USE ONLY:</b>		
<i>Payment Information for application fee (NO PERSONAL CHECKS):</i>		
Payment method: <input type="checkbox"/> Cash or <input type="checkbox"/> Cashier check <input type="checkbox"/> Zelle		
<i>(If check) Payable To: United Hmong Family, Inc.</i>		
Registration Fee:	Received Date:	Check Number:
ID included: <input type="checkbox"/> Yes or <input type="checkbox"/> No	Driver's License #:	

