



# ELITE SPORT POLICY



**Arrangements and provisions  
relating to elite sports policy  
Information for students**

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## **1 Introduction**

How nice that you are interested in the elite sports policy. This document has been written for the students.

The University of Applied Sciences Utrecht (HU) aims to promote quality in education and training, to educate talented students and to enable them to achieve their potential. Elite sport student athletes are a special group in this context. They are role models in sport for young people, adults and fellow students. They encourage people to exercise, to play sports and to achieve results. Elite sport athletes also stand for values such as striving for excellence, result-orientation and entrepreneurship.

HU is an institution that supports elite sport athletes. However, it is not an elite sport school that can offer fully customised services. Supporting elite sports is improving, but requires a lot of communication from the student.

### **1.1 History of HU elite sports policy**

Since 1984, HU has been facilitating elite sport students by supporting and advising on the coordination between the elite sport scheme and study programmes. Initially, this only concerned Physiotherapy students. In 1998, the HU Executive Board (CvB) signed the policy document to facilitate elite sport students HU wide. Subsequently, on 30 September 2013, the HU, together with 12 universities, 13 colleges, the Ministry of Education, Culture and Science and NOC\*NSF, signed the [Action Plan Flexible Education and Elite Sport \(FLOT\)](#). In it, effort obligations were agreed upon with regard to the facilities that should be present within these institutions in order to optimally facilitate elite sport athletes in their study objectives. Part of this is the appointment of an elite sports coordinator for each institution. Another component is that it is desirable for elite sport to form part of the education and examination regulations (OER) of the educational institution. Elite sport has been included in the [OER](#) since the 2017-2018 academic year (Chapter 5.4 2021-2022), in the Profiling Fund since 2018, you can apply for a certificate for the dual career Elite Sport study programme since 2020, and since 2022, e-sportsmen with a contract with a professional elite sport organisation can also apply for HU elite sport status.

So you see that the elite sports policy is embedded in our regulations. Could you be one of our elite sport athletes? Find out if you are eligible and what it could mean for you.

### **1.2 Current practice**

The elite sports coordinators provide information to potential elite sport students and their supervisors, conduct intake interviews and then, in cooperation with the student counsellors (decanen) and study career coaches (SLB-ers), provide personal guidance and advice. The formal elite sport status is a prerequisite for support and advice. Many elite sport students find their way to HU. In the last three years, the number of students has fluctuated between 80-100. The elite sports coordinators of the HU are Lenneke de Jeu and Brigitte van Barneveld. Lenneke has been working in this position since September 2014 and Brigitte since 2021. You can reach them both most easily via the email address [topsport@hu.nl](mailto:topsport@hu.nl).

### **1.3 Objectives of HU elite sports policy**

The objective of the elite sports policy is to facilitate the combination of study and elite sport for students at HU who have been identified as elite sport athlete students, where possible and within reasonable limits. The right to facilitation cannot lead to the obligation of the study programme to do the impossible. But we can look together at the possibilities that do exist.

## 2 Obtaining an Elite Sport Status

Elite sport athletes apply to the elite sports coordinators by e-mailing [topsport@hu.nl](mailto:topsport@hu.nl). They will arrange an intake, after which the Elite Sport Committee will decide whether or not to award the student athlete. The Elite Sport Committee consists of the two elite sports coordinators and the team leader for Student Participation in Decision-Making and Advice, Department of Education, Research and Student Affairs. The elite sports coordinators inform the student counsellors and the student about the elite sport status.

In short: HU uses the same classification for elite sport athletes as [NOC\\*NSF](#). This means that a student is a top athlete if he/she practices the sport at the highest levels, such as participation in European (youth) championships (E(J)Ks), World (youth) Championships (W(J)Ks) and Olympic Games. Students who are members of a National Top Sport Centre (NTC), a Centre for Top Sport and Education (CTO), perform at a national level, are members of the Dutch Junior Team or are considered up-and-coming talent, may also fall under the HU Elite Sports Scheme. Since 2022, e-sportsmen with a contract with a professional elite sport organisation can also apply for HU elite sport status. Applications are reviewed on a student-by-student basis. Based on the criteria, the student will or will not receive elite sport status. Elite sports status is not a permanent award. This is determined each academic year.

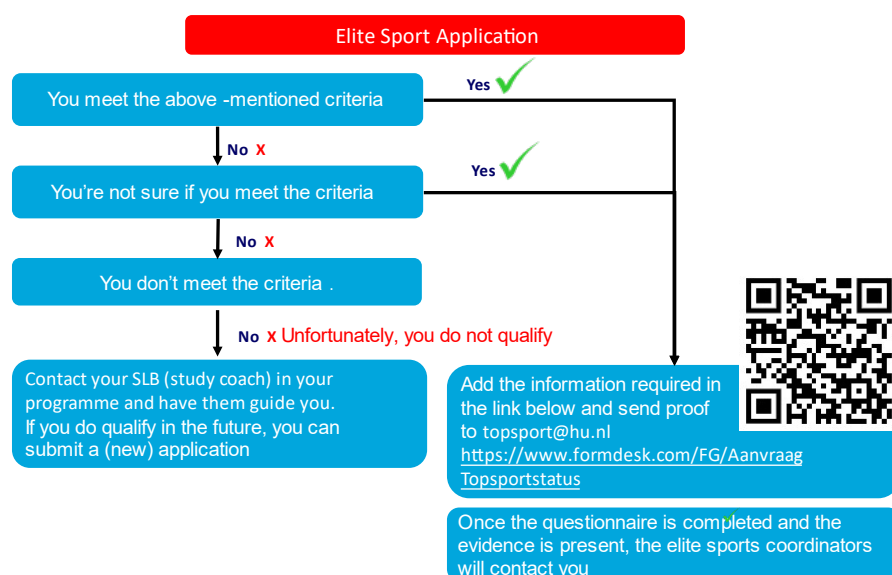
### 2.1 Elite sport status criteria

The NOC\*NSF determines the statuses of elite sport athletes and records these in a portal of the NOC\*NSF. If the student has given permission to NOC\*NSF, it is also visible for educational institutions. The following 4 possible Elite Sport statuses are recorded: [A-status](#), [HP-status](#) (high potential), [Selection status](#) and [Bonds status](#). Considering age, training background and performance development, NOC\*NSF awards various talent statuses: NT (National talent), IT (International talent) and B (Promising talent). For more information, please visit <https://www.sportutrecht.nl/noc-nsf-status/>. Within HU, these statuses will automatically receive Top Sport status after registration. HU takes over the statuses from the Olympic Network Midden Nederland. This is a combination of the NOC\*NSF, VSU Topsport and Sport Service Province Utrecht.

The awarding of elite sport status at HU is broader than the NOC\*NSF status policy, but is in accordance with national guidelines with the aim of linking up as much as possible with the FLOT action plan.

### 2.2 Method of awarding HU Elite Sport Status

1. The student reports to the elite sports coordinators via referral from a student counsellor (decaan) or study career counsellor (SLB-er) or on his/her own initiative. The student sends an email to [topsport@hu.nl](mailto:topsport@hu.nl) and fills in the application for Elite Sport Status: <https://www.formdesk.com/FG/Obtaining-an-Elite-Sport-Status>  
This also involves supplying the requested evidence by email to [topsport@hu.nl](mailto:topsport@hu.nl).



2. The elite sports coordinators schedule an intake interview (lasting approximately 30 minutes) with the student. The elite sports coordinators check the NOC\*NSF portal to determine whether the student meets the criteria or whether there are other possibilities for the student. If there is no status in the portal, the elite sports coordinators will assign an elite sports status of the HU if the student performs his/her elite sports at a high level:
  - by ranking 1-8 at the NK for sports on the list of [Elite and International Competitive Sports Disciplines](#) of NOC\*NSF. The student will provide proof of this.
  - Medal at Dutch Championship (DC) or participation in European Championship (EC) /World Championship (WC) for other sports that are not on the above list. The student must submit the results or an invitation by e-mail as proof of this.
  - Team sports such as volleyball, hockey, water polo, handball and korfbal; players who play with their team at the highest national level **and** who are active in **Europe**. (These are the clubs that are at the top of the national league.) The student needs a letter from the club as proof of status. If there is any doubt about this, the league will be asked.
  - Players from FC Utrecht are eligible because of the cooperation between the HU and FC Utrecht.
  - Players of professional football (promising teams) in the Netherlands are comparable to FC Utrecht players. FC Utrecht youth teams play in the kitchen championship division. Note: our students may not yet be old enough to play as a young player, but they are talented enough to be awarded status.
  - E-sportsmen with a contract with a professional top sports organisation.
  - Athletes who play for a national team other than the Netherlands.
  - Athletes who play for another federation than NOC\*NSF supported statuses, but who have the same level. (This can be seen in motocross and cycling, for example).
  - Discipline on the list of [Elite and International Competitive Sports Disciplines](#) competing for the Dutch Team.
  - Non-recognised sports will only be considered if the opposite sex is in a discipline listed in the [Elite and International Competitive Sports Disciplines](#) list. There is a desire to make no distinction between male and female athletes.
  - If a student has always had a status in his youth, the HU will give him 1 school year to join the selection for the seniors as well.
  - If the student has had a long-term injury and has lost his/her status as a result, the HU will give him 1 academic year to come back to his/her old level. This requires a letter from the sports doctor.
  - To be determined by the elite sports coordinator.
3. The elite sports coordinator makes notes of agreements made. A screen shot is made of the portal or proof of participation is added for the accountant.

4. Student, student counsellors (decanen) and if known study career counsellors (SLBers) will be informed by email.
5. It is desirable that the student shares his/her progress and agreements every block. This can be done by e-mail or a meeting with the elite sports coordinators. The regular student counselling is also done by the SLBer. The guidance provided by the elite sports coordinators is based on a demand-driven system. This means that it is mainly the student who determines the frequency of contact. If a student wants to make use of facilities, he/she is obliged to seek frequent contact. No facilities can be given afterwards.

### 3 Facilities

The facilities on which the top athlete can call consist of:

- 1) Counselling by the elite sports coordinators;
- 2) Flexible educational possibilities, as far as these can be realised within the study programme;
- 3) Financial support in case of special expenses.

These facilities are explained below.

#### 3.1 Coached by the Elite Sport Coordinators

The HU elite sports coordinators work closely with the study career counsellors (SLB-ers) and student counsellors (decanen). They are familiar with all the possible facilities that can be applied for, but they are not aware of all the contents of the various programmes. Good cooperation is therefore essential. Guidance from the elite sports coordinators is demand-driven, to encourage students to function as independently as possible. In practice, the elite sports coordinators brainstorm with the student's study schedule in the background and advise the student and/or SLB-er. As mentioned earlier, it is desirable for the student to reflect his/her progress and agreements each block. This can be done by e-mail or a meeting with the elite sports coordinators. The regular student counselling at the educational level is also done by the SLB-er.

#### 3.2 Possible flexible education options

Arrangements for flexible educational opportunities are intended to limit the delay in studies as a result of practising elite sport as much as possible. Each programme looks at what can be organised. The student is not entitled to these arrangements. Make sure you receive written support from your study career counsellor (SLB-er) and/or Elite Sport coordinator and make sure you have evidence ready as to why you need this arrangement (proof of competitions, international training camp, trainer's statement, etc.).

#### Concrete proposals:

- **Participation in other classes**, request from lecturers and SLB-ers  
If the student cannot be present at the class due to elite sport commitments, he/she has the possibility to request from the lecturers of other classes whether he/she can attend the relevant class with them. When in doubt whether this should be granted, the SLB-ers and/or the elite sports coordinators can be contacted for advice. At certain institutes, the coordinators of a subject are responsible for these kinds of decisions.
- **Examination regulation, rescheduling examination** by request from the Examination Board.  
If the first or second chance of an examination cannot be used because of a competition, selection training or training placement at the same time, the student may request an extra chance with the examination committee. The Examination Board will ensure that the opportunity is offered within a reasonable period of time. In your request, indicate which time period is desirable for you.  
If the extra opportunity can be organised, it will be scheduled by the Assessment Organisation or the examiners by order of the Examination Board. The athlete is obliged to confirm this offer by e-mail.  
The facilitation cannot lead to the programme being obliged to do the impossible.  
For students, a helpful document with tips is available (to be requested from the elite sports coordinators) on how to submit such a request to the Examination Board.
- **Postponement of the deadline for handing in the report** by request from the course coordinator or, if applicable, the lecturer responsible for the test.  
If the deadline for handing in the report cannot be met, the student may request a postponement of the deadline. The student will make this request well in advance and propose a new hand-in date.

The hand-in date/deadline for the test is the test date (irrespective of 'YEAR' or 'BLOCK') and when a student wants to hand in **after this deadline**, the student can discuss this with the lecturer or course coordinator involved. It is decided whether this request goes through the Examination Board. The helpful document with tips is also available for this (see above under rescheduling examination).

- **Replacement practicals (practical examinations)** by request from the Examination Board.  
If the dates for the practicals overlap with competitions and/or training camps, the Examination Board may decide to offer the elite sport athlete student a separate practical or alternative assignment at a different time. In the first instance, it will be examined whether the student can take part in another class. The facilitation cannot lead to obliging the programme to do the impossible.
- **Adjusted obligation to attend** by request from the Examination Board.  
If a programme requires an obligation to attend for a certain subject, the Examination Board can assign an adjusted norm. It is then checked whether the student has achieved the competency. This is also known as competency-based testing instead of attendance-based testing. The first preference is that the student joins other classes and thus fulfils his/her obligation to attend. If the competency cannot be tested in this way, this possibility is dropped.
- **Individualisation of project/report**, by request from the course coordinator and/or Examination Board.  
When a project group cannot perform as expected due to the absence of an elite sport athlete student, it can be considered to let this student do (part of) the project on his/her own. The coordinator of the course will give permission or positive support to a request to the Examination Board. The facilitation cannot lead to the course being forced to do the impossible.
- **Adjusted internship period** by request from the work placement coordinator.  
If a student is unable to meet the internship hours' standard due to his/her elite sport obligations, a solution will be sought together with the work placement coordinators and work placement lecturers/the work placement office. In practice, this usually means that the student does a longer work placement with fewer hours per week. The development of competences is also looked at during the internship. The facilitation cannot lead to the education being forced to do the impossible. In the case of internships lasting more than 28 hours a week, 20 hours is the absolute minimum to ensure continuity and progression.
- **Internship abroad** by request from coordinator.  
If a student has to stay abroad for his/her sport, it is possible to give permission for the student to follow his/her internship abroad. This requires permission from the work placement office and the work placement coordinator. A test may follow afterwards in the Netherlands to check whether the development of competences is sufficient.  
Some study programmes that have a compulsory traineeship abroad include the possibility of submitting a request to the work placement coordinator to take one of the traineeships at an international company in the Netherlands.
- **Suspended advice:** See [OER](#)
- **Flexible learning:** As a student, you can choose to make use of the flexible learning option. This means that in one academic year you follow a part of the study (at least 15 EC), pay for it and take exams. For more information, go to [AskHU/Flexstuderen](#) or send an e-mail to [flexstuderen@hu.nl](mailto:flexstuderen@hu.nl).
- **Remote testing:** Application for proctoring. It is still uncertain whether a proctored home exam will be possible. Please check with the elite sports coordinators.

If it is possible, students with an elite sporting status who are unable to come to HU for a test and cannot wait for the resit may request the Examination Board to proctor an online home test at the same time as the BYOD test or regular test on a permanent test PC. Please contact the elite sports coordinator in time for this and add the support/statement from the elite sports coordinator to your request to the Examination Board.

- **Remote learning:** At the moment, this is not organised by lecturers. Students arrange with other students that they can follow lessons remotely. Permission for this is requested from the lecturer. The teacher can choose whether to approve each lesson.
- **Recording the lessons:** It is not automatically permitted to have lessons recorded or to record lessons yourself in connection with the AVG. There are institutes that record lectures as standard.

### 3.3 Financial support in case of special expenses

Per calendar year a limited budget is available for elite sport students with status. If this budget is depleted, the possibility of financial support ceases.

The financial support that can be applied for under certain conditions is:

- Application for reimbursement of expenses for elite sport, travel and accommodation abroad.
- Application for extra training facilities at Sport center Olympos or Swimmingpool Kromme Rijn.
- Application for financial support for delay in studies (only **full-time** programmes). As of the academic year 2018-2019 delay in studies elite sport is covered by the [Profiling Fund](#).

#### 4 Honours and Elite Sport Recognition Certificate

HU has an interesting [honours programme](#). Honours is for students who want to achieve more potential and use their time wisely. To this end, the university of applied sciences has developed an honours programme. Students can use [honours courses](#) (usually in the evenings) to deepen and/or broaden their study in an interesting way on top of their studies and obtain a star for it. However, it is also possible to obtain a star for your own in-depth and/or broadening activities. This is where elite sport comes in. As an elite sport athlete, you are always busy preparing well, planning your affairs, setting goals, arranging things so that you can combine your elite sport with your studies (comparing lesson and test schedules with your training and competition schedule, solving bottlenecks in advance in consultation with lecturers, study career counsellors (SLB-ers), student counsellor( decaan), elite sports coordinators and, if necessary, the Examination Board). This requires extra focus, extra time and effort, and also a lot of extra communication in a careful manner. This is a challenge and also a valuable learning process. This learning process and this extra effort and enthusiasm is worth a star.

There are six different [stars](#) to be earned: Craftsmanship, Leadership, Innovation, International perspective, Passion and the so-called free star. The student his/her can give the latter star their own interpretation. In the case of the elite sport athlete, for example, you can apply for the free star Coordination or the free star Time management. If the future profession also requires many of these skills, the star Competence can be applied for these extra efforts and challenges. The student can do this after investing some 100-140 hours of time. The other criteria are: in-depth and/or broadening of the study, feedback from a relevant stakeholder with expertise, social value and/or of value to the profession and/or for personal development. The student will keep a logbook (A4) for this purpose. To apply, you need to fill in a form and send it, with attachments (e.g. the logbook and feedback from relevant persons), to the honours coordinator of your programme. You can find the coordinator of your programme on the [HU honours website](#).

You will receive a star statement with your degree. You can also apply for an Edubadge. The latter are internationally recognised. Both the star statement and the Edubadges look good on your CV and/or LinkedIn profile.

It is also possible to obtain an Elite Sport recognition certificate. The criteria and application are described in the document [Criteria and application for Elite Sport Recognition Certificates](#).

## 5 Finally: Rules of play and guidelines for elite sport students

As an elite sport student, you are responsible for your own study progress. This also applies to taking the initiative to achieve a good balance between elite sport and study. If you are registered as an elite sport athlete student within the HU, you can make use of the HU elite sport scheme. The HU elite sports coordinators will determine the elite sport status of the student.

It is important that elite sport athlete students handle the HU elite sport regulation with care, so that all elite sport athlete students can continue to make use of this regulation in the long term. To this end, a number of rules have been drawn up. The guidelines below describe these rules and we expect the elite sport athlete student athlete to put them into practice in a constructive way.

### Condition:

- **The elite sport athlete will always provide proof of training times, training camps, competition periods and tournaments at the time when the student appeals to the elite sports scheme.**

**Below, you will find a number of situations in which you, as an elite sport athlete, can make use of the elite sports scheme. At the same time, we indicate what the guideline is in that specific situation.**

- ✓ Yearly timetable/order of study components in relation to elite sport:
  - For specific sports, there are specific periods in which a greater intensity and time investment in the sport is required (e.g. cycling, skating, sailing). **Prior** to an academic year, the elite sport athlete student athlete makes an appointment with the student counsellor (decaan), study career counsellor (SLB-er) or elite sports coordinators to discuss how the academic year can best be structured. It is the student's duty to inform all parties.
- ✓ Overlap training times and college timetable:
  - The elite sport athlete student checks his/her timetable prior to each class period (A, B, C, D). If there is an overlap between lectures and training times, the student notifies the study career counsellor (SLB-er) or the student counsellor (decaan), **at the latest one week before the beginning of the class period**. In consultation, a possible solution will be sought. The student is obliged to inform all parties.
- ✓ Short period of absence during a course period:
  - If a training camp, competition or tournament takes place during a class period and the elite sports student is absent for a certain period of time, the elite sports student must report this to the student counsellor, SLBs and elite sports coordinators **no later than two weeks** prior to the absence.
  - In order not to fall behind with studies, agreements will be made per course, in consultation with the lecturer, as to how the absence can be made up or compensated for. The elite sport student takes the initiative in this.
- ✓ Long period of absence during a course period:
  - If the elite sport athlete student is absent for a longer period of time due to elite sport commitments, the consequences of this will be determined in consultation with the SLBs student. Subsequently, in consultation with the team leader, the programme manager

and the Examination Board, it will be discussed whether an adjusted programme is possible. Obviously, this requires more time and **the elite sport athlete student is requested to report this longer absence in time**, so that tailor-made solutions can be found.

✓ Absence during examination period:

- If an elite sport athlete student is unable to take part in an examination or examination period because of elite sport commitments, it is important that **you report this as soon as possible to the student counsellor, the SLBs coach and the Elite Sport coordinators**. Depending on the elite sport obligation and the number of exams, possible solutions will be examined. A **request can be submitted to the Examination Board** supported by the elite sports coordinators or the student counsellor.

✓ Agreements with lecturers, team leaders, etc.:

- If, as a result of the above subjects, agreements are made with the lecturer(s), team leaders or programme managers concerned, it is important that you, as an elite sport athlete student athlete, **carefully observe these agreements**. If, due to circumstances, you are unable to keep to the agreement or agreements made, it is important that the elite sport athlete student informs all parties concerned (including the SLBs, elite sports coordinator and the student counsellor) of this **correctly**.

✓ Communication:

- Perhaps needless to emphasise but it is of great importance that you communicate **correctly** at all times both via email and verbally with all those involved.

✓ Expectations:

- The elite sports scheme provides the space to support the elite sport student in the combination of sport and study. Making a claim on the elite sports scheme means that the organisation must make adjustments to the regular programme. This requires an effort from the organisation. The scope of the adjustments is not unlimited. It is possible that not all solutions will meet your expectations.

✓ Ambassador role:

- As an elite sport athlete student athlete, you fulfil an ambassadorial role. The way in which you, as an elite sport athlete student athlete, deal with the aforementioned rules has an effect on all other elite sport athlete students. If you deal with them in a constructive way, the cooperation of all elite sport students will be positively influenced. **If the above rules are adhered to, all elite sport athletes will be able to enjoy the HU elite sport scheme for a long time to come.**

- ✓ Registration requirement: Even if you are in your final year of study and have already made all the necessary arrangements, you are still required to register with the elite sports coordinators. This way, the university will know how many elite sport athletes there are in the HU and you will ensure that guidance will continue to be possible in the future.