



# **ATHLETE'S CODE OF CONDUCT**

## TABLE OF CONTENTS

<b>A.</b>	<b>SINGAPORE ATHLETICS ("SA")</b> .....	<b>3</b>
<b>B.</b>	<b>THE ATHLETE'S CODE OF CONDUCT (THE "CODE")</b> .....	<b>3</b>
<b>I.</b>	<b>PURPOSE OF THE CODE</b> .....	<b>3</b>
<b>II.</b>	<b>ATHLETES GOVERNED BY THE CODE</b> .....	<b>3</b>
<b>III.</b>	<b>EFFECTIVE DURATION THE CODE OF CONDUCT</b> .....	<b>3</b>
<b>IV.</b>	<b>THE ATHLETE'S UNDERTAKING</b> .....	<b>4</b>
1.	Training, Competition & Performances.....	4
2.	Fitness & Injury Prevention.....	4
3.	Clothing, Equipment & Sponsorship.....	4
4.	Integrity Standards.....	5
5.	Media, Publicity and Public Appearances.....	5
6.	Social Media Platforms.....	5
7.	Anti-Doping Rules.....	6
8.	Intellectual Property.....	6
9.	Indemnity & Insurance.....	6
10.	Disclosure of Information.....	6
<b>C.</b>	<b>BREACH OF THE CODE</b> .....	<b>6</b>
1.	Complaint.....	7
2.	Disciplinary Standing Committee.....	7
3.	Decision by Management Committee of SA.....	7
4.	Appeal Panel.....	7
5.	Appeal to Court of Arbitration for Sports.....	7
<b>D.</b>	<b>DECLARATION BY THE ATHLETE</b> .....	<b>8</b>
	<b>ANNEX-A: DETAILS OF THE ATHLETE'S COACH</b> .....	<b>9</b>
	<b>ANNEX-B: THE ANNUAL PERFORMANCE GOALS</b> .....	<b>10</b>

## A. SINGAPORE ATHLETICS ("SA")

SA is the only governing body for Athletics and Tug of War in Singapore.

SA is an affiliate member of the World Athletics ("WA") and the Tug Of War International Federation ("TWIF"), which are the world governing bodies for Athletics and Tug Of War respectively.

The objectives of SA shall be:

- a) To advance, promote, organize, control and safeguard Athletics in all its aspects;
- b) To promote, arrange and assist in Athletics competitions and championships for the benefit of Affiliated Members and foreign teams desirous of visiting the Republic of Singapore, to utilize the funds of the Association for such purpose and to promote Athletics in general;
- c) To select athletes and/or officials to represent the Republic of Singapore and/or the Association in Athletics competitions or meetings;
- d) To affiliate with the WA and the TWIF, the Asian Athletics Association, the Singapore National Olympic Council, and to associate with any other body or bodies, whose objects are similar to those of the Association;
- e) To obtain funds by way of contributions, donations, subscriptions, legacies, grants or through any lawful means that may be required for furthering the objectives of the Association;
- f) To assist in the training of coaches, instructors and technical officials for Athletics by organizing courses and ensuring that such courses and training contribute to the development of Athletics in Singapore;
- g) To develop, lead and assist in commercial, marketing and public relations policies and activities for Athletics in connection with the objects of the Association; and
- h) To settle any dispute that may arise between Members and/or any other related parties, and to clarify any doubt in relation to the rules and regulations governing Athletics and/or Tug-of-War as adopted by the WA and/or the TWIF, and such other bodies that the association is affiliated (with such alterations and amendments as may be made from time to time).

SA is the National Sports Association (NSA) recognized by the Sport Singapore ("SportSG") and Singapore National Olympic Committee ("SNOC").

## B. THE ATHLETE'S CODE OF CONDUCT (THE "CODE")

### I. PURPOSE OF THE CODE

The purpose of the Code is to establish a consistent expectation for athletes' behaviour. By signing the Code of Conduct, the Athlete agrees to the Terms and Conditions of this Code of Conduct.

If the Athlete violates *any* provisions in the Code, the Athlete shall be subject to disciplinary action, as determined by the Management Committee of SA. The disciplinary procedure is set out below.

This Code is subject to review and can be amended by SA at any time as it deems fit, by way of writing and/or announcement on SA Website.

### II. ATHLETES GOVERNED BY THE CODE

For the purposes of the Code, "Athlete" or "Athletes" shall refer to all athletes selected for the National, National Junior, Youth and Development Teams, including athletes who are training to represent Singapore in WA, TWIF, and/or IOC-sanctioned competitions and/or races– both locally and internationally. For avoidance of doubt, Athletes include all carded athletes under SportSG and/or Singapore Sports Institute and non-carded athletes. The Athlete or Athletes are bound by the provisions of the Code contained herein.

### III. EFFECTIVE DURATION THE CODE OF CONDUCT

The Code shall be effective from the date of signature by the Athlete, until the Athlete sends an official written resignation/ retirement from the sport of Athletics and/or Tug-Of-War, or when SA deems fit, whichever is earlier.

#### IV. THE ATHLETE'S UNDERTAKING

##### 1. **Training, Competition & Performances**

- i. The Athlete shall submit the name(s) and/or institution(s) of his/her coach, and the highest accreditation of his/her coach, using the form at **ANNEX-A**. If the Athlete does not have a coach, SA may assign a coach to him/her, and he/she shall adhere to the training plans designed by the assigned coach.
- ii. The Athlete shall submit any changes to his/her coach or events to the High Performance (“HP”) Department (by email at [hp@athletics.sg](mailto:hp@athletics.sg)), as soon as practicable.
- iii. The Athlete shall submit a list of his/her annual performance goals for training year (the “**Annual Performance Goal**”) to the SAA upon signing the Code. The Athlete shall submit the Annual Performance Goal to the HP Department, using the template at **ANNEX-B**
- iv. The Athlete shall submit an Annual Training Plan to SA upon signing the Code. The format of the Annual Training Plan will be left to the discretion of the Athlete and/or his/her coach.
- v. The Athlete shall submit, by the first week of every year, an updated Annual Performance Goal and Annual Training Plan, to the HP Department (by email at [hp@athletics.sg](mailto:hp@athletics.sg)).
- vi. The Athlete shall endeavour to participate in Assigned Events, which include local/international competitions, SA national team training sessions, and SAA-organised activities.
- vii. The Athlete shall strictly abide by the rules, regulations and guidelines stipulated by SA and/or its appointed officials during the Assigned Events, including but not limited to, the principles and conduct stated herein.

##### 2. **Fitness & Injury Prevention**

- i. The Athlete shall strive to achieve the highest possible level of physical fitness and good health required for consistent training and competition as a competitor in the sport of Athletics.
- ii. The Athlete shall refrain from acting in a reckless manner that may cause or contribute to injury to himself/herself, or any other person and shall maintain a proper lookout to avoid damage to SA/SportSG training facilities and equipment.

##### 3. **Clothing, Equipment & Sponsorship**

- i. The Athlete shall not affix any Sponsor logos to any team clothing, uniform or equipment, without obtaining SA's prior approval in writing. SA has ultimate discretion to decide whether the Sponsor logos can be affixed, taking into consideration SNOC Sponsorship Guidelines.
- ii. The Athlete shall only be in the attire provided by SA at the Assigned Events. The Athlete shall not be allowed to wear any other attire, at any time during the Assigned Events, unless prior written approval is sought.
- iii. Notwithstanding the above, the Athlete can obtain prior written approval to wear any other attire which are not provided for by SA.
- iv. The Athlete undertakes to ensure that team clothing, uniform and/or equipment are well maintained and in accordance with SA and WA guidelines for competitions.
- v. The Athlete shall adhere to “*black-out periods*”, as specified by SA and in accordance with SNOC Sponsorship Guidelines (before and during Major Games), to refrain from publicly and actively endorsing brands and/or products, other than those arranged for and approved by the SA and SNOC.
- vi. The Athlete may be called upon to render a minimum of 10 hours of voluntary services or at least 2 SA events per year for matters related to benefitting the organization or to promote the sport of Athletics.

#### 4. Integrity Standards

- i. In order to protect the integrity, authenticity and reputation of Athletics, the Athletes are required to meet the highest ethical standards (“**Integrity Standards**”), as set out herein below:
  - a. **Maintain Reputation of SA:** to not act in a manner likely to affect adversely the reputation of SA, or the sport of Athletes generally, nor act in a manner likely to bring the sport into disrepute;
  - b. **Honesty:** to act with utmost integrity and honesty at all times including acting in good faith towards others and with mutual trust and understanding in all their dealings;
  - c. **Fulfil Duties:** to actively fulfil their duties and responsibilities with SA with all due care and skill and in good faith and in particular not to act outside of their authority;
  - d. **Clean Athletics:** to protect clean athletes and not engage in Doping, and in particular to comply with the World Anti-Doping Code and Anti-Doping Singapore Policies (such as may be amended from time to time);
  - e. **Proper Conduct:** to conduct themselves in a professional and courteous manner and in particular to refrain from using language or conduct that is obscene, offensive or of an insulting nature towards another person;
  - f. **Equality:** not to unlawfully discriminate on the basis of race, sex, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or other differences and in particular to encourage and actively support equality of gender in Athletics;
  - g. **Dignity:** to safeguard the dignity of individuals and not to engage, (directly or indirectly) in any form of harassment, whether physical, verbal, mental, sexual or otherwise;
  - h. **Maintain Confidentiality:** to keep confidential all information which is entrusted to them in confidence unless permitted to disclose such information under the Code, or required to disclose such information by law. In addition, information obtained in connection with the Athlete’s role or activities in Athletics that is not confidential may not be disclosed for personal gain or benefit, nor be used maliciously to damage the reputation of any person or organisation;
  - i. **Fair Play:** to respect the spirit of fair play and non-violence and behave accordingly on the sporting arena; and
  - j. **Good Sportsmanship:** to exhibit good sportsmanship at all times, by respecting coaches, referees, judges, competitors or officials from Singapore and other countries
- ii. Notwithstanding the above, the Athlete agrees to adhere to all announced rules, policies and procedures of SA, which will be released from time to time.

#### 5. Media, Publicity and Public Appearances

- i. The Athlete shall channel all contacts, interviews or appearances with the media, sponsors, sports, entertainment and other organizations through SA, and obtain SA’s prior written permission before commencing any interactions with the media, sponsors, sports, entertainment and other organizations.
- ii. The Athlete shall adhere to the Integrity Standards when making any authorised contacts, interviews or appearances with the media, sponsors, sports, entertainment and other organizations.
- iii. The Athlete shall not use the name or logo of SA or Team Singapore or SportSG without prior written permission from SA and SportSG.
- iv. The Athlete shall not make any representations on behalf of SA or SportSG.

#### 6. Social Media Platforms

- i. The Athlete shall adhere to the Integrity Standards when posting on social media.
- ii. The Athlete shall be personally liable for the content he/she posts on social media, which only reflect his/her personal opinions or views, and are not representative of SA or SportSG. The Athlete can be held personally liable for comments deemed defamatory, misrepresentative or obscene.

- iii. The Athlete shall not use SA's videos, photographs and audio recordings (the "**Contents**"), which were made during athletic events. Such content falls under the intellectual property of SA, and is only authorised for personal use only, and not for commercial gains. The Athlete shall obtain prior written consent to publish the Contents, as well as seek permission from the other persons in the said Contents.

## **7. Anti-Doping Rules**

- i. The Athlete shall comply with the World Anti-Doping Code and Anti-Doping Singapore Policies (such as may be amended from time to time) (the "**Anti-Doping Rules**").
- ii. The Athlete shall do his/her own due diligence to ensure that he/she does not consume any prohibited substance under the Anti-Doping Rules.
- iii. When required, the Athlete shall avail himself/herself for testing in accordance with the Anti-Doping Rules.

## **8. Intellectual Property**

The Athlete shall not use Contents and/or any other form of work product from SA, which amounts to the Intellectual Property of SA, without prior written consent from SA.

## **9. Indemnity & Insurance**

- i. The Athlete acknowledges that there are inherent risks associated with competitive Athletics and that the sport involves elements of risk. It is the Athlete's sole responsibility to act and govern himself/herself in a manner as to be responsible for his/her own health and safety.
- ii. The Athlete assumes all risks foreseen and unforeseen that arise from his/her participation in the sport of competitive Athletics and indemnify and hold harmless SA, SportSG & SNOC from any and all claims, actions, losses or damages including but not limited to bodily injury and death.
- iii. Save for sport medicine facilities available to carded Athletes, it is the Athlete's own responsibility to have his/her own medical insurance policy to cover his/her personal medical expenses resulting from accidents and injuries.

## **10. Disclosure of Information**

The Athlete permits the dissemination of personal information and data (including information related to race or ethnic origin and physical/mental health) to SportSG, SNOC and WA when required by SA by these governing bodies.

## **C. BREACH OF THE CODE**

The provisions of the Code shall be enforced in accordance with its provisions herein, read together with the Constitution of SA and/or any other relevant regulations.

### **I. POWERS OF SA**

Pursuant to Constitution of SA, SA is empowered to make the following orders, in the event of a breach of the Code:

- i. Expel the Athlete;
- ii. Suspend all or any of the privileges of the Athlete, for any period not more than two years from the date of such decision;
- iii. Impose on the Athlete, a penalty not exceeding S\$3,000.00;
- iv. Censure the Athlete;
- v. Give written and/or verbal warnings to the Athlete, in respect of his/her conduct or action
- vi. Require the Athlete, to give such undertaking as the Disciplinary Standing Committee thinks fit to abstain in future from the conduct complained of; and
- vii. Make any other order as it deems just and equitable to do so in the circumstances.

### **II. DISCIPLINARY PROCEDURE**

## **1. Complaints**

All persons are allowed to file a written complaint (hard copy or by way of email to hp@athletics.sg) against any Athlete (the “**Complaint**”). The Complaint shall be tendered to the Honorary Secretary and the Management Committee, to make a decision on its merits and whether to exercise its discretion to convene a Disciplinary Standing Committee and/or conduct a hearing to review the contents of the Complaint.

The identity of the complainant may be made confidential, upon request, if the Management Committee deems fit.

## **2. Disciplinary Standing Committee**

Upon reviewing the contents of the Complaint, the Management Committee may activate the Discipline process through the Disciplinary Standing Committee in accordance with Rule 13 of the Constitution

The Management Committee shall have the power to publish the outcome of the hearing to Members in any media of communications, *inter alia* the website of the Association.

## **3. Decision by Management Committee of SA**

Pursuant to Rule 13e, the Management Committee shall have the power to review and alter any recommendations of the Disciplinary Standing Committee.

Notwithstanding the above, the Management Committee shall have the power to hear and decide on any complaint without referring the complaint to the Disciplinary Standing Committee. In this regard, the Management Committee may exercise all or any of the powers of the Disciplinary Standing Committee.

## **4. Appeals Panel**

The Management Committee in its discretion may set up an Appeals Panel to hear and determine appeals from any decision of the Management Committee.

Such an Appeals Panel, which shall not include any member of the Management Committee or the Disciplinary Standing Committee, shall hear any appeal or application in accordance with the procedures set out in the rules governing such appeals and applications.

## **5. Appeal to Court of Arbitration for Sports**

Any decision made by the Appeals Panel may be submitted exclusively by way of appeal to the Court of Arbitration for Sport in Lausanne, Switzerland, which will resolve the dispute definitively in accordance with the Code of sports-related arbitration. The time limit for appeal is twenty-one (21) days after the reception of the decision concerning the appeal.

#### D. DECLARATION BY THE ATHLETE

I have read the provisions contained in the Code herein, and I confirm that I understand the Code, in particular, the expectations of me as an Athlete under SAA and/or SportSG. I acknowledge that if I violate *any* provisions in the Code, I shall be subject to disciplinary action, as determined by the Management Committee of SA.

I also confirm that I have submitted with this document:

- The name and accreditation of my coach;
- My Annual Performance Goals; and
- My Annual Training Plan
- Passport Photo and Passport Details (must be valid for more than 6 months)

(tick accordingly)

I will retain one copy of this Code as a reference copy.

<b>Name (as per NRIC):</b>	
<b>Last 4 digits of NRIC no (Eg: 123A):</b>	
<b>Email address:</b>	
<b>Signature</b>	<b>Date:</b>

If the Athlete is below the age of 21, the parent and/or guardian shall consent to the above terms and declaration on behalf of the Athlete.

<b>Name of Parent/Guardian (as per NRIC):</b>	
<b>Last 4 digits of NRIC no (Eg: 123A):</b>	
<b>Relationship to Athlete:</b>	
<b>Email address:</b>	
<b>Signature</b>	<b>Date:</b>

## ANNEX-A: DETAILS OF THE ATHLETE'S COACH

<b>Name of Athlete:</b>
<b>Name of Coach:</b>
<b>Coach Email:</b>
<b>Highest Accreditation of Coach:</b>
<input type="checkbox"/> <b>I am a NROC Coach</b> (tick accordingly)
<b>Other Remarks:</b>

### Coach's Declaration

I confirm that I am coaching the above-named Athlete, and I will endeavor to train the Athlete to the best of my ability.

<b>Name of Coach (as per NRIC):</b>	
<b>Last 4 digits of NRIC no (Eg: 123A):</b>	
<b>Signature</b>	<b>Date:</b>

**ANNEX-B: THE ANNUAL PERFORMANCE GOALS**

S/No	Event (Athletic/Road Race)	Competition(s) – Name and Date of Competition(s)	Target (Time/Distance/Height)
1.			
2.			
3.			

I shall endeavour to hit my performance goals and/or targets by the end of this year.

<b>Name of Athlete (as per NRIC):</b>	
<b>Signature</b>	<b>Date:</b>