

SINGAPORE TABLE TENNIS ASSOCIATION (THE “STTA”)
DISCIPLINARY REGULATIONS (THE “REGULATIONS”)

The STTA recognises that the regulation of its internal disciplinary matters is necessary for the due administration and harmonious working of the STTA. Accordingly, the STTA has promulgated these Regulations under Articles 8 and 9 of the STTA’s Constitution to deal with matters pertaining to the discipline of its members.

1. Application and Interpretation

- 1.1. These Regulations shall apply to all members, players, and coaches of the STTA who agree to fully comply and be bound by its terms.
- 1.2. Unless the context otherwise requires, terms and expressions used in these Regulations shall have the same meanings as those in the STTA’s Constitution.
- 1.3. In these Regulations:
 - 1.3.1. “DSC” means the Disciplinary Sub-Committee that may be appointed by the STTA’s Management Committee from time to time to investigate and decide upon disciplinary matters.
 - 1.3.2. “MC” means the STTA’s Management Committee at the relevant time.
 - 1.3.3. “Respondent” means a person who is subject to a disciplinary investigation under these Regulations.
- 1.4. These Regulations shall come into operation on the 1st day of February 2016. All prior rules pertaining to disciplinary matters in force immediately prior to the coming into operation of these Regulations shall be repealed.

2. First Disciplinary Meeting

- 2.1. The MC may resolve at any time to investigate the conduct of any person (the Respondent) who appears to be in breach of any rules of the STTA or the STTA’s Code of Conduct or appears to have acted contrary to the interests of the STTA. If the MC so resolves, the MC shall appoint a Disciplinary Sub-Committee (the “DSC”) to investigate the case against the Respondent.
- 2.2. The DSC shall comprise up to three (3) persons appointed from the STTA’s current MC.
- 2.3. The DSC shall convene a first Disciplinary Meeting to decide whether there are *prima facie* grounds for the case against the Respondent.

3. Second Disciplinary Meeting

- 3.1. If, after the first Disciplinary Meeting, the DSC decides that there are *prima facie* grounds for the case against the Respondent, it shall convene a second Disciplinary Meeting.

- 3.2. The Respondent shall be allowed to attend the second Disciplinary Meeting and answer the allegations that have been made against him or her.
- 3.3. After the second Disciplinary Meeting, the DSC may, but is not obliged to, impose a penalty against the Respondent.
- 3.4. If the Respondent fails or refuses to appear at the Second Disciplinary Meeting, the DSC may proceed to decide the matter and impose a penalty in the Respondent's absence.

4. Penalties

- 4.1. The penalties which may be imposed by the DSC on the Respondent may comprise the following or any combination thereof:
 - 4.1.1. a verbal reprimand;
 - 4.1.2. a written warning;
 - 4.1.3. withholding or deducting any grants or discretionary amounts payable by the STTA to the Respondent;
 - 4.1.4. for paid Athletes receiving a monthly remuneration from the STTA, a fine of up to a maximum S\$1,000 or 25% of the Athlete's monthly salary (whichever is lower);
 - 4.1.5. suspension from participating in or attending all of the STTA's, or specified STTA activity or category of activities, for a length of time to be determined by the DSC; or
 - 4.1.6. expulsion from the STTA;

for the avoidance of doubt, the penalties prescribed in this regulation are not exhaustive and shall not preclude the imposition of any other specific penalties that may be prescribed and agreed to in any agreement between the STTA and the Respondent.

5. Disputes

- 5.1. All and any disputes about any matter arising out of or in connection with any disciplinary proceedings conducted pursuant to these Regulations , including any question regarding the jurisdiction or validity of disciplinary proceedings or reasonableness of penalties imposed shall be first referred to mediation in Singapore in accordance with the mediation procedure of the Singapore Mediation Centre for the time being in force. A party who receives a notice for mediation from the other party shall consent and participate in the mediation process or shall be deemed to be in breach of contract.
- 5.2. In the event that the dispute remains unresolved after the participation of the parties in the mediation in Clause 5.1, the dispute shall be referred to and finally determined by arbitration at the Singapore International Arbitration Centre ("**SIAC**") in accordance with the Arbitration Rules of the Singapore International Arbitration Centre ("**SIAC Rules**") for the time being in force, which rules are deemed to be incorporated by reference in this clause.

The seat of the arbitration shall be Singapore.

The Tribunal shall consist of one arbitrator.

The language of the arbitration shall be English

- 5.3. These Regulations and all disciplinary proceedings conducted pursuant to these Regulations (including but not limited to all decisions and penalties imposed thereunder) are governed by the laws of Singapore.

6. Amendment and Variation

- 6.1. The MC may from time to time in their sole and absolute discretion vary and amend these regulations as they see fit.