



## CODE of CONDUCT

This code of conduct applies to all athletes of Junior Development Squad (JDS), School-Within-School (SWS) programme, Youth Training Squad (YTS), Intermediate Squad (IS) and National Team (NT).

### Definitions and Interpretation

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In this Agreement, unless the context otherwise requires, the following terms shall have the meanings ascribed to them below:

**“Athlete life development”** means the Athlete’s education, career and personal development.

**“Coach”** means pathway development coach, youth team coach and any other coach who is engaged/appointed by the NSA in to train and develop the Athlete.

**“High Performance Sport development plan”** for athletes means a comprehensive strategy and operational plan designed to optimize the athletic performance and development of individual athletes or teams, to maximise their potential in pursuit of elite athletic achievement. It typically comprises the yearly planning instrument for the athlete (i.e. training and competition plans), athlete life planning, and sport science support etc..

**“High Performance Sport personnel”** refers to coaches, trainers and other professionals appointed by the NSA who provide support to the athletes to perform at the elite level.

**“Safe Sport Unified Code”** shall mean the code that defines the forms of abuse and harassment which may take place in the sporting environment, as set out at [www.safesport.sg/safe-sport-programme/unified-code](http://www.safesport.sg/safe-sport-programme/unified-code) and as may be amended from time to time;

**“Safe Sport Programme”** is a framework for applying, implementing and enforcing the Safe Sport Unified Code.

**“National Sports Association”** or **“NSA”** refers to the sports association recognised by Sport Singapore and the International Federation as the local governing body for the sport.

**“Prohibited Substances and Methods”** means whether particular substances or methods are banned in particular sports, as the listed by the World Anti-Doping Agency (WADA) on WADA’s website at: <https://www.wada-ama.org/en/prohibited-list>. The list is updated by WADA annually and is the International Standard defining what is prohibited In-Competition and Out-of-Competition. WADA reviews and updates the List annually. The updated Prohibited List comes into effect on 1 January every year.

**“World Anti-Doping Code”** refers to the core document that harmonizes anti-doping policies, rules and regulations within sport organizations and among public authorities around the world. It works in conjunction with the International Standards that aim to foster consistency among anti-doping organizations in various areas.

**“Testing Pools”** means the groups of athletes who are subject to doping control testing.

**“Therapeutic Use Exemption” or “TUE”** allows an Athlete with a medical condition to use a *Prohibited Substance* or *Prohibited Method*, but only if the conditions set out in Article 4.4 of the World Anti-Doping Code and the *International Standard for Therapeutic Use Exemptions* are met. The authorisation for an athlete to take a medication that is used for genuine and legal therapeutic purposes, comes with prior approval granted by an independent TUE Committee as assigned by the ADS.

## **Athlete’s Obligations & Responsibilities**

### **1     Standard Code of Conduct**

The Athlete shall:

- 1.1     make a positive commitment and endeavour to achieve the aims and objectives as detailed in the STTA’s High Performance programmes.
- 1.2     abide by the announced rules, sports policies and procedures of STTA, inclusive of this agreement.
- 1.3     exhibit good sportsmanship at all times. The athlete should not argue with coaches, umpires, referees, competitors and officials from Singapore or other countries.
- 1.4     Attend all organized events requested by STTA which include but are not limited to promotional campaigns, functions and seminars.
- 1.5     conduct themselves at all times, in a manner that does not bring the sport, STTA key partners or themselves into disrepute.
- 1.6     refrain from engaging in activities or events unbecoming of a STTA Athlete including but not limited to the following:
  - i)       making derisory or derogatory comments about another athlete’s performance;
  - ii)      smoking and/or consuming alcohol when in training camps, major championships and international events; and
  - iii)     be involved in any form of altercation with any other athlete, spectator or other person, and shall not engage in abusive, abrasive or disorderly conduct.

- 1.7 not engage in any activities or conduct contrary to the laws of Singapore or in any place where the training or competition is held and further, refrain from any activity or conduct that would cause Sport Singapore ("Sport SG") and/or STTA negative publicity, embarrassment or disrepute.
- 1.8 Not engage in any the sexual, physical and/or psychological misconduct under Article 4 of the Safe Sport Unified Code.
- 1.9 endeavour to support and promote the sport, STTA and Sport SG and other key sponsors/support agencies wherever possible.
- 1.10 project a favourable and positive image of the sport through high standards of behaviour and appropriate dress codes when carrying out duties in relation to national representation.
- 1.11 submit himself/herself to all medical examination as may be necessary and give consent that his/her medical-confidential information may be used as the Sport SG or STTA deems fit.
- 1.12 comply with the Internal Olympic Committee (IOC) medical code and in particular, not be involved in the consumption of, the use of any banned substance or engage in any prohibited methods of doping or chemical or drug abuse.
- 1.13 Obtain prior consent and approval of the NSA and SportSG before engaging directly/indirectly in any occupation, business or trade including product endorsements and sponsorship agreements.
- 1.14 Not make any public statement which is derogatory of SportSG, the NSA or any of the bodies working to promote sport in Singapore, nor make any critical statement or disparaging remarks in respect of another sporting competitor on a personal basis.

## **2 Media, Publicity and Public Appearances**

- 2.1 Any form of contact, interviews or appearances with the media, sponsors, sports, entertainment and other organizations of any kind, must be channeled through STTA, and be conducted with STTA's permission.
- 2.2 Any performances, exhibitions or shows of any kind that involve table tennis in which the athlete is participating as a representative of Singapore, STTA, or Sport SG, must be channeled through STTA, and be conducted with STTA's permission.
- 2.3 The STTA name or logo, and the Team Singapore or Sport SG name and logo cannot be used without permission from STTA or Sport SG.
- 2.4 Any communication to external parties on all matters relating to STTA, National

Team, Youth Training Squad, Intermediate Squad, Zone Centres, Junior Development Squad and other high performance matters shall have the prior approval from STTA. STTA's policies are for internal use and shall remain confidential.

### **3 Training and Competition-Related Obligations**

The Athlete shall:

- 3.1 plan and undertake training and competition programmes to the best of his/her abilities whilst maintaining close and regular consultation with relevant high performance personnel from STTA.
- 3.2 work closely with relevant STTA's high performance personnel and/or coaches to identify and agree on performance goals and support service requirements to design an adequately comprehensive training regime to be adhered to. Following which, monitoring processes and review should be conducted to ensure continued progress.
- 3.3 maintain regular attendances at training based on agreed training regime satisfactory to STTA.
- 3.4 Represent the Republic of Singapore in all STTA's designated training camps, competitions and events. If the Athlete is unable to attend, he or she must inform STTA within 3 days of being notified of such camp, competition or event, citing reasons and documentary proof (exams, overseas, etc).
- 3.5 take part in STTA's events and co-organized events if athlete is not on international duty. For athletes who are having exams or medically unfit, they will have to apply leave from their Head Coach. Approval has to be sought for absence in any of STTA's competitions and co-organized events.
- 3.6 diligently continue and not cease training unless with valid reasons acceptable to the STTA.
- 3.7 take care of all equipment, training facilities and properties. Athlete shall be held financially responsible for any damage or loss through their negligence, at the replacement costs.
- 3.8 show utmost respect for other athletes, coaches and other colleagues when training or competition, whether local or overseas.
- 3.9 promptly inform the relevant STTA's high performance personnel regarding any change in circumstances that may affect training or the fulfillment of goals and objectives previously set out in the Athlete Agreement i.e. Any change in permanent, temporary or overseas residence when the athlete is outside Singapore training or competing.
- 3.10 refrain from participating in any competition that is not permitted under the

policies of the NSA.

- 3.11 seek approval from STTA to participate in foreign leagues and competitions not registered by STTA.

#### **4 Prize Money Contributions**

- 4.1 All athletes shall contribute 20% payment to STTA for the SNOC MAP Awards for achievements in SEA Games, Asian Games and Olympic Games. For Commonwealth Games, the athlete shall contribute 50% of the MAP award to NSA as stipulated by SNOC.
- 4.2 All athletes shall contribute 20% payment to STTA on prize money received for WTT/ITTF events, foreign leagues and any other competitions registered by STTA, except for youth and hopes events.
- 4.3 For foreign league representation, athletes have to submit records of payments or receipts from the clubs at the end of the league to STTA so that STTA can ascertain the 20% prize money contribution.
- 4.4 The cash awards for the Singapore Sports Awards are exempted from contributions.

#### **5 Compliance with the World Anti-Doping Code**

- 5.1 The Athlete agrees to:

(a) Recognise Anti-Doping Singapore (ADS) as the national anti-doping organisation of Singapore possessing the primary authority to adopt and implement anti-doping rules, direct the collection of samples, manage test results, and conduct disciplinary hearings, at the national level.

(b) Be familiar with the rights and responsibilities of an athlete, in the context of anti-doping in sport as stipulated in Anti-Doping Policy of Singapore and the ADS Anti-Doping Rules adopted and implemented in pursuant to the Code.

(c) Submit to unannounced doping controls tests when required by ADS, the NSA, SportSG, the International Federation, the International Olympic Committee or any other anti-doping organisation.

(d) Provide prompt and accurate whereabouts information when included into the Testing Pools of ADS or their International Federation, or whenever required by any other antidoping organisation.

(e) Submit timely Therapeutic Use Exemption applications to ADS or the International Federation, where relevant, as soon as a medical condition requiring the use of a Prohibited Substance or Prohibited Method for treatment is diagnosed.

(f) Take responsibility to ensure he receives anti-doping education by completing appropriate resources provided by ADS and/or other Anti-Doping

Organizations. (eg. World Anti-Doping Agency (WADA)'s Anti-Doping Education & Learning (ADEL) platform.

- 5.2 The submission of personal and medical information and data to ADS in accordance with the ADS Anti-Doping Rules shall be deemed to have been made with the agreement by the Athlete that such information and data may be utilised by ADS, such organisation or person for the purposes of the implementation of the ADS Anti-Doping Rules.
- 5.3 The provisions of this section are in addition to and are in no way intended to limit the scope of the obligations set out in the Anti-Doping Policy of Singapore, the ADS Anti-Doping Rules or to define the ambit of the ADS Anti-Doping Rules.

## **6 CODE ON THE PREVENTION OF MANIPULATION OF COMPETITIONS**

- 6.1 All athletes shall comply with the Code of Conduct on the Prevention of the Manipulation of Sport Competitions:

- Never bet on your sport.
- Never manipulate a competition and always do your best.
- Never share inside information. Non-public information about your sport stays private.

- 6.2 The breaches of the Code include 6 main actions/omissions:

- Betting on one's sport
- Sharing of inside information
- Corrupt conduct / manipulation
- Failure to cooperate
- Failure to report

Breaches of the code will be reported to the STTA Disciplinary Committee.

## **7 Compliance with the Safe Sport Unified Code**

- 7.1 In playing his part to maintain an environment that is free from abuse and harassment, the Athlete agrees:

- (a) To be responsible for knowing the behaviours which constitute misconduct under the Safe Sport Unified Code, the Athlete's Code of Conduct and relevant Safe Sport policy (e.g. NSA, Singapore National Olympic Council, Singapore National Paralympic Council).
- (b) To comply with his obligations and avoid any behaviours which would constitute misconduct under the codes and policies at Clause 7.1(a) above.
- (c) To complete the Safe Sport training and education required from time-to-time by SportSG, the Singapore National Olympic Council and/or the Singapore National Paralympic Council.
- (d) To submit to the processes for the resolution of any alleged breach of the Safe Sport Unified Code, which have been delegated by SportSG, NSA and/or the Singapore National Olympic Council to the designated investigative or disciplinary bodies under the Safe Sport Programme.

- (e) That SportSG shall have the discretion to recognise decisions, measures and/or sanctions imposed through the processes set out in the Safe Sport Programme in determining the appropriate action to be taken in the event the Athlete breaches the Safe Sport Unified Code.

## **8 Apparel & Equipment**

### **8.1 The Athlete agrees to:**

- (a) Wear and use designated team clothing and equipment whilst competing or carrying out any sports-related activities required by STTA.
- (b) Neither use nor permit the use of such designated team clothing and equipment for any commercial purpose without prior written consent of the STTA and SportSG.
- (c) Not wear a political emblem when the Athlete may be identified as a national athlete of Singapore, or when the Athlete is participating in any sporting competition.

## **9 Racket Control**

Athletes are responsible for racket control during international competitions. Any infractions of racket control will be reported to STTA Disciplinary Committee.

## **10 Violation of the Code of Conduct**

Any breach or violation of the STTA's Code of Conduct may be reported by the Management Committee to the Disciplinary Sub-Committee to be dealt with in accordance with the STTA's Disciplinary Regulations.

## **11 WITHDRAWAL**

Athlete who wishes to withdraw from STTA's high performance programmes must submit a formal notice to STTA and serve 30 days notice, without which STTA will forfeit the refundable deposit (if applicable).

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