

AN OVERVIEW OF THE ATHLETE CODE OF CONDUCT POLICY

1. Policy Statement

- 1.1 Singapore Bowling Federation ("SBF") expects the actions of its bowler to reflect the positive values and tradition of excellence fostered by SBF. The representation extends beyond time and place of bowling as a sport; as SBF bowlers are also required to uphold community values and act as role models. The Code of Conduct ("Code") was prepared to provide a clear framework for SBF bowlers to act responsibly, with honesty and dignity in pursuit of excellence in the bowling arena. The Code demands high standards of SBF bowlers and provides sanctions for unacceptable behaviour and attitudes. It is critical for bowlers to be aware of the need to be mindful of their behaviour at all times, as the community often does not differentiate between when bowlers are considered SBF Bowlers and when bowlers are considered private citizens. We present here an overview of the Code. Full details of the Code can be found in the Bowler's Agreement and Code of Conduct.

2. Definitions and Interpretation

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

- 2.1 **"Code"** refers to the current Code of Conduct Policy of SBF as may be amended from time to time.
- 2.2 **"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.
- 2.3 **"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 and as may be amended from time to time;
- 2.4 **"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.

3. Purpose & Scope

3.1 The purpose of this policy is to emphasize the significant legal and ethical standards expected of all Bowlers. This policy, in conjunction with other SBF policies and guidelines, defines the overarching legal and ethical principles, as well as the standards of conduct, that SBF requires its Bowlers to uphold. The key areas addressed in this policy include:

- i) National Representative, Sports Ambassador & Role Model
- ii) Apparel, Equipment, Bowling Facilities and Properties
- iii) Compliance with the World Anti-Doping Code and the Safe Sport Unified Code

4. National Representatives, Sports Ambassador & Role Model

4.1 Guiding Principles for Bowler's Conduct

When participating in or attending any activities including training/coaching sessions and competition events; Bowler shall:-

- 4.1.1 Be expected to attend all required training sessions, meetings, official functions and competitions. Bowler shall notify the appropriate coach in writing, 24 hours in advance; if Bowler is unable to attend.
- 4.1.2 Attend all required training sessions, meetings, official functions and competitions on time, taking into account time for travel and in proper attire (well groomed, uniforms, etc.) unless alternative arrangements have been made with the appropriate coach prior to these activities (24 hours in advance in writing).
- 4.1.3 Abide by the schedules and all reasonable requests made by Head Coach and coaching staff regarding but not limited to training, diet, rest and competitions.
- 4.1.4 Exhibit good sportsmanship at all times and shall not argue with coaches, competitors and officials from Singapore or other countries.
- 4.1.5 Conduct himself/herself at all times, in a manner responsible for safeguarding the reputation of SBF in the perception of all people and organization external to SBF; and in a manner that does not bring bowling, SBF or themselves into disrepute.
- 4.1.6 Treat team members, opponents and coaches with respect regardless of race, language, religion, sex or physical ability.
- 4.1.7 Refrain from engaging in activities unbecoming of a SBF bowler including but not limited to the following:-

- i) Making derisory or derogatory comments about another bowler's performance
- ii) Smoking and/or consuming alcohol at training, major championships and international events; and
- iii) Be involved in any form of altercation with any other bowler, spectator or other person, and shall not engage in abusive or disorderly conduct
- iv) Bullying, harassment, hazing, and/or intimidation
- v) Engage in activities that may violate the laws of Singapore or that of any other country where training or competition is held

4.1.8 Report any suspected misconduct that comes to bowler's knowledge to the coaches or any SBF authority immediately. Failure by bowler to report any act of misconduct which comes to bowler's knowledge may render bowler in breach of the Code if the said misconduct results in a serious offence being committed.

4.2 Violence

Bowler shall not engage in and will not be tolerant of violent acts, including assaults on persons or property, hate crimes, hazing, stalking, sexual violence/impropriety or any other conduct prohibited by law. If bowler witnesses such acts perpetrated by others, bowler shall report them to the coaches or any SBF authority immediately. Bowler acknowledges that SBF may in its discretion immediately suspend bowler from team and prohibit bowler from training and competition until further notice in the event that bowler is accused of a crime of violence or sexual assault or sexual misconduct.

4.3 Medical & Physical Fitness, Information and Research

Bowler agrees and consents to:

- a) Report any injuries or illness to their respective coaches immediately upon occurrence.
- b) Submit himself/herself to all medical examination as may be necessary and give consent that his/her medical-confidential information may be used as SportSG or SBF deems fit.

4.4 Communications with media, any organization and on any social media platforms

- a) Any communications with the media or any organization or person(s) on all matters relating to SBF, Team Singapore, National / Development Training Squads, and competitions, shall require prior written approval of the SBF or its designated person(s).

- b) Bowlers are expected to be careful and respectful when using Internet as a means of social networking. There will be no tolerance for any harmful or disparaging actions on all social media platforms towards anyone.
- c) Bowler shall not author, forward or post vulgar or offensive notes, texts, photographs or other content that reflects negatively on bowler, team, other individuals or SBF, or that conflicts with the spirit and intent of this Code. Bowlers are required to comply with SBF's Netsafe Guideline.

5. Apparel, Equipment, Bowling Facilities and Properties

- 5.1 Bowler must take appropriate care of all equipment, bowling facilities, and properties failing which Bowler will be held financially responsible for any damage or loss through their negligence, at the replacement cost.
- 5.2 Wear and use designated team clothing and equipment whilst training, competing or carrying out any sports-related activities required by SBF.
- 5.3 Neither use nor permit the use of such designated team clothing and equipment for any commercial purpose without prior written consent of SBF and/or SportSG.
- 5.4 Shall not wear a political emblem when the Bowler may be identified as a national athlete of Singapore, or when the Bowler is participating in any sporting competition.

6. Compliance with the World Anti Doping Code and the Safe Sport Unified Code

- 6.1 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/she 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.
- 6.2 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.
- 6.3 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.
- 6.4 In playing his/her 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. SBF, Singapore National Olympic Council, Singapore National Paralympic Council).
 - b) To comply with his/her obligations and avoid any behaviours (including but not limited to sexual, physical and/or psychological) which would constitute misconduct under the codes and policies at Clause 6.4 (a) above.
 - c) To complete the Safe Sport training and education required from time-to-time by SBF, SportSG, and/or the Singapore National Olympic 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, SBF 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.