



National Netball Athlete Code of Conduct

1. Introduction

Congratulations on your selection as a national netball athlete.

National netball athletes are often viewed as the public face of netball in Singapore and your conduct may at times be subjected to heightened attention and scrutiny.

National netball athletes must abide by Netball Singapore's Athlete Code of Conduct. It is your duty to read, understand, and apply this Code of Conduct, recognising that your behaviour reflects and has implications for the country, Netball Singapore (NS), and Sport Singapore (SportSG).

Athletes are entitled to have their privacy respected and this Code is not intended to apply to private activities not in the public domain.

2. Definitions and Interpretation

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 NS to train and develop the athlete.

"High Performance Sport development plan" for athletes means a comprehensive strategy and operational plan designed to optimise 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.

"High Performance Sport personnel" refers to coaches, trainers and other professionals appointed by NS who provide support to 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 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.

"Prohibited Substances and Methods" means the particular substances or methods are banned in particular sports, as 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 organisations 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.

3. National netball athletes must:

- Be positive role models and at all times and behave in a manner that promotes and upholds the highest standards of integrity, dignity and professionalism;
- Maintain good conduct and sportsmanship in training, competition or on duty as a sports ambassador in a manner that does not bring NS, SportSG, or Singapore into disrepute and tarnish the image of the Sport;
- Compete fairly and abide by rule and the spirit of netball, and accept victory and defeat with dignity and grace;
- Behave and dress in a respectable, professional and sporting manner when representing Singapore both in and out of competition;
- Be responsible for maintaining an environment which is fair, supportive, equitable and free from harassment and abuse;
- Be professional in, and take responsibility for your actions;
- Collaborate and take active ownership with your National Coach, NS, and/or SportSG for both your High Performance Sport development and athlete life development;
- Comply with the High Performance Sport development plan to the best of your abilities. You shall establish and keep yourself in first class physical condition at all times to enable them to perform to the best of their ability. Athletes shall undertake an approved individual fitness and training programme under the direction of the National Coach and NS;
- Provide regular updates on performance progress and personal development to the National Coach and NS. This includes the submission of achievements and receipts where necessary;
- Promptly inform NS regarding any changes to personal and medical particulars, as well as training, competition, and personal development plans;
- Represent the Republic of Singapore in all NS designated training camps, competitions and events. If unable to attend, you must inform NS within 3 days of being notified of such camp, competition or event, citing reasons and documentary proof (exams, overseas, etc);
- Refrain from participating in any competition that is not permitted under the policies of the NS;

- Not conduct themselves in any manner which will bring disrepute or disgrace to Netball Singapore, its members, its stakeholders, its sponsors and / or partners (Annex A);
- Not engage in any of the sexual, physical and/or psychological misconduct under Article 4 of the Safe Sport Unified Code;
- Not engage in activities that may violate the laws of Singapore or that of any other country where training or competition is held;
- Not engage in any conduct which is abusive, threatening or which constitutes harassment;
- Not provide comment to any media or publish any comment (including on any website or social media platform), on behalf of the Netball Singapore or its affiliates, except where specifically authorised to do so (Annex B);
- Not speak to the media in any negative way, or publish any disparaging statements (including on any website or social media platform) regarding Netball Singapore, any of its affiliates or personnel (Annex C);
- Behave responsibly and comply with any Team Protocol and Procedure (Annex D & E);
- Comply with the provisions of the World Anti-Doping Code and in particular not be involved in the use of any banned substance or prohibited methods of doping or chemical or drug abuse (Annex F); and
- Obtain prior consent and approval of NS and SportSG before engaging directly/indirectly in any occupation, business or trade including product endorsements and sponsorship agreements.

4. Disciplinary Sanctions

Netball Singapore may enforce the terms of this Code of Conduct and invoke the sanctions only if it has given the party alleged to have infringed this Code:

- Reasonable details of the alleged infringement;
- Notice of possible sanctions; and
- The opportunity to be heard in relation to the issues of infringement and sanction

Sanctions may include:

- a verbal or written warning;
- a fine;
- ineligibility for selection for a number of international matches and / or for a period of time; or
- any other action as deemed appropriate by NS

5. Safe Sport

Netball Singapore is committed to ensuring the safety and well-being of our athletes. Our safe sport policies and procedures seek to address risks to safe sport and to establish safe sport culture and practices. This refers to the inappropriate behaviour of Netball Singapore staff, officials/management, athletes and any other persons.

In playing a part to maintain an environment that is free from abuse and harassment, the athlete agrees:

- 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. NS, Singapore National Olympic Council, Singapore National Paralympic Council).
- To comply with the athlete's obligations and avoid any behaviours which would constitute misconduct under the codes and policies mentioned in the bullets above.
- 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.
- To submit to the processes for the resolution of any alleged breach of the Safe Sport Unified Code, which have been delegated by SportSG, NS and/or the Singapore National Olympic Council to the designated investigative or disciplinary bodies under the Safe Sport Programme.
- 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.

The Safe Sport Policy ("Policy") seeks to ensure that all participants are aware of their rights, responsibilities and the standards of behaviour expected of those participating in our sport.

- If you are harassed or abused.
- If you saw someone who has been harassed or abused.
- If you saw any inappropriate behaviour and felt uncomfortable about it.

Please contact us:

Daniel Ho, CEO at: daniel.ho@netball.org.sg

Or Poh Li Fang, Senior Technical Executive at: poh.lifang@netball.org.sg

The informant's identity, and the investigation, will be kept strictly confidential.

Annex A: Bringing the Game into Disrepute

An athlete will be taken as having brought the game into disrepute if any of the following occurs:

- Discriminatory Behaviour;
- Harassment;
- Offensive Behaviour;
- Corruption;
- Any other conduct or statement that impacts the reputation and goodwill of Netball Singapore and the game of netball in general

Annex B: Media Guidelines

The media may, at any point in time, approach you for information on a range of issues. Hence, it is important that all athletes understand and adhere to Netball Singapore's media communications and social media guidelines.

Athletes shall at all times refrain from making comments which are detrimental to the game of netball, NS, or any of its employees or officers.

You shall not provide any quotes on any matter, with the exception of technical-related questions, in your capacity as a national netball athlete unless authorised by the National Coach or NS's CEO.

Any breach of the below conditions may result in NS disciplining the athlete concerned.

Standard Procedures in Handling Interview Requests

All interview requests in your capacity as a national netball athlete should be directed or made known to the NS Team Manager and/or National Coach and NS's CEO.

As far as possible, interviewees shall refrain from phrases such as "No Comment" or provide any "Off the Record" quotes or information during the interview.

Other Media Guidelines

The general rule is that athletes shall not comment on matters involving external parties (including government policies and club-related issues).

You should not make any public comment on the merits of a matter / proceeding pending or impending in any court and should not comment favourably or adversely upon the court verdict of any matter.

If you are uncertain of the sensitivity of a particular query or issue, you should refrain from making any comment and should instead refer the query to the National Coach and NS's CEO.

Autographs

Athletes are asked to make time to sign autographs for children and supporters. This is a responsibility that NS expects all national netball athletes to undertake as a matter of principle and appreciation to supporters. Athletes are reminded of their responsibility at all times to be courteous and responsible in their dealings with the public.

Annex C: Disparaging Media Statements

National netball athletes must not make any public statement which is derogatory of SportSG, NS, 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.

This includes statements regarding the Match Officials, opposition teams, or NS and its Policy decisions. Furthermore, athletes must not comment on any matter that is the subject of a current hearing before a Disciplinary or Appeals Committee.

Fair comment about a fellow competitor made honestly and without the use of offensive language and related to the sporting event/competition or the sport where the substance of the comment is known (or can be shown) to be true will not constitute a critical statement or disparaging remark for the purposes of this Agreement.

Annex D: Team Protocol and Procedures

National netball athletes are reminded that as well as the requirements to adhere to the code of conduct as agreed, they have a responsibility to NS, Sponsors, the public, the Squad and themselves to conduct themselves as befitting an elite athlete. Breaches will be dealt with by NS.

On Court

Athletes must understand that they are under constant scrutiny by the public during every match and are expected to refrain from:

- Swearing and 'sledging'
- Questioning and/or reacting to an umpire's decision
- Any behaviour likely to discredit the athlete, the squad, NS or its sponsors

Apparel & Equipment

National netball athletes must:

- Wear and use designated team clothing and equipment whilst competing or carrying out any sports-related activities required by NS.
- Neither use nor permit the use of such designated team clothing and equipment for any commercial purpose without prior written consent of NS and SportSG.
- 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.

NS shall be responsible for organising squad uniforms. As the general public and media may observe training sessions, Team Management will ensure the athletes are tidily dressed in the correctly branded gear.

Athletes will be expected to conform entirely to the prescribed standards of dress for each match as outlined by Squad Management and/or leadership group. In training, athletes will be expected to wear appropriate gear as issued by NS and/or prescribed by the management team and/or leadership group. Athletes and Management **may not** wear non-regulation gear on the court or at any training including S&C training organised by NS.

Off Court

Athletes are reminded that they are representatives of NS at all times and will be expected to behave in a responsible, courteous, mature manner in public, irrespective of the circumstances.

Punctuality

It is each athlete's responsibility to be punctual for all squad functions, training, matches, assemblies, etc. Penalties may be imposed for lateness. Failure to meet any transport deadlines may result in the athlete being required to arrange her own transport at her own cost or pay NS for any associated costs.

Injury or Illness

The athlete agrees and consents to maintain the highest possible level of health and physical wellbeing.

The athlete should keep NS updated on changes to the athlete's health and physical condition for the duration of this Agreement. If an athlete sustains an injury or takes ill while involved as a national netball athlete, she must immediately advise NS, the Team Physiotherapist, and National Coach.

The athlete must then, depending on the advice of the appropriate official, make an immediate appointment to see the team doctor and/or physiotherapist.

Medical Supplies and Treatment

Treatment of injuries during NS commitments will be made in consultation with NS Squad Physiotherapist, National Coach, HPSI, and/or NS Medical Doctor. For carded athletes, HPSI covers up to the amount of \$8,000, whilst NS will endeavour to establish an additional \$4,000 cover.

Alcohol

NS does not encourage the use of alcohol by national netball athletes.

Smoking

Strictly prohibited at all times.

Athletes will be considered to be in breach of Squad Protocol if the following occurs:

- Unexplained absence from a Match or Official Training Session, Team Meeting or Team Activity;
- Failure to wear designated clothing to a team promotion or activity;
- Conflicting sponsor brand visible during a team promotion or activity

Annex E: Netball Singapore Sponsors

Netball Singapore works with a number of official sponsors and suppliers and where possible will look to extend benefits to national squad members.

Please remember that when representing Netball Singapore and the squad you are selected for you must wear the approved attire for media and athlete appearances. Remember to wear the appropriate gear if you are being photographed or filmed.

Attire

NS has entered into agreements with various apparel sponsors to provide a wide range of training apparel, including footwear. Squad members shall only wear approved formal uniform and the appropriate apparel when representing NS. No conflicting attire may be worn at any time whilst representing NS. This includes travelling to and from any NS gathering, whilst assembled as a squad, whilst on tour offshore, and includes any team and personal commitment during the above time and obviously includes training sessions.

Uniform use while on a tour will be outlined by Team Management and/or leadership group must be strictly adhered to.

Branded clothing and uniform items are provided to ensure NS teams are appropriately attired at all times befitting a national sports team. The branding also provides sponsors with some brand recognition and association. Please wear correct branding on clothing during media interviews.

All clothing is provided for use during training, playing and official functions and assemblies of the squad.

NS through the Team Manager reserves the right to collect certain items back at the end of tour. This information will be communicated at the beginning of the tour.

Annex F: Compliance with the World Anti-Doping Code

The athlete agrees to:

- 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.
- 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.
- Submit to unannounced doping controls tests when required by ADS, NS, SportSG, the International Federation, the International Olympic Committee or any other anti-doping organisation.
- 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.
- 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.
- Take responsibility to ensure 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.

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.

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.