

# SINGAPORE TENNIS ASSOCIATION SAFE SPORTS STATEMENT



The Singapore Tennis Association (“STA”) is committed to providing a safe, diverse, and equitable environment to all members of the tennis community in Singapore. This ensures that everyone, at all levels of the sport, continues to have a positive experience in tennis. This Statement sets out the STA’s standards and expectations of everyone involved in its activities. The STA does not condone and takes a zero tolerance approach to any form of violence, aggression, abuse, misconduct, harassment (occurring in combination or isolation) including (without limitation) the following, whether deliberate, unintentional, unsolicited or coercive:

- Sexual misconduct (e.g. sexual communication, harassment)
- Psychological and physical misconduct (e.g. bullying, hazing)
- Other inappropriate conduct (e.g. wilful tolerance, grooming)
- Misconduct relating to the Safe Sport Unified Code (e.g. false reporting, retaliation, abuse of process)
- Unwanted, unwelcome or offensive conduct of any nature relating to age, gender, sexual orientation, status, race, colour, ethnicity, disability, attributes, religion or athletic ability
- Verbal abuse
- Physical abuse
- Negative or malicious comments
- Offensive gestures
- Intimidation
- Discrimination
- Stalking
- Retaliation

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Our zero tolerance stance applies to the STA and all in the tennis community (each, a “Participant”), including without limitation administrators, employees, coaches, officials, volunteers, athletes, trainees and/or their parents, and is irrespective of whether such inappropriate behaviour occurs in the sporting environment (e.g. training) or outside the sporting environment (and online) between participants in sport.

Our approach is consistent with Sport SG’s Safe Sport Programme to tackle misconduct in the athletic environment. [Click here](#) to find out more about Safe Sport. In addition, aspects of behaviour identified above are addressed in legislation including the Penal Code, Maintenance of Religious Harmony Act and soon-to-be enacted Maintenance of Racial Harmony Act.

Each Participant has the responsibility to be familiar with this Statement and, by virtue of being a Participant, has expressly agreed to and be bound by this Statement, including its applicable policies and procedures. In the event that the STA determines in its sole discretion that any Participant has breached this Statement, the STA shall take disciplinary action against the Participant as it deems appropriate (including without limitation employment termination, expulsion from the STA program, warning, reprimand, public apology, imposing a financial penalty or a combination of one or more measures). The STA’s decision will be final and binding on the Participant.

This Statement may be revised or supplemented by the STA as necessary.

Each Participant is required to apprise himself/herself of the latest version.