



# SINGAPORE TENNIS ASSOCIATION

## *SAFE SPORT POLICY*

## 1 INTRODUCTION

- 1.1 Singapore Tennis Association is committed to ensuring that all participants in its community play, practice, compete, officiate, work, volunteer and interact in a positive environment, free from harassment and abuse.
- 1.2 This 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.
- 1.3 This Policy also sets out procedures to report any abuse and harassment (including protections from any retaliation or repercussions for such reporting).
- 1.4 This Policy should also be read in conjunction with the ITF Safeguarding Adults Policy<sup>1</sup> and the ITF Safeguarding Children Policy<sup>2</sup>
- 1.5 This Policy may be revised by Singapore Tennis Association at any time.

## 2 DEFINITIONS

"Persons" refers to all individuals employed by, contracted by or engaged in activities with Singapore Tennis Association or a Member including but not limited to employees, interns, contractors, board members, committee members, athletes, coaches, support personnel, volunteers, technical officials, convenors, managers, administrators and participants (including spectators, parents and guardians) in events hosted, organised and sanctioned by Singapore Tennis Association.

"Member" refers to an individual or organizations who are members or affiliates of Singapore Tennis Association.

"Safe Sport Commission" is responsible for administering the Safe Sport Programme.

"Safe Sport Unified Code" defines, describes and explains the forms of abuse and harassment which may take place in the sporting environment that can be found at [www.safesport.sg](http://www.safesport.sg)

"Safe Sport Programme" is a framework for applying, implementing and enforcing the Safe Sport Unified Code. It also includes support in policymaking, training and education and a case management service.

"Respondent" refers to the Person against whom a report is made pursuant to this Safe Sport Policy.

---

<sup>1</sup> <https://www.itftennis.com/media/4457/itf-adult-safeguarding-policy-2022.pdf>

<sup>2</sup> <https://www.itftennis.com/media/4458/itf-children-safeguarding-policy-2022.pdf>

### 3 APPLICATION OF THE SAFE SPORT PROGRAMME

3.1 In promoting the safety and well-being of its participants, Singapore Tennis Association is a member organisation under the national framework for safeguarding in sport, the Safe Sport Programme.

3.2 Pursuant to its obligations under the Safe Sport Programme, Singapore Tennis Association has:

- a. adopted the Safe Sport Unified Code (“Unified Code”) and the definitions of Misconduct set out in Article 4 which are sexual, physical and psychological in nature;
- b. adopted the rules, policies and procedures of the Safe Sport Programme set out in the Safe Sport Programme Handbook (“Handbook”) for handling allegations of Misconduct;
- c. delegated jurisdiction and authority to the Safe Sport Commission to:
  - i. assess and investigate allegations of Misconduct which are under its discretionary (low level) and mandatory (medium and high level) jurisdiction;
  - ii. issue interim measures pending conclusion of investigations;
  - iii. make recommendations of sanctions or disciplinary action as a result of such investigations;
- d. delegated jurisdiction and the authority to the committees constituted under the Safe Sport Disciplinary Panel to adjudicate matters referred to it by the Safe Sport Commission.

3.3 Persons within Singapore Tennis Association’s jurisdiction and/or disciplinary authority are:

- a. responsible for knowing the information, policies and procedures outlined in this Policy the Safe Sport Unified Code and the Handbook. Ignorance of any rule or regulation is not a defence to a breach and/or alleged breach of the Unified Code or Handbook;
- b. subject to the rules, policies and procedures under the Handbook and shall submit, without reservation or condition, to the jurisdiction of the Safe Sport Commission for the resolution of any alleged breach of the Unified Code and/or Handbook.

3.4 A breach of the Unified Code or and Handbook will be considered per se violation of this Policy.

- 3.5 Singapore Tennis Association will mirror and enforce any decision, measures and/or sanction imposed by the Safe Sport Commission and/or the relevant committees of the Safe Sport Disciplinary Panel.
- 3.6 To the extent that any Singapore Tennis Association rule, policy or procedure is in conflict with the Unified Code and the Handbook, the Singapore Tennis Association rule is superseded.

## 4 SCOPE OF APPLICATION

- 4.1 This Policy applies to Persons' conduct during the business, activities, and events of Singapore Tennis Association and its Members including, but not limited to, competitions, practices, trials, training camps, travel associated with organizational business, activities, and events including any workshops and meetings.
- 4.2 This Policy also applies to Persons' conduct outside of the business, activities, and events of the Singapore Tennis Association and its Members when such conduct adversely affects the organization's relationships (and the work and sport environment) or is detrimental to the image and reputation of Singapore Tennis Association or a Member.
- 4.3 This Policy supplements and does not prevent immediate discipline or sanction from being applied during the course of an event or competition by those empowered to do so under the rules of sport. Further disciplinary measures may be applied according to other provisions in this Policy.<sup>3</sup>

## 5 BREACH OF POLICY

- 5.1 A Person commits a breach of this Policy when they either alone, or in conjunction with another engages in any conduct which constitutes Misconduct under Article 4 of the Unified Code:
- A. Offences Under Domestic Law
  - B. Sexual Misconduct  
(e.g. Sexual Harassment, Sexual Contact without Consent, Sexual Communications)
  - C. Psychological & Physical Misconduct  
(e.g. Bullying, Harassment, Hazing)
  - D. Other Inappropriate Contact  
(e.g. Grooming, Intimate Relationships, Other Inappropriate Conduct)

---

<sup>3</sup> For sports which Field of Play rules or tournament regulations also cover misconduct which constitutes abuse and harassment

- E. Misconduct related to Process  
(e.g. False Reporting, Abuse of Process, Retaliation)

## **6 REPORTING AND RESOLUTION**

- 6.1 Any individual who experiences or becomes aware of Misconduct should report the incident to any Singapore Tennis Association Safeguarding Officer(s) or directly to the Safe Sport Commission.
- 6.2 Where an alleged Misconduct falls under the jurisdiction of the Safe Sport Commission, the reporting and resolution procedures set out in the Handbook shall apply.
- 6.3 Where an alleged Misconduct falls under the jurisdiction of the Singapore Tennis Association, Singapore Tennis Association's reporting and resolution processes shall apply.