



SINGAPORE RUGBY UNION ATHLETES CODE OF CONDUCT

Introduction

This Athlete Code of Conduct establishes the standards of behavior and responsibility for every individual representing the Singapore Rugby Union. Adherence to these guidelines ensures a positive, respectful, and high-performance environment for all participants.

1. Definition 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 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 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 recognized 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.

2. Core Values

Athletes are expected to embody the following principles:

- Excellence: Pursue peak performance in training, competition, and personal growth.
- Discipline: Commit fully to scheduled activities and maintain self-control.
- Integrity: Act honestly and transparently in all interactions.
- Respect: Treat coaches, teammates, opponents, officials, and facilities with courtesy.
- Team Spirit: Support collective goals and celebrate both individual and team achievements.

3. Professionalism and Respect

Athletes shall conduct themselves with professionalism on and off the pitch:

- Use respectful language and tone at all times.
- Arrive punctually, wearing approved kit and equipment as directed.
- Follow the chain of communication: coach → team manager → Singapore Rugby Union office.
- Honor commitments to sponsors, partners, and community events.



4. Commitment and Attendance

Reliable attendance and wholehearted engagement are mandatory:

- Attend all mandatory training sessions, matches, and team meetings.
- Notify coaches at least 48 hours in advance of any planned absence.
- Provide relevant medical or academic documentation when requesting leave.
- Engage fully in rehabilitation or alternative sessions if injured.

5. Behavior and Sportsmanship

Fair play and a positive attitude are essential to the Union's reputation:

- Compete with determination but refrain from unsportsmanlike conduct (e.g., dissent, taunting).
- Acknowledge opponents and match officials at the conclusion of every game.
- Support fellow players by celebrating successes and offering encouragement.
- Resolve conflicts respectfully, involving coaching staff only when necessary.

6. Health, Safety, and Anti-Doping

Protecting personal well-being and the integrity of the sport is paramount:

- Comply with all medical evaluations, injury reporting, and safety protocols.
- Abstain from alcohol, tobacco, illicit drugs, and performance-enhancing substances.
- Report unsafe conditions, equipment faults, or any form of harassment (Safe Sport Unified Code) immediately (**refer to Annex A**).
- Compliance with the World Anti-Doping Code (**refer to Annex B**), and familiarize yourself with the Anti-Doping Singapore (ADS) prohibited list.

7. Social Media and Public Image

Athletes represent the Union in all digital and public spaces:

- Post content that reflects positively on the Singapore Rugby Union.
- Avoid offensive, discriminatory, or defamatory remarks.
- Credit the Union only for official events or approved partnerships.
- Seek written approval before media interviews or commercial endorsements.
- National Representative, Sports Ambassador & Role Model (**refer to Annex C**)

8. Confidentiality and Privacy

Respect for personal and organizational information builds trust:



- Keep team strategies, training plans, and internal discussions confidential.
- Do not distribute teammates' personal data (e.g., contact details, medical records).
- Adhere to the Union's data-protection policies when handling media or documents.

9. Personal Development and Well-Being

A balanced approach creates well-rounded athletes:

- For student-athletes, maintain agreed academic standards and share term reports.
- Participate in educational workshops on nutrition, time management, or career planning.
- Engage in community outreach initiatives endorsed by the Singapore Rugby Union.
- Athlete's high performance and athlete life development (**refer to Annex D**)

10. Compliance and Consequences

Failure to comply with this Code may result in:

- Verbal or written warnings.
- Required remedial sessions (e.g., sportsmanship workshops).
- Temporary suspension from training or competition.
- Termination of selection or contract with the Singapore Rugby Union.

11. Apparel & Equipment

Athletes agrees to:

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



Annex A

1 Compliance with the Safe Sport Unified Code

1.1 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.



2 Compliance with the World Anti-Doping Code

2.1 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 anti-doping 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.

2.2 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.

2.3 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.



Annex C

3 National Representative, Sports Ambassador & Role Model

3.1 The Athlete recognises that his/her behaviour will reflect on the country, NSA and SportSG. The Athlete is expected to:

- (a) Display responsible and exemplary behaviour, at all times, on or off field.
- (b) Maintain good conduct and sportsmanship in training, competition or on duty as a sports ambassador in a manner that does not bring SportSG, the NSA or Singapore into disrepute and tarnish the image of the Sport.
- (c) Compete fairly and abide by rule and the spirit of his sport, and accept victory and defeat with dignity and grace.
- (d) Behave and dress in a respectable, professional and sporting manner when representing Singapore both in and out of competition.
- (e) Be responsible for maintaining an environment which is fair, supportive, equitable and free from harassment and abuse.
- (f) Not engage in any the sexual, physical and/or psychological misconduct under Article 4 of the Safe Sport Unified Code.
- (g) Not engage in activities that may violate the laws of Singapore or that of any other country where training or competition is held.
- (h) 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.
- (i) 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. 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

4 Athlete's high performance and athlete life development

4.1 The Athlete will:

- (a) Collaborate and take active ownership with the coach, NSA and/or SportSG for both his High Performance Sport development and athlete life development.
- (b) For High Performance Sport development, ensure that his coach collaborates with the NSA's high performance personnel and SportSG to fulfill his High Performance plan.
- (c) Comply with his High Performance Sport development plan to the best of his abilities.
- (d) Provide regular updates on his performance progress and personal development to the NSA. This includes the submission of achievements and receipts where necessary.
- (e) Promptly inform the NSA regarding any changes to personal and medical particulars, as well as training, competition and personal development plans.
- (f) Represent the Republic of Singapore in all NSA designated training camps, competitions and events. If the Athlete is unable to attend, he must inform the NSA within 3 days of being notified of such camp, competition or event, citing reasons and documentary proof (exams, overseas, etc).
- (g) Refrain from participating in any competition that is not permitted under the policies of the NSA.