



**SAFE SPORT**  
COMMISSION SINGAPORE

# SAFE SPORT UNIFIED CODE

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Government agencies	
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Members of the Community	
Organisations Represented in the Community Consultations	

## PREAMBLE

Safe Sport is *“an athletic environment that is respectful, equitable and free from all forms of non-accidental violence ...”*

*- International Olympic Committee Consensus Statement (2016)*

## PURPOSE

The purpose of the Safe Sport Unified Code and the Safe Sport Programme, which supports it, are to:

- Safeguard participants in the sporting environment from abuse and harassment which undermine both the mental and physical health of participants and the integrity of sport
- Harmonise and streamline the safeguarding efforts across the Singapore sporting ecosystem through organisations that are responsible for organising, administering and facilitating participation in sport

Whilst guided by international frameworks<sup>1</sup>, the Safe Sport Unified Code and Safe Sport Programme have been contextualised for the Singapore sporting landscape and the sporting community through extensive consultations with sporting community stakeholders.

Together, the Safe Sport Unified Code and the Safe Sport Programme form the national framework for safeguarding in sport.

## THE SAFE SPORT UNIFIED CODE (“UNIFIED CODE”)

The Unified Code is the cornerstone of the Safe Sport Programme. It sets out a unified reference for the Singapore sporting community that describes the different forms of abuse and harassment that may take place in the sporting environment.

The community agreed standards of misconduct comprise of inappropriate acts which are **sexual**, **psychological** and **physical** in nature, and are set out in Article 4 (“Misconduct”). The Unified Code also sets out Misconduct which relate to processes for reporting.

The framework is designed such that the Unified Code may be adopted by any organisation in its member protection policies.

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<sup>1</sup> International Olympic Committee’s Consensus Statement: harassment and abuse (non-accidental violence) in sport (2016); Canada’ Universal Code of Conduct to Prevent and Address Maltreatment in Sport; U.S. Center of Safe Sport’s SafeSport Code

# THE SAFE SPORT PROGRAMME

The Safe Sport Programme comprises all the elements required to optimise the implementation of the Unified Code for sporting organisations that subscribe to the Safe Sport Programme (“Member Organisations”).

## The Safe Sport Programme supports Member Organisations through:

**Policymaking** - assistance with the development of safeguarding policies that incorporate the Unified Code and other best practices; access to safeguarding toolkits and risks-and-needs assessment frameworks.

**Case Management Service** - an independent mechanism to receive, respond and resolve Reports of Concern, (including the investigations by the Case Management unit of the Safe Sport Commission,) and where necessary, resolution through adjudication by independent persons.

**Training and Education** - for stakeholders through access to curriculum and advocacy materials for safeguarding officers and participants.

**Access to systems** - for secure record-keeping and confidential reporting of incidents.

**Facilitating support** - for affected parties who require augmented psychosocial support through befrienders and counsellors in its Support Network.

**Accreditation** - through a Safe Sport safety mark upon the implementation of the relevant safeguards.

## The Safe Sport Programme prescribes:

**Process and Procedures** – clear guidelines on jurisdiction, confidentiality, assessment and investigation of reports of concern, a decision-making framework for the determination of severity and consequence(s) and hearing procedures which will ensure a consistent, fair and independent resolution process.

**Measures** – protective and/or rehabilitative interventions including education, contact limitations and re-integration programmes.

**Sanctions** – appropriate limitations, conditions, suspensions or denial of the privilege of participation as a consequence for engaging in Misconduct.

## GUIDING PRINCIPLES – H.E.A.R.

The design of the Unified Code and the Safe Sport Programme are based on the following principles:

### HARMONISATION

- of the definitions of inappropriate and harmful behaviours which constitute abuse and harassment in sport and threaten its core values
- of processes, procedures and decision-making through the independent mechanisms for assessment, investigation and adjudication

### EMPOWERMENT

- of sporting organisations through capability development in creating healthy and safe environments
- of participants in sport through an understanding of appropriate interpersonal behaviour and best practices in their respective roles in the sporting environment

### ACCESSIBILITY

- to channels for reporting concerns and access to augmented psychosocial support for affected persons
- to knowledge, resources, and tools in developing the safeguarding capabilities for any sporting organisations within the Singapore sporting ecosystem

### RESPECT

- for the responsibility of sporting organisations to provide leadership and good governance
- the agency of affected persons and the confidentiality of their disclosures
- the principles of natural justice including the right to be heard, clear procedures and impartial decision-making

## SAFE SPORT COMMISSION

The Safe Sport Commission is responsible for the continued development and updating of the Safe Sport Unified Code, the administration of the Safe Sport Programme, and the maintaining of a secretariat to execute the following functions:

- Education and Training
- Policy and Advocacy
- Case Management
- Accreditation

The Safe Sport's Commission mission is to unite together participants and organisations to foster a healthy and positive climate for all sporting participants.

To find out more about the Safe Sport Commission, its members and its work, visit **[www.safesport.sg](http://www.safesport.sg)**

# DECLARATION BY KEY SIGNATORIES

As organisations of note in sport (“Key Signatories”), these parties recognise that only when sporting environments are safe, can their common values be realised:



SINGAPORE

**Singapore National Olympic Council (SNOC)**, which affirms the International Olympic Committee’s fundamental ethical principles of Olympism that rejects all forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries.<sup>2</sup>



SINGAPORE

**Singapore National Paralympic Council**, which affirms the International Paralympic Committee’s principles that every individual is entitled to live and work in an environment that is free from embarrassment, discomfort, intimidation or humiliation, arising from acts of non-accidental violence and abuse, including those perpetrated knowingly and deliberately (acts of commission) or negligently (acts of omission), that undermine both the mental and physical health of the individual and the integrity of sport.<sup>3</sup>



**Singapore Sport Council (re-branded Sport Singapore or SportSG)**, which core values includes working with all people with care and respect that will inspire and empower them to achieve their fullest potential.

<sup>2</sup> Code of Ethics 1.4, International Olympic Committee

<sup>3</sup> Chapter 3.15, International Paralympic Committee Policy on Non-Accidental Violence and Abuse in Sport

**The Key Signatories underline their commitment to the common values they hold by declaring that they:**

- Acknowledge and recognise the sporting community's concerns, feedback and contributions through the Safe Sport Unified Code Community Consultations.
- Affirm the General Principles of the Unified Code and the Guiding Principles of the Safe Sport Programme.
- Agree to accept, implement and enforce: (1) the Unified Code; and (2) the rules and procedures regarding the mechanism for reporting and resolutions prescribed by the Safe Sport Programme; throughout their organisations, membership and activities by imposing the required conditions for participation, membership and/or support.
- Recognise the Safe Sport Commission as the designated commission for administering the Safe Sport Unified Code and the Safe Sport Programme.
- Recognise the independent panel's adjudicative role and functions under the Safe Sport Programme.
- Agree to work collaboratively with the other Key Signatories, the Safe Sport Commission, and each, their own stakeholders, to ensure Safe Sport for all participants.



# THE SAFE SPORT UNIFIED CODE

## 1 Interpretation

- 1.1 A list of Definitions and Explanations of Terms is appended at the end of the Unified Code.

## 2 Commitment to General Principles

- 2.1 By adopting this Unified Code, sporting organisations commit to the following principles:
- a. ensuring a safe sporting environment is a key of good governance for any sporting organisation. Whilst sport is a force for good, the sporting environment presents risks which may expose participants to negative behaviours;
  - b. all participants in sport should expect to play, practice, compete, officiate, work, volunteer and interact in an environment that is free from harassment and abuse;
  - c. the Misconduct set out in the Unified Code is incompatible with the core values of sport, which transcend sport-specific cultures and codes;
  - d. awareness of behaviours which constitute Misconduct should guide interactions and is an integral part of communicating best practice amongst participants;
  - e. persons in positions of trust and authority have a responsibility to protect the health and well-being of all other participants, in particular Minors and Vulnerable Adults, and to respond to incidents of Misconduct;
  - f. addressing the causes and consequences of Misconduct is a collective responsibility. It requires deliberate efforts of all stakeholders; and
  - g. sporting organisations serve as gatekeepers for participation within their domains. Each is responsible for the nature and quality of interactions between participants through the establishment and enforcement of rules and expectations within their respective environments.

### **3 Scope of Application of the Unified Code**

- 3.1 This Unified Code applies to Person(s) who participate in the sporting environment.

### **4 Misconduct**

- 4.1 A Person who engages in Misconduct set out in this Article, is in violation of the Unified Code.
- 4.2 The categories of Misconduct are not mutually exclusive and the examples or explanations set out in each category are not exhaustive.
- 4.3 Misconduct can be experienced in more than one category. The assessment of Misconduct is whether the conduct falls into one or more of the categories, not into which category it falls.
- 4.4 Misconduct is defined, explained and described as follows:

#### **A. Offences under Domestic Law**

##### **Penal Code Offences**

Penal Code offences against persons include offences under Hurt, Wrongful Restraint, Criminal Force & Sexual Assault Offences

##### **Ill-treatment of a child or Young Person**

Section 5 Children & Young Persons Act

Section 7 Sexual Exploitation of Child or Young Person

##### **Harassment**

Section 3 Protection from Harassment Act

Section 4 Protection from Harassment Act

##### **Ill-treatment under the Mental Capacity Act**

Section 42 Mental Capacity Act

##### **Offences specific to Vulnerable Persons**

Considerations specific to Vulnerable Persons Act (e.g. under the Penal Code and Protection from Harassment Act)

##### **Other Offences**

Any offences against persons under Singapore law

## B. Sexual Misconduct

### Sexual Harassment

This means any form of unwanted verbal, non-verbal or physical conduct of a sexual nature that occurs with the purpose or effect of violating the dignity of a person, in particular, when creating a Hostile Environment.

Sexual Harassment can exist even if it is unintended. Sexual Harassment may take many forms (e.g. verbal, non-verbal, physical, psychological. Sexual Harassment may be communicated in many ways (e.g. in – person, written correspondence, posts on social media platforms, mobile communications devices).

*Examples of sexual harassment include, but are not limited to:*

- *Unwelcome sexual advances and requests for sexual favours, sexual jokes or epithets, sexually explicit statements, discussion of one's sexual activities or experiences.*
- *Unwelcome leering, ogling, whistling, brushing up against the body or suggestive comments.*
- *Unwelcome sexually offensive or inappropriate comments about a person's dress or appearance.*
- *Unwelcome derogatory or offensive remarks aimed at a person relating to their sex and/or gender.*
- *Unwelcome requests for dates.*
- *Displaying or distributing sexually explicit pictures or objects.*
- *Derogatory remarks or jokes aimed at a particular person, offensive comments relating to a person's sexuality and threats to disclose a person's sexuality to others.*

## **Sexual Communications**

This means intentionally communicating with an individual (who is a Minor and/or where a Power Imbalance exists) where the communication is sexual in nature or if it is intended to engage an individual in communications which are sexual in nature.

Communication includes content or imagery of a sexual nature, including but not limited to, pornography, sexual comment(s), sexual gestures, and/or sexual situation(s).

Factors which may signal intent include any of the elements of Grooming.

This does not exclude the possibility that similar behaviour between adults could constitute Sexual Harassment, as defined in the Unified Code.

## **Intentional Exposure of Private Area(s)**

This occurs when a Person intentionally exposes breasts, buttocks, groin, or genitals, or induces another to do so, to an Adult where there is a Power Imbalance, or to a Minor.

This does not exclude the possibility that similar behaviour between adults could constitute Sexual Harassment, as defined in the Unified Code.

## **Sexual Contact without Consent**

This means any intentional touching of a sexual nature, however slight, with any object or body part (as described below), by a Person upon another individual.

Sexual Contact includes but is not limited to: (a) kissing, (b) intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts; and (c) making another touch themselves, the Person, or someone else with or on any of these body parts.

Factors which may signal intent include any of the elements of Grooming.

## **Sexual intercourse without Consent**

This means any penetration, however slight, with any object or body part (as described below), by a Person upon another individual.

This includes (a) vaginal penetration by a penis, object, tongue, or finger; (b) anal penetration by a penis, object, tongue, or finger; and (c) any contact, no matter how slight, between the mouth of one individual/Person and the genitalia of another individual/Person.

## **Sexual Exploitation**

This happens when a Person intentionally or knowingly:

- a. allows third parties to observe private sexual activity from a hidden location or through electronic means (e.g. live-streaming of images) without Consent of all parties involved in the sexual activity;
- b. records or photographs private sexual activity and/or an individual/Person's intimate parts (including genitalia, groin, breasts or buttocks) without Consent of all parties in the recording or photo;
- c. engages in voyeurism (e.g. watching private sexual activity or viewing another individual's intimate parts when that individual would have a reasonable expectation of privacy), without Consent of the party or parties being viewed;
- d. disseminates, shows or posts images of private sexual activity and/or an individual's intimate parts (including genitalia, groin, breasts or buttocks) without prior Consent of the individual depicted in the images;
- e. intentionally exposes another individual to a sexually transmitted infection or virus without that individual's knowledge; and/or
- f. engages in prostituting or trafficking another individual.

Factors which may signal exploitation include any of the elements of Grooming.

## C. Psychological & Physical Misconduct

### Psychological Misconduct

This means a repeated pattern or extreme incidents of behaviour (whether by use of Force or otherwise) including but not limited to:

- a. physical and/or verbal acts which terrorise, threaten and/or frighten an individual;
- b. neglect - denying attention or support, ignoring, refusing to allow or failing to provide the necessary treatment for mental health and/or medical needs of an individual;
- c. spurning - acts that reject, belittle, degrade, humiliate, shame and/or ridicule an individual, especially when in public. Consistently singling out an individual to criticize and punish and/or to receive fewer resources without any reasonable justification;
- d. exploitative and/or corrupting acts including Grooming, acts which model, permit and/or encourage antisocial behaviour (e.g. criminal activities, substance abuse, violence to or corruption of others);
- e. stalking occurs when a Person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) the safety of a third person, or (iii) to experience substantial emotional distress. Stalking includes “cyber stalking” using electronic media (e.g. internet, social networks, texts).

Psychological Misconduct may take place regardless of a Person’s intent and/or whether harm results from the behaviour.

#### *Examples*

- *Repeatedly and excessively verbally assaulting or attacking someone personally, in a manner that serves no productive training or motivational purpose.*
- *Ignoring or isolating an individual for extended periods of time, including routinely or arbitrarily excluding an individual from practice.*

- *Throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.*
- *Body shaming by criticizing an individual's appearance through judgment or comparison without any reasonable justification.*
- *Encouraging or knowingly permitting an athlete to return to play prematurely following a mental health issue, without the clearance of a medical professional.*

### **Physical Misconduct**

This means any contact or non-contact behaviour that causes, or reasonably threatens to cause, physical harm to another individual.

Physical misconduct may include, without limitation:

- a. contact violations such as punching, beating, biting, striking, strangling or slapping another; intentionally hitting another with objects, such as sporting equipment;
- b. non-contact violations – isolating an individual in a confined space; forcing an individual to assume a painful stance or position for no athletic purpose; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; providing alcohol to a Minor; providing illegal drugs or non-prescribed medications to another;
- c. neglect by acts of omission including but not limited to:
  - i. encouraging or knowingly permitting an athlete to return to play prematurely following a serious injury without the clearance of a medical professional (e.g. training after a concussion or sprain/fracture which leads to an aggravated injury);
  - ii. not having consideration for an individual's physical or intellectual disability but instead encouraging and permitting an athlete to train beyond such capacity;
  - iii. encouraging or knowingly permitting an athlete to train without rest in a manner that harms them physically and/or is against medical recommendations; and/or
  - iv. disregarding the use of performance enhancing drugs.

## Bullying

This means repeated and/or severe behaviour(s) that is/are:

- a. aggressive (including the use of Force);
- b. directed at an individual, which may be based on Differential Factors; and/or
- c. intended or likely to hurt, control, or diminish the individual emotionally, physically or sexually.

Bullying-like behaviours may also intersect with other types of Misconduct, such as Hazing and/or Harassment.

*Examples of bullying behaviour may include, without limitation, repeated and/or severe:*

- *Hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another individual.*
- *Verbal ridiculing, taunting, name-calling, intimidation or threatening to cause someone harm.*
- *Social exclusion or targeting, including cyberbullying by the use of rumours or false statements about someone to diminish that individual's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and/or influencing others to do the same.*



## Hazing

This means any conduct that subjects another individual, whether physical, mentally, emotionally and/or psychologically, to anything that may endanger, abuse humiliate, degrade or intimidate that individual as a condition of joining or being socially accepted by a group, team, or organisation.

Consent by the individual subjected to Hazing is not a defence, regardless of the individual's perceived willingness to cooperate or participate.

*Examples of Hazing include:*

- *Contact acts like tying, taping or otherwise physically restraining another individual, beating or other forms of physical assault.*
- *Non-contact acts with the use of Force in the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g. wearing inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water and/or food; restrictions on personal hygiene.*
- *Sexualised acts - actual or simulated conduct of a sexual nature.*
- *Criminal acts - any act or conduct that constitutes offences under the Penal Code*

## Harassment

This means repeated and/or severe conduct that:

- a. causes fear, humiliation and/or annoyance.
- b. offends or degrades;
- c. creates a Hostile Environment;
- d. reflects discriminatory bias in an attempt to establish dominance, superiority  
or power over an individual or group based Differential Factors; or
- e. is described as harassment under local laws.

Whether conduct constitutes harassment depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behaviour.

## D. Other Inappropriate Conduct

### Grooming

This refers to the act of establishing trust and an emotional connection in a relationship with Power Imbalance and/or involving a Minor which creates an environment where an individual becomes receptive to improper advances. It can occur in person or online.

Grooming is often a slow, gradual and escalating process which includes but is not limited to a combination of the following behaviours:

- targeting – by using one's position of authority and/or reputation to target individuals;

*e.g. individuals who are susceptible to attention, or insecure about their skills or position on the team, or when they might be having personal issues or problems.*

- building trust and friendship – by creating opportunities to engage in one-to-one interactions with individual outside sporting activity to gain an individual's trust;

*e.g. providing gifts, excessive praise, accord social or special status, private travel, private meetings.*

- developing isolation, control and loyalty – exerting control through demands of loyalty, threats, and socially isolating victim(s) from others;

- establishing secrecy for interactions – discouraging access to other support frameworks, encouraging doubt and fragility through manipulation of the individual's feelings;

*e.g. emphasizing a special relationship which no one will understand.*

- initiation of inappropriate contact through the gradual incursion beyond friendship boundaries (from accidental and inadvertent to inappropriate) by verbal/physical communication;

*e.g. sitting on lap, playing games with contact such as wrestling games or hide and seek, appearing half dressed and/or naked, sharing sexually explicit materials, telling sexual jokes, making sexual remarks; providing massage or other purported therapeutic interventions with no specific training or expertise.*

- securing secrecy through threats, invoking of guilt or questioning loyalty.

*e.g. blaming victims for the incident, threatening individuals that they would get into trouble.*

## **Intimate Relationship**

This refers to engaging in an intimate or romantic relationship between an adult Person and a Minor and where a Power Imbalance exists.

Whether a relationship is intimate is based on the totality of the circumstances, including: regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person), the parties' emotional connectedness, the exchange of gifts, ongoing physical and/or intimate contact and/or sexual activity, identity as a couple, the sharing of sensitive personal information, and/or intimate knowledge about each other's lives outside the sport relationship.

Intimate Relationships between adults where a Power Imbalance exists are strongly discouraged. Where they exist, they should be declared and managed by the policies specific to Member Organisations having due consideration for:

- a. impact on party who is not in the position of power;
- b. conflict of interests in decision making;
- c. expectations of behaviour of the Person in the position of power (i.e. professionalism, the duty of care); and
- d. the sport's public image, as such relationships can also be perceived to be exploitative due to the differences in authority, power, maturity and/or status.

## **Inappropriate Physical Contact**

This occurs when a Person engages in inappropriate physical contact with another individual(s) where there is a Power Imbalance.

Such inappropriate contact includes, but is not limited to, intentionally:

- a. touching, slapping, or otherwise contacting the buttocks or genitals of an individual;
- b. touching or hugging an individual excessively;
- c. kissing an individual.

## Wilful Tolerance

This occurs where a Person tolerates any form of Misconduct when there is a Power Imbalance between such a Person and the individual(s) who are being subjected to the Misconduct.

### Examples

- *A person passively or actively protects a person whom they know has assaulted or abused another person*
- *A person is aware of and chooses to ignore and/or bullying behaviours*
- *An affected person who tells someone that they were abused or assaulted, but that person tells them they're overreacting, that they were inviting danger, and/or discourages the victim from telling anyone else*

## E. Misconduct Relating to Process

### False Reporting

This occurs when a Person makes an allegation of Misconduct which did not occur, or where the events forming the basis of the allegation of Misconduct did not happen, and the individual making the reports knows that the Misconduct or events did not happen.

For the avoidance of doubt, an unsubstantiated allegation is not, in and of itself, a false allegation merely because there is insufficient supporting evidence to determine whether an allegation is true or false.

### Abuse of Process

This occurs when a Person directly or indirectly abuses or interferes with reporting, investigating and/or adjudication processes by:

- a. falsifying, distorting, or misrepresenting information, the processes, or an outcome;
- b. destroying or concealing information;
- c. attempting to discourage an individual's proper participation in or use of the reporting, investigating and/or adjudication process;

- d. harassing or intimidating (verbally or physically) any individual involved in such processes before, during, and/or following any proceedings;
- e. publicly disclosing an individual's identifying information;
- f. failing to comply with temporary measure(s) or other measure(s) and/or sanction(s);
- g. distributing or otherwise publicising materials created or produced during an investigation or appeal as a part of these policies or procedures, except as required by law or as expressly permitted by the Safe Sport Commission;
- h. influencing or attempting to influence another individual to commit an abuse of process; or
- i. failing or refusing to cooperate fully with investigations conducted pursuant to the applicable process.

### **Retaliation**

This refers to an adverse action against any individual for making a good faith report of a possible Unified Code violation.

Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable individual from engaging or participating in these processes when the action is reasonably related to the report or engagement with the applicable process.

Retaliation may be present even where there is a finding that no violation occurred.

Retaliation does not include good-faith actions lawfully pursued in response to a report of a Unified Code violation.

*Examples of retaliation include:*

- *Interfering with, threatening, or damaging in individual's professional career.*
- *Providing negative assessment and/or performance evaluation, withholding and/or sabotaging advancement/selection.*
- *Triggering investigation or disciplinary proceedings in response.*

## 5 Consequences to Participation

- 5.1 A Person's participation in sport activities may be limited, conditioned, suspended, terminated or denied based on a Unified Code violation.
- 5.2 Where a Person is subject to the jurisdiction and/or governance of a Member Organisation, the relevant measures and sanctions are set out in the provisions of the Safe Sport Programme.

# DEFINITIONS & EXPLANATIONS OF TERMS

## Consent

This means permission that is informed (knowing), voluntary (freely given) and active (not passive).

Consent must be demonstrated by clear words and/or actions, indicating that an individual is agreeable to engage in the activity in question.

Consent can be withdrawn through clear (verbal or non-verbal) communication.

The responsibility for ensuring consent rests with the person who initiates or pursues the activity.

Consent cannot be given by a person who is:

- a. a Minor under this Unified Code;
- b. unconscious; and/or
- c. lacks mental capacity due to Incapacitation, mental or intellectual disability or illness.

There is no consent where one party induces the other to engage in the activity by Force.

Additionally, in the context of Sexual Misconduct, consent to one sexual activity does not mean consent to another, and consent at one time does not imply consent in the future. Being in a relationship with someone does not mean that party has consented to any sexual activity.

## Differential Factors

These are factors such as gender, race, religion, ethnic origin, physical attributes, sexual orientation, age, disability, athletic ability, socio-economic status.

Differential factors may act in combination.

## Force

Force includes:

- a. physical force (e.g. hitting, punching, slapping, kicking, restraining, strangling, and brandishing or using any weapon);
- b. threats to harm an individual and/or their family and/or friends (e.g. threats to harm an individual physically, to reveal private information to harm an individual's reputation, or to deny an individual's ability to participate in sport);
- c. intimidation is an implied threat that causes reasonable fear in another individual. A Person's size, alone, does not constitute intimidation; however, a Person's size may be used in a way that constitutes intimidation (e.g. blocking access to an exit); and/or
- d. coercion is the use of pressure to persuade, entice, attract, or manipulate another individual to engage in an activity. When an individual makes clear their decision not to participate in an activity, continued pressure can be coercive. Whether conduct is coercive depends on:
  - i. the frequency of the application of the pressure;
  - ii. the intensity of the pressure;
  - iii. the degree of isolation of the individual being pressured;
  - iv. the duration of the pressure.
- e. deception through false representation(s) (express or implied) if untrue or misleading and the person making the representation(s) knows them to be untrue or misleading;
- f. abuse of position, power, control or trust to compel another person to participate in an activity where there is a Power Imbalance.



## Hostile Environment

This means an environment (physical or virtual) where conduct is sufficiently severe, persistent, and/or pervasive such that it interferes with limits or deprives any individual of the opportunity to participate in any programme or activity.

A Hostile Environment can be created by an isolated incident that is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical.

Whether a hostile environment exists depends on the totality of circumstances, including, but not limited to:

- a. the frequency, nature, and severity of the conduct;
- b. physically threatening (intimidating, degrading, humiliating, offensive and/or unfavourable outcomes);
- c. effect on the individual's mental or emotional state;
- d. whether the conduct was directed at more than one person;
- e. whether the conduct arose in the context of other discriminatory conduct; and/or
- f. whether the conduct unreasonably interfered with any person's educational or work performance or sport programs or activities.

## Incapacitation

This means that an individual lacks the ability to make informed, rational judgments about whether to engage in an activity. An individual who is incapacitated is unable, temporarily or permanently, to give Consent because of mental or physical helplessness, unconsciousness, or lack of awareness that sexual activity is taking place.

An individual may be incapacitated because of consuming alcohol or other drugs, or due to a temporary or permanent physical or mental health condition.

Incapacitation is a state beyond drunkenness or intoxication. An individual is not necessarily incapacitated merely because of drinking or using drugs. The impact of alcohol and other drugs varies from individual to individual and is evaluated under the specific circumstances of the matter.

Being impaired by alcohol or other drugs is not a defence to any violation of the Unified Code.

**Minor**

Minor means an individual under 18 years of age. Minors cannot Consent to conduct of a sexual nature.

It is the responsibility of the adult Person to know the age of the Minor. Ignorance of their actual age is no defence.

Neither shall misrepresentation of age by a Minor, nor a Person's bona fide belief that such an Individual is over the specified age, be a defence.

**Person(s)**

Person(s) refers to individuals to whom the Unified Code applies by virtue of an organisation's adoption of the Unified Code in its policies ("Relevant Organisation"), and may include:

- a. natural persons who are members or affiliates of a Relevant Organisation;
- b. natural persons who are members or affiliates of organisational members or affiliates of a Relevant Organisation;
- c. employees of a Relevant Organisation;
- d. athlete, coach, trainer, manager agent, team staff, official, medical, paramedical personnel and parents, who may be paid or volunteers for a Relevant Organisation;
- e. committee members and/or board members (appointed or elected) of a Relevant Organisation; and/or
- f. participants in events organised by a Relevant Organisation and/or its members or affiliates.

## Power Imbalance

Power Imbalance may exist between a Person and an individual where, based on the totality of the circumstances, a Person has supervisory, evaluative, a duty of care, or other authority over another individual.

Once a coach-athlete relationship is established, a Power Imbalance is presumed to exist.

A Power Imbalance may also exist between an individual and another adult involved sport in positions such as high-performance directors, sport-specific support staff, care or support persons and technical officials. Misconduct occurs when this power is misused.

The factors to be considered in determining if there is a Power Imbalance include, but are not limited to:

- a. the actual relationship between the parties and their respective roles;
- b. the nature and duration of the relationship;
- c. the age of the parties involved;
- d. whether there is a significant disparity in age, size, strength, or mental capacity;
- e. level of physical and intellectual disabilities of the individual;
- f. other factors including relationships where exploitative relationship is presumed under Section 377CA (2) of the Penal Code.

A Power Imbalance may exist, but is not presumed, where an intimate relationship existed before the sport relationship (e.g. a relationship between two spouses or life partners that preceded the sport relationship).

# CONTRIBUTORS

## Olympic and Paralympic Partners

Singapore National Olympic Council (SNOC)  
 Athletes' Commission (SNOC)  
 Women in Sport Committee (SNOC)  
 Singapore National Paralympic  
 Council Singapore Disability  
 Sport Council Singapore Para-  
 Athletes Commission

## Government Agencies

Ministry of Education Ministry of Home Affairs  
 Ministry of Social and Family Development  
 Singapore Police Force

## Non-Governmental Organisations

Association of Women for Action and Research (AWARE)  
 KK Women's and Children's Hospital  
 Singapore Children's Society

## Members of the Community

This first edition of the Unified Code was shaped by the collective contributions of the members of the Singapore sporting community including athletes and sports persons, coaches, commercial programme providers, parents, organisational leaders, safeguarding officers, support personnel, sport administrators and volunteers:

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## Organisations Represented in the Community Consultations

Anti-Doping Singapore	Singapore Canoe Federation
AquaFins	Singapore Cycling Federation
Archery Association of Singapore	Singapore Disability Sports Council (SDSC)
Association For Persons with Special Needs (APSN)	Singapore Dragon Boat Association
Basketball Association of Singapore	Singapore Floorball Association
Bowling Association for the Disabled (Singapore)	Singapore Golf Association
Bukit Timah Saddle Club	Singapore Gymnastics
Cerebral Palsy Alliance School	Singapore Ice Skating Association (SISA)
Deaf Sport Association	Singapore Institute of Management (SIM)
Down Syndrome Association	Singapore Lifesaving Society
Equestrian Federation of Singapore	Singapore Management University
ESPZEN Pte Ltd	Singapore Powerboat Association
Fencing Singapore	Singapore Rugby Union
First Kick Academy	Singapore Sailing Federation
Fitness First	Singapore Shooting Association
FitnessSG	Singapore Silat Federation
Football Association of Singapore	Singapore Sports Council (SportSG)
Global Esports Federation	Singapore Sports School
Goalball Association	Singapore Swimming Association
HomeTeamNS	Singapore Table Tennis Association
JSSL Singapore	Singapore Taekwondo Federation
Jump Rope Federation Singapore	Singapore Tennis Association
METTA School (Majority II)	Singapore Trampoline Academy
MINDS	Singapore Wushu Dragon & Lion Dance Federation
Montfortian Sports Excellence Program Advisory Council (MSPEX)	Southeast Asia Regional Anti-Doping Organization
National Instructors & Coaches Association (NICA)	Special Olympics Singapore
National Youth Sports Institute (NYSI)	Sports Lab Pte Ltd
Overseas Family School	Sportz Kulture Pte Ltd
PAPAGO Badminton	Table Tennis Association for the Disabled (Singapore)
Para Athletics Singapore	Towerrunning Association of Singapore
Raffles Institution	Triathlon Association of Singapore
Singapore Bowling Federation	Volleyball Association of Singapore

