

SINGAPORE BASEBALL & SOFTBALL ASSOCIATION (SBSA)



ATHLETE'S CODE OF CONDUCT

Version: 2025 10 30

1. Definitions and Interpretation

1.1. 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 overall education, career, psychosocial support, and personal development.

“Coach” means any national team coach, pathway development coach, throwing/pitching specialist, batting instructor, strength & conditioning coach, or any other coach appointed by SBSA to train or develop the Athlete.

“High Performance Sport Development Plan” means the comprehensive plan designed to optimise the Athlete’s performance in baseball/softball/baseball5, including annual training plans, competition schedules, athlete life planning, sport science and medical support, and other components required for elite performance.

“High Performance Sport Personnel” refers to coaches, trainers, team managers, sport scientists, medical personnel or other professionals appointed by SBSA to support athletes in the High Performance pathway.

“Safe Sport Unified Code” refers to the national code defining forms of abuse, harassment and misconduct in sport, as set out at www.safesport.sg, and as amended from time to time.

“Safe Sport Programme” refers to the framework for applying, implementing and enforcing the Safe Sport Unified Code.

“National Sports Association (NSA)” refers to the Singapore Baseball & Softball Association, recognised by Sport Singapore and the relevant International Federations (WBSC, WBSC-Softball, WBSC-Baseball5) as the governing body for the sport in Singapore.

“Prohibited Substances and Methods” refers to the list published annually by the World Anti-Doping Agency (WADA) on substances and methods banned in-competition and out-of-competition.

“World Anti-Doping Code” refers to the core document harmonising anti-doping policies across international sport.

“Testing Pools” means groups of athletes subject to doping control testing.

“Therapeutic Use Exemption (TUE)” allows an Athlete with a legitimate medical condition to use a substance or method otherwise prohibited, in accordance with WADA and Anti-Doping Singapore (ADS) requirements.

2. Athlete’s High Performance & Athlete Life Development

2.1. The Athlete will:

- a) Collaborate actively with SBSA, Coaches, High Performance personnel, and SportSG in the planning, monitoring and execution of both High Performance Sport development and Athlete Life Development.
- b) Ensure that the appointed Coach works collaboratively with SBSA’s High Performance staff and SportSG support teams to fulfil the Athlete’s High Performance development plan.
- c) Comply with his/her High Performance Sport Development Plan to the best of his/her abilities.
- d) Provide timely updates to SBSA on performance progress, academic or work commitments, Athlete Life Development milestones, and competition/training outcomes. Where required, the Athlete shall submit receipts, reports or supporting documents for review.
- e) Promptly inform SBSA of any changes to personal details, medical status, academic or employment commitments, training arrangements or travel plans.
- f) Represent Singapore in all SBSA-designated training camps, competitions, workshops, sport science testing, and official events. If unable to attend, the Athlete must inform SBSA **within three (3) days** of notification, providing valid reasons with documentation (e.g., examinations, medical certificates, overseas travel).
- g) Refrain from participation in competitions, leagues or tournaments that are not sanctioned or approved under SBSA policies or where participation would conflict with national team commitments.

3. Medical & Physical Fitness, Information and Research

3.1. The Athlete agrees and consents to:

- a) Maintain the highest level of physical conditioning, technical readiness, and well-being appropriate for high-performance baseball/softball.
- b) Immediately notify the Coach and SBSA if he/she sustains an injury or illness which interrupts training for **three (3) or more consecutive days**.
- c) Keep SBSA updated on changes to health, physical status, or medical conditions throughout the duration of this Agreement.
- d) Undergo medical screenings, sport science assessments, performance tests, and return-to-play protocols where required by SBSA or sport science/medical partners.

4. Compliance with the World Anti-Doping Code

4.1. The Athlete agrees to:

- (a) Recognise Anti-Doping Singapore (ADS) as the national anti-doping organisation with authority over testing, results management and disciplinary processes.
- (b) Be familiar with athlete rights and responsibilities under the Anti-Doping Policy of Singapore and ADS Anti-Doping Rules.
- (c) Submit to unannounced doping controls when required by ADS, SBSA, SportSG, the International Federation, the IOC or any authorised anti-doping organisation.
- (d) Provide accurate and timely whereabouts information when included in any Testing Pool.
- (e) Submit TUE applications promptly when prescribed medications include Prohibited Substances or Methods.
- (f) Complete anti-doping education required by ADS or relevant bodies, including but not limited to WADA's ADEL learning modules.

4.2. Submission of personal and medical data to ADS shall be deemed to be with the Athlete's consent for use under the ADS Anti-Doping Rules.

4.3. 4.3 These obligations are in addition to the Anti-Doping Policy of Singapore and do not restrict or replace any other anti-doping rules applicable to the Athlete.

5. Apparel & Equipment

5.1. The Athlete agrees to:

- (a) Wear and use designated SBSA national team apparel, protective equipment, and gear during official training, competitions and other SBSA-required activities.
- (b) Not use national team apparel or equipment for commercial or promotional purposes without prior written approval from SBSA and SportSG.
- (c) Not wear or display political symbols or messaging when representing Singapore or when identifiable as a national athlete.

6. National Representative, Sports Ambassador & Role Model

6.1. The Athlete acknowledges that his/her conduct reflects on Singapore, SBSA and SportSG. The Athlete shall:

- (a) Display responsible, respectful, and exemplary behaviour at all times, both on and off the field.
- (b) Maintain the highest standards of conduct, integrity and sportsmanship, and not engage in behaviour that brings SBSA, SportSG or Singapore into disrepute.
- (c) Compete fairly, respect officials, teammates and opponents, and accept victory or defeat with dignity.
- (d) Behave and dress in a respectable and professional manner when representing Singapore, including during travel, media activities and public engagements.
- (e) Contribute to an environment that is fair, inclusive, supportive and free from harassment, abuse or discrimination.
- (f) Not engage in any form of sexual, physical, psychological misconduct as defined under the Safe Sport Unified Code.
- (g) Not engage in illegal activities or conduct that violates the laws of Singapore or any host country during competitions or training.
- (h) Seek prior written approval from SBSA and SportSG before entering into any commercial engagements, sponsorships, product endorsements or business agreements.
- (i) Not make public statements (including on social media) that disparage SBSA, SportSG, officials, teammates or competitors. Fair and factual comment related to sport performance is permitted.
- (j) Use social media responsibly, understanding that content posted publicly may affect SBSA, SportSG, teammates and the image of Singapore sport.

7. Compliance with the Safe Sport Unified Code

7.1. To help maintain a safe sporting environment, the Athlete agrees:

- (a) To know, understand and uphold the standards of behaviour required under the Safe Sport Unified Code, Athlete's Code of Conduct, and relevant SBSA, SNOC or SNPC Safe Sport policies.
- (b) To comply with all obligations and avoid behaviour that constitutes misconduct under these Codes and policies.
- (c) To complete Safe Sport training and education required by SBSA, SportSG, SNOC or SNPC.
- (d) To submit to investigative and disciplinary processes for alleged breaches under the Safe Sport Programme.
- (e) Acknowledge that SportSG may recognise and enforce sanctions or measures imposed under the Safe Sport Programme.

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