

# 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](http://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.

END