



VOLLEYBALL ASSOCIATION OF SINGAPORE

CODE OF ETHICS POLICY

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Responsible Officer:	VAS Board & Secretariat

1. INTRODUCTION

- 1.1 These Regulations were drafted based on the IOC Code of Ethics (version 2012) and the Fédération Internationale de Volleyball (FIVB) Disciplinary Regulations (version 2018).

2. SCOPE

- 2.1 For the purpose of these Regulations, the following natural and legal persons are subject to the jurisdiction of the Volleyball Association of Singapore (VAS) under the terms herein established.

- The VAS governing institutions (President and the VAS Board)
- Persons elected or appointed to a position in any VAS governing institution other than the Board
- Persons elected or appointed to a position in any VAS supporting committees
- Persons holding an honorary title granted by the VAS
- Organising Committees of VAS competitions
- National athletes, including youth and age-group athletes
- VAS officials and referees
- VAS registered coaches
- Clubs, teams and their administrators, team managers, players, coaches, technical and support personnel

3. PRINCIPLES

The VAS and all persons listed in para 1 above undertake at all times to respect and ensure respect of the following principles

3.1 Dignity

- 3.1.1 Safeguarding the dignity of the individual is a fundamental requirement of Olympism and of the VAS.
- 3.1.2 There shall be no discrimination between athletes, coaches, referees, members of delegations or other accredited people (hereinafter in this Section the "Participants") in volleyball or beach volleyball competitions organised or recognised by the VAS (hereinafter in this Section the "Competitions") on the basis of race, gender, ethnic origin, religion, philosophical or political opinion, marital status or other grounds.
- 3.1.3 Doping practices at all levels are strictly prohibited.
- 3.1.4 All forms of harassment of Participants in the framework of the Competitions, be it physical, professional or sexual, and any physical or mental injuries to them, are prohibited.

- 3.1.5 All forms of participation in betting related to the Competitions, are prohibited. All forms of promotion of betting related to the Competitions are also prohibited.
 - 3.1.6 Also, in the context of betting, Participants in the Competitions must not, by any manner whatsoever, infringe the principle of fair play, show non-sporting conduct, or attempt to influence the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics.
 - 3.1.7 The VAS, their members as well as the Organising Committees of Competitions (hereinafter in this Section the “Parties”) shall guarantee the athletes' conditions of safety, wellbeing and medical care in support of their physical and mental equilibrium
- 3.2 Integrity
- 3.2.1 The Parties or their representatives shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the organisation of the Competitions, unless expressly approved by the VAS.
 - 3.2.2 Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted by the Parties, as a mark of respect or friendship. Any other gift must be passed on to the organisation of which the beneficiary is a member.
 - 3.2.3 The hospitality shown by or to the members and staff of the Parties, and the persons accompanying them, shall not exceed the standards prevailing in the host country.
 - 3.2.4 The Parties shall respect the following provisions concerning conflicts of interests:
 - 3.2.4.1 Before being elected or appointed, Parties shall disclose to VAS any personal interests that could be linked with the duties they are about to undertake.
 - 3.2.4.2 Conflicts of interest arise if a party has, or appears to have, private or personal interest(s) that detract from its ability to perform its duties with integrity in an independent manner. Private or personal interests include gaining any possible advantage for himself, his family, relatives, friends and acquaintances.
 - 3.2.4.3 While performing their duties, Parties shall avoid any potential conflict of interest, i.e. any situation that could lead to a conflict of interest.
 - 3.2.4.4 The Parties shall not perform their duties if they have a conflict of interest. Any such conflict shall be immediately disclosed to VAS.

- 3.2.5 The Parties shall use due care and diligence in fulfilling their mission. They must not act in a manner likely to tarnish the reputation of the VAS or the sport of volleyball in general.
- 3.2.6 The Parties, their agents or their representatives must not be involved with legal entities or persons whose activity or reputation is inconsistent with the principles set out in the VAS Constitution, By-Laws and Regulations.
- 3.3 Good governance and resources
- 3.3.1 The Parties must respect the Basic Universal Principles of Good Governance of the Olympic and Sports Movement (see Annex A), in particular transparency, responsibility and accountability.
- 3.3.2 The resources of the Parties connected with the VAS and the Competitions may be used only in accordance with the principles and objectives included in the FIVB Constitution and Regulations.
- 3.3.3 The income and expenditure of the Parties shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor will check these accounts.
- 3.3.4 In cases where the VAS gives financial support to the Parties:
- 3.3.4.1 the use of these resources in accordance with the principles and objectives included in the VAS Constitution, By-Laws and Regulations must be clearly demonstrated in the accounts;
- 3.3.4.2 the accounts of the Parties may be subjected to auditing by an expert designated by the VAS.
- 3.3.5 The Parties recognise the significant contribution that sponsors, partners and other supporters of sports events make to the development and prestige of the Competitions. However, such support must be in a form consistent with the rules of sport and the principles defined in the VAS Constitution, By-Laws and Regulations. They must not interfere in the running of sports institutions. The organization and staging of Competitions are the exclusive responsibility of the independent accredited event vendors recognised by the VAS
- 3.4 Candidatures
- 3.4.1 The Parties shall in all points respect the various policies and regulations published by the VAS linked to the selection of organisers of Competitions.
- 3.4.2 The Parties shall in all points respect and adhere to the various policies and regulations published by the FIVB, specifically in the area of candidatures for coaching and officials development courses offered by FIVB and/ or members of the FIVB supporting institutions (Confederations, National Federations, Executive Group, Zonal Associations, Councils and Commissions).

- 3.4.3 With respect to candidatures for elections – and in addition to other principles set out in this Article 3 – the Parties shall:
 - 3.4.3.1 promote their candidature with dignity, integrity and moderation, respecting at all times and at all levels the VAS, the other candidates and the voters;
 - 3.4.3.2 not enter into any form of undertaking with any natural or legal person likely to affect their freedom of decision or action after taking office;
 - 3.4.3.3 not produce any spoken word, written text or representation of any nature likely to harm the image of another candidate or cause him/her prejudice;
 - 3.4.3.4 not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature for the direct or indirect benefit of another Party and/or the voters

- 3.5 Relations with government authorities
 - 3.5.1 The Parties shall work to maintain harmonious relations with government authorities, in accordance with the principle of universality and political neutrality that applies to sports organisations within the Olympic Movement.
 - 3.5.2 The Parties are free to play a role in their private and public lives. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the VAS Constitution, By-Laws and Regulations.
 - 3.5.3 The Parties shall endeavour to protect the environment on the occasion of any events they organise. In the context of the Competitions, they undertake to uphold generally accepted standards for environmental protection.

- 3.6 Compliance with Rules and Regulations of International Federation (IF)
 - 3.6.1 The Parties should comply with all rules and regulations of the IF (FIVB) and when in doubt, refer to the VAS for written clarification and guidance.

- 3.7 Confidentiality
 - 3.7.1 The Parties shall not disclose information entrusted to them in confidence. The principle of confidentiality shall be strictly respected. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organisation

- 3.8 Implementation

- 3.8.1 The Parties shall see to it that the principles and rules of the VAS Constitution, By-Laws and the provisions of this Code of Ethics are applied.
- 3.8.2 The Parties shall inform the VAS Secretary-General or President of any breach of this Code of Ethics, with a view to possible referral to the VAS Disciplinary Committee.
- 3.8.3 Violations of the Code of Ethics and respective Code of Conduct for specific groups of participants as noted in this document will be referred to the VAS Disciplinary Committee

4. CODE OF CONDUCT FOR BOARD AND SUB-COMMITTEE MEMBERS

4.1 Definition of Board and Sub-committee members

- 4.1.1 The VAS Board of Directors is the elected body recognised by Sport Singapore (SportSG), Singapore National Olympic Committee (SNOC), and the FIVB responsible for the promotion, sanctioning, expansion and strengthening of Volleyball in Singapore.
- 4.1.2 Members of the Board of Directors are expected to comply and discharge their duties in accordance with the Constitution, and in the best interests of the Association, as well as the sport in general.
- 4.1.3 The purpose of this Code of Conduct is to protect the integrity and authenticity of VAS by aligning members of the Board of Directors with the core values of the association, requiring them to act honestly, impartially, loyally, subscribing to high standards of professional ethics and behaviour.

The Integrity Standards required of Directors:

4.2 Honesty

- 4.2.1 To act with utmost integrity and honesty always, including acting in good faith towards others and with mutual trust and understanding in all their dealings.
- 4.2.2 To be open about their decisions and the actions they take and give reasons for their decisions.
- 4.2.3 To promote and support the principle of objective and transparent decision making.

4.3 Fulfil Duties

- 4.3.1 To actively fulfil their duties and responsibilities with VS with all due care and skill and in good faith, and in particular not to act outside of their authority.

4.4 Clean Volleyball

- 4.4.1 To protect and promote clean athletes, in compliance with the World Anti-Doping Code and Anti-Doping Singapore Policies (such as may be amended from time to time).

- 4.5 Conflict of interest
 - 4.5.1 To ensure that there are no conflicts or incompatibility between their personal interests and the impartial fulfilment of their duties.
 - 4.5.2 To avoid any case of conflict of interest and to disclose any potential conflict of interest.
 - 4.5.3 To act for the benefit of VAS when making decisions that affect or may affect the association, and to do so without reference to their own personal interest, either financial or otherwise.

- 4.6 Gifts and Benefits
 - 4.6.1 To ensure that gifts, hospitality or other benefits which are offered, promised, given or received are strictly in accordance with the Conflict of Interest clause and Gifts guidelines as set out below:
 - 4.6.2 Gifts and other benefits of nominal value may be given or accepted by a member as a gesture of respect or friendship.
 - 4.6.3 In all circumstances, the giving or accepting of cash by a member in any amount is prohibited.

- 4.7 Protect assets
 - 4.7.1 To protect the assets of SAA and only use or authorize others to use them within the authority granted, and in particular not to misappropriate any such assets regardless of whether this is carried out directly or indirectly through, or in conjunction with, intermediaries or related parties.

- 4.8 Proper Conduct
 - 4.8.1 To conduct themselves in a professional and courteous manner, and to refrain from using language or conduct that is obscene, offensive or of an insulting nature towards another person.
 - 4.8.2 To respect the ideas and input of fellow Board members.
 - 4.8.3 To challenge, if the need arises, fellow Board members' views and statements in a constructive, polite and informed manner.

- 4.9 Equality
 - 4.9.1 Not to unlawfully discriminate on the basis of race, sex, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or other differences and in particular to encourage and actively support equality of gender in the Association and in Volleyball.

- 4.10 Dignity
 - 4.10.1 To safeguard the dignity of individuals and not to engage, (directly or indirectly) in any form of harassment, whether physical, verbal, mental, sexual or otherwise.

4.11 Protect the reputation of VAs

4.11.1 To protect the reputation of the VAS and not act, or fail to act, in any manner which may:

4.11.1.1 Adversely affect the reputation of the VAS or Volleyball generally.

4.11.1.2 Bring the VAS or Volleyball into disrepute.

4.11.1.3 Be contrary to the objects of the VAS.

4.11.1.4 Be prejudicial to, or adversely affect the interests of the VAS or Volleyball.

4.12 Attendance

4.12.1 To make an effort to attend all meetings.

4.12.2 To send apologies for absence to the Secretary-General before the meeting, if a member is unable to attend.

4.13 Breach of the Code

4.13.1 Any member who is in breach of this code may be censured, suspended for a period of time, dismissed or removed by resolution of the other members of the Board of Directors.

5. CODE OF CONDUCT FOR ATHLETES

5.1 The purpose of the Code is to establish a consistent expectation for athletes' behaviour. By signing the Code of Conduct, the athlete agrees to the Terms and Conditions of this Code of Conduct.

5.2 If the athlete violates any provisions in the Code, the athlete shall be subject to disciplinary action, as determined by the VAS Board of Directors.

5.3 This Code is subject to review and can be amended by the VAS at any time as it deems fit, by way of writing and/or announcement on the VAS Website

5.4 Athletes Governed by the Code

5.4.1 For the purposes of the Code, "Athlete" or "Athletes" shall refer to all athletes selected for the National, National Junior, Youth and Development Teams, including athletes who are training to represent Singapore in FIVB, Asian Volleyball Confederation (AVC) or VAS sanctioned competitions – both locally and internationally.

5.4.2 For avoidance of doubt, Athletes include all carded athletes under SportSG and/or Singapore Sports Institute and non-carded athletes. The Athlete or Athletes are bound by the provisions of the Code contained herein.

5.4.3 The Code shall be effective from the date of signature by the Athlete, until the Athlete sends an official written resignation/ retirement from the sport of Volleyball, or when the VAS deems fit, whichever is earlier.

5.5 Training, Competition and Performances

- 5.5.1 The Athlete shall endeavour to participate in Assigned Events, which include local/international competitions, VAS national team training sessions, and VAS-organised activities.
 - 5.5.2 The Athlete shall strictly abide by the rules, regulations and guidelines stipulated by the VAS and/or its appointed officials during the Assigned Events, including but not limited to, the principles and conduct stated herein.
- 5.6 Fitness & Injury Prevention
- 5.6.1 The Athlete shall strive to achieve the highest possible level of physical fitness and good health required for consistent training and competition as a competitor in the sport of Volleyball.
 - 5.6.2 The Athlete shall refrain from acting in a reckless manner that may cause or contribute to injury to himself/herself, or any other person and shall maintain a proper lookout to avoid damage to VAS/ SportSG training facilities and equipment.
- 5.7 Clothing, Equipment & Sponsorship
- 5.7.1 The Athlete shall not affix any Sponsor logos to any team clothing, uniform or equipment, without obtaining VAS's prior approval in writing. VAS has ultimate discretion to decide whether the Sponsor logo can be affixed
 - 5.7.2 Logos can be affixed, taking into consideration SNOC Sponsorship Guidelines.
 - 5.7.3 The Athlete shall only be in the attire provided by VAS at the Assigned Events. The Athlete shall not be allowed to wear any other attire, at any time during the Assigned Events, unless prior written approval is sought.
 - 5.7.4 Notwithstanding the above, the Athlete can obtain prior written approval to wear any other attire which are not provided for by the VAS.
 - 5.7.5 The Athlete undertakes to ensure that team clothing, uniform and/or equipment are well maintained and in accordance with VAS, AVC and/ or FIVB guidelines for competitions.
 - 5.7.6 The Athlete shall adhere to "black-out periods", as specified by VAS and in accordance with SNOC Sponsorship Guidelines (before and during Major Games), to refrain from publicly and actively endorsing brands and/or products, other than those arranged for and approved by the VAS and SNOC.
- 5.8 Integrity Standards
- 5.8.1 In order to protect the integrity, authenticity and reputation of Volleyball, the Athletes are required to meet the highest ethical standards ("Integrity Standards"), as set out herein below:
 - 5.8.1.1 Maintain Reputation of VAS: to not act in a manner likely to affect adversely the reputation of VAS, or the sport of

Volleyball generally, nor act in a manner likely to bring the sport into disrepute.

- 5.8.1.2 Honesty: to act with utmost integrity and honesty at all times including acting in good faith towards others and with mutual trust and understanding in all their dealings.
- 5.8.1.3 Fulfil Duties: to actively fulfil their duties and responsibilities with VAS with all due care and skill and in good faith and in particular not to act outside of their authority.
- 5.8.1.4 Clean Volleyball: to protect clean athletes and not engage in Doping, and in particular to comply with the World Anti-Doping Code and Anti-Doping Singapore Policies (such as may be amended from time to time).
- 5.8.1.5 Proper Conduct: to conduct themselves in a professional and courteous manner and in particular to refrain from using language or conduct that is obscene, offensive or of an insulting nature towards another person.
- 5.8.1.6 Equality: not to unlawfully discriminate on the basis of race, sex, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or other differences and in particular to encourage and actively support equality of gender in Volleyball.
- 5.8.1.7 Dignity: to safeguard the dignity of individuals and not to engage, (directly or indirectly) in any form of harassment, whether physical, verbal, mental, sexual or otherwise.
- 5.8.1.8 Maintain Confidentiality: to keep confidential all information which is entrusted to them in confidence unless permitted to disclose such information under the Code or required to disclose such information by law. In addition, information obtained in connection with the Athlete's role or activities in Athletics that is not confidential may not be disclosed for personal gain or benefit, nor be used maliciously to damage the reputation of any person or organisation.
- 5.8.1.9 Fair Play: to respect the spirit of fair play and non-violence and behave accordingly on the sporting arena.
- 5.8.1.10 Good Sportsmanship: to exhibit good sportsmanship at all times, by respecting coaches, referees, judges, competitors or officials from Singapore and other countries.
- 5.8.1.11 Notwithstanding the above, the Athlete agrees to adhere to all announced rules, policies and procedures of the VAS, which will be released from time to time.

5.9 Media, Publicity and Public Appearances

- 5.9.1 The Athlete shall channel all contacts, interviews or appearances with the media, sponsors, sports, entertainment and other

- organizations through VAS, and obtain VAS's prior written permission before commencing any interactions with the media, sponsors, sports, entertainment and other organizations.
- 5.9.2 The Athlete shall adhere to the Integrity Standards when making any authorised contacts, interviews or appearances with the media, sponsors, sports, entertainment and other organisations.
- 5.9.3 The Athlete shall not use the name or logo of VAS or Team Singapore or SportSG without prior written permission from SAA and SportSG.
- 5.9.4 The Athlete shall not make any representations on behalf of the VAS or SportSG.
- 5.10 Social Media Platforms
- 5.10.1 The Athlete shall adhere to the Integrity Standards when posting on social media.
- 5.10.2 The Athlete shall be personally liable for the content he/she posts on social media, which only reflect his/her personal opinions or views and are not representative of SAA or SportSG. The Athlete can be held personally liable for comments deemed defamatory, misrepresentative or obscene.
- 5.10.3 The Athlete shall not use VAS's videos, photographs and audio recordings (the "Contents"), which were made during volleyball events. Such content falls under the intellectual property of VAS, and is only authorised for personal use only, and not for commercial gains. The Athlete shall obtain prior written consent to publish the Contents, as well as seek permission from the other persons in the said Contents.
- 5.11 Anti-Doping Rules
- 5.11.1 The Athlete shall comply with the World Anti-Doping Code and Anti-Doping Singapore Policies (such as may be amended from time to time) (the "Anti-Doping Rules").
- 5.11.2 The Athlete shall do his/her own due diligence to ensure that he/she does not consume any prohibited substance under the Anti-Doping Rules.
- 5.11.3 When required, the Athlete shall avail himself/herself for testing in accordance with the Anti-Doping Rules.
- 5.12 Intellectual Property
- 5.12.1 The Athlete shall not use Contents and/or any other form of work product from the VAS, which amounts to the Intellectual Property of VAS, without prior written consent from VAS.
- 5.13 Indemnity & Insurance

- 5.13.1 The Athlete acknowledges that there are inherent risks associated with competitive Athletics and that the sport involves elements of risk. It is the Athlete's sole responsibility to act and govern himself/herself in a manner as to be responsible for his/her own health and safety.
 - 5.13.2 The Athlete assumes all risks foreseen and unforeseen that arise from his/her participation in the sport of competitive Athletics and indemnify and hold harmless SAA, SportSG & SNOC from any and all claims, actions, losses or damages including but not limited to bodily injury and death.
 - 5.13.3 Save for sport medicine facilities available to carded Athletes, it is the Athlete's own responsibility to have his/her own medical insurance policy to cover his/her personal medical expenses resulting from accidents and injuries.
- 5.14 Disclosure of Information
- 5.14.1 The Athlete permits the dissemination of personal information and data (including information related to race or ethnic origin and physical/mental health) to SportSG, SNOC, AVC and FIVB, or any other competition organisers when required by the VAS by these governing bodies or competition organisers

6. CODE OF CONDUCT FOR COACHES

- 6.1 The Three Principles of Coach's Code of Ethics (adopted from CoachSG's Coach's Code of Ethics) form the framework for the Coach's Code of Ethics and are illustrated by a list of key ethical standards related to coaching. The key ethical standards set out below are meant to illustrate and expound on the three broad principles and are not meant to be an exhaustive list.
- 6.2 Principle: Respect for Individuals
- 6.2.1 The concept that each individual possesses an intrinsic value and worth is integral to the principle of Respect for Individuals. The coach is called upon to act in a manner respectful of the dignity of individuals.
 - 6.2.2 Key Ethical Standards
 - 6.2.2.1 Treat and respect everyone equally, regardless of race, language, religion, culture, gender or physical ability.
 - 6.2.2.2 Recognise that your athletes can contribute in providing positive feedback on training methods and how best performance during training and competition could be optimised. Be a good listener when occasions for such interaction arise.
 - 6.2.2.3 Remember that there is a need for certain information to be kept confidential. Disclosure of such information should

only be made with the consent of those who requested confidentiality.

- 6.2.2.4 Be sensitive to the feelings of your athletes when providing feedback on their training progress and performance during competition. Criticisms, if any, should not be directed at your athlete, instead it should be on your athlete's performance.

6.3 Principle: Responsible Coaching

- 6.3.1 The principle of Responsible Coaching requires that the coach be competent and responsible and discharge his/her duty of care to the participants. This encompasses the concept that risks to the participants are minimised and benefits to their holistic development are maximised.

6.3.2 Key Ethical Standards

- 6.3.2.1 Be responsible for periodically updating your coaching expertise through participation in courses, conferences and workshops and through information available in resource materials.
- 6.3.2.2 Prepare well-planned and sound training programmes and execute them in a manner that would benefit all your athletes.
- 6.3.2.3 Recognise the limits of your knowledge and collaborate with other qualified practitioners. Where appropriate, refer your athletes to a more qualified coach or specialist.
- 6.3.2.4 Advise your injured athlete to seek further medical treatment and suggest an appropriate recovery plan whenever possible. When deciding on your injured athlete's ability to continue training or competing, do take into account his/her future health and general well-being.
- 6.3.2.5 Ensure that training and competition venues meet with minimum safety standards and that your athletes are properly attired.
- 6.3.2.6 Avoid physical intimacy with your athlete. Any physical contact with your athletes should be only when absolutely necessary and during appropriate situations.

6.4 Principle: Integrity in Actions

- 6.4.1 The principle of Integrity in Actions requires the coach to act with uprightness and coherence. Coaches are expected to be honest, principled and honourable.

6.4.2 Key Ethical Standards

- 6.4.2.1 Be honest and sincere when communicating with your athletes. Do not give false hopes to your athlete.

- 6.4.2.2 Inform a fellow coach if and when you are working with his/her athlete(s).
 - 6.4.2.3 Your coaching qualifications and experience should be accurately represented, both in written and verbal form.
 - 6.4.2.4 Abide by the rules of your sport and respect your opponents and those in positions of authority.
 - 6.4.2.5 Adopt a professional attitude and maintain the highest standards of personal conduct. It should encompass your mannerism, dress and language.
 - 6.4.2.6 Exercise self-awareness and evaluate how your values and actions influence your coaching activities positively or negatively.
 - 6.4.2.7 Uphold the values of clean, dope-free sport, by complying with all relevant anti-doping rules that are in line with the World Anti-Doping Code and cooperating with relevant anti-doping authorities should a need arise. Be a positive influence to those under your charge with respect to the values of clean sport.
- 6.5 Other Code of Conduct
- 6.5.1 Coaches should not smoke while coaching, nor consume alcoholic beverages so soon before coaching that it affects their competence, or that the smell of alcohol is on their breath.
 - 6.5.2 Coaches should enter into full cooperation with all individuals and agencies that could play a role in the development of the athletes they coach. This includes working openly with other coaches, using the expertise of sports scientists and sports physicians, and displaying an active support of the VAS, AVC and FIVB.
 - 6.5.3 Coaches must respect the image of the coach and continuously maintain the highest standards of personal conduct, reflected in both the manner of appearance and behaviour.
 - 6.5.4 Coaches should limit themselves to the areas for which they have been trained, in which they are competent. They should refer to specialists when dealing with areas beyond their scope.
- 6.6 Media, Publicity and Public Appearances
- 6.6.1 Coaches shall adhere to the integrity Standards when making any authorised contacts, interviews or appearances with the media, sponsors, sports entertainment, and other organisations.
 - 6.6.2 Coaches shall not use the name or logo of VAS or Team Singapore or SportSG without prior written permission from VAS and SportSG.
 - 6.6.3 Coaches shall not make any representations on behalf of VAS or SportSG.
 - 6.6.4 Coaches shall adhere to the Integrity Standards when posting on social media.

- 6.6.5 Coaches shall be personally responsible for the content they post on social media, which only reflect their personal opinions or views, and are not representative of VAS or SportSG, Coaches can be held personally liable for comments deemed defamatory, misrepresentative or obscene.
- 6.6.6 Coaches shall not use VAS' videos, photographs and audio recordings (the "Contents"), which were made during athlete events. Such content falls under the intellectual property of VAS, and is only authorised for personal use, and not for commercial gains. Coaches shall obtain prior written consent to publish the Contents, as well as seek permission from the other persons in the said Contents.

7. CODE OF CONDUCT FOR TECHNICAL OFFICIALS

- 7.1 The purpose of the Code is to establish a consistent expectation for technical officials' behaviour. By signing the Code of Conduct, the technical official agrees to the Terms and Conditions of this Code of Conduct.
- 7.2 If the technical official violates any provisions in the Code, the technical official shall be subject to disciplinary action, as determined by the VAS Board of Directors.
- 7.3 This Code is subject to review and can be amended by the VAS at any time as it deems fit, by way of writing and/or announcement on the VAS Website.
- 7.4 Integrity
 - 7.4.1 Officials shall not act in a manner that may adversely affect the reputation of the organisation (VAS), or the sport of Volleyball.
 - 7.4.2 Officials shall act with utmost integrity, honesty and responsibility in discharging their duties and fulfilling their roles in the sport of Volleyball.
 - 7.4.3 Officials shall not offer, promise, solicit, accept any personal, financial or other benefit in connection with their duties and/or roles in Volleyball.
- 7.5 Equality
 - 7.5.1 Officials shall not discriminate against any persons on the basis of race, sex, ethnic origin, religion, political opinion, sexual orientation or any other unfair or irrelevant factor, except permitted by law, including the rules of the VAS, Committees, Commissions or other ruling bodies appointed by the VAS or governing the VAS.
- 7.6 Dignity
 - 7.6.1 The dignity and worth of all individuals are safeguarded, and all forms of harassment: verbal, physical, mental or sexual are prohibited.
- 7.7 Good Faith

- 7.7.1 Officials shall act in good faith towards each other, and other members of the SAA with mutual respect, trust and understanding in all their dealings.
- 7.8 Respect
 - 7.8.1 Officials shall respect the dignity and worth of athletes, officials, volunteers, coaches and spectators, independent of race, ethnicity, age, gender, religion, or any other factor unrelated to the volleyball event.
- 7.9 Officials shall communicate clearly and courteously
 - 7.9.1 Officials shall act objectively and decisively, discharging their duties efficiently in a friendly, non-abrasive manner.
 - 7.9.2 Officials shall work in a spirit of cooperation with other officials and offer guidance and support to less experienced officials.
- 7.10 Welfare and Safety
 - 7.10.1 Officials shall conduct events with the welfare and safety of athletes in mind.
 - 7.10.2 Officials shall exercise due diligence and care to ensure that the conditions, equipment, implements and relevant technical specifications are complied with, in accordance to regulations, and with due respect to the welfare and safety of athletes.
- 7.11 Fairness and Equity
 - 7.11.1 Officials shall discharge their duties and conduct all events with impartiality, upholding the highest standards of fair play and integrity.
 - 7.11.2 Officials shall be mindful of possible biases and/or potential conflicts of interest. Where feasible, these officials shall abstain from officiating and turn over their duties to another similarly qualified official.
 - 7.11.3 Coaches shall not perform officiating duties.
- 7.12 Professionalism
 - 7.12.1 Officials shall arrive in good time, and be fully prepared for the duties and roles assigned to them.
 - 7.12.2 Officials shall commit to the full duration of the event they have agreed to officiate in. Officials shall not abandon their duties without valid cause.
 - 7.12.3 In the event of an emergency, officials shall consult the officials manager before taking their leave.
 - 7.12.4 Officials shall be appropriately attired in the VAS Technical Official top, long pants and shoes.
 - 7.12.5 Officials shall seek permission/ clearance before officiating in non-VAS sanctioned events.

- 7.12.6 Officials on non-VAS overseas assignments shall notify and seek clearance in writing from VAS, before accepting the assignments.
 - 7.12.7 Officials shall be knowledgeable about the rules, regulations and specifications, necessary to conduct the events and enforce the rules.
 - 7.12.8 Officials shall be conscientious and strive for utmost accuracy in their recording, reporting, computing and other technical duties. In the event of errors, corrections must be made promptly, with appropriate consultation with other Officials and supervising Officials.
 - 7.12.9 Officials shall exhibit courtesy in their communication to athletes, coaches, fellow officials and others involved in the event(s).
 - 7.12.10 Officials shall not make any representation on behalf of the Association to the media.
 - 7.12.11 Officials shall refer any media inquiries to VAS spokesmen, namely the General Manager, President, Deputy President, Secretary-General, or person/ persons officially assigned to represent the Association.
- 7.13 Social Media
- 7.13.1 Officials are reminded to adhere to the Code of Ethics when posting messages or content, which are related to the Association, or the sport of Volleyball on social media platforms.
 - 7.13.2 Officials shall be responsible to make clear that their posts reflect personal opinions or views.
 - 7.13.3 Officials are reminded that they are responsible for their posts and can be held liable for comments deemed defamatory, misrepresentative or obscene.
 - 7.13.4 Officials shall not disclose any confidential information of the Association, and/or persons related to the Association.
 - 7.13.5 Videos, photographs and audio recordings made during athletic events shall be for personal use only, and not for commercial gain.
 - 7.13.6 Consent to publish the pictures of other persons in photographs or videos must be obtained.
 - 7.13.7 These videos, photographs, audio recordings must not infringe on the confidentiality of persons, nor bring the reputation of the Association and/or the sport of Volleyball into disrepute.

8. CHANGES TO THE POLICY

- 8.1 VAS is committed to ensuring that all policies are up-to-date and reflect current practices.
- 8.2 Changes to this policy must be reviewed and approved by VAS Board, following which, it will be updated and posted on VAS's website.

ANNEX A

Basic Universal Principles of Good Governance of the Olympic and Sports Movement

1. Vision, mission and strategy
 - 1.1 Vision
 - 1.1.1 The vision and overall goals of the organisations have to be clearly defined and communicated.
 - 1.2 Mission

The mission should include:

 - development and promotion of sport,
 - promotion of the values of sport,
 - organisation of competitions,
 - ensuring a fair sporting contest at all times,
 - protection of the members and particularly the athletes,
 - solidarity,
 - respect for the environment.
 - 1.3 Strategy
 - 1.3.1 The strategy is to be aligned with the vision and regularly adapted to the environment. The strategy of sporting organisations should be elaborated at the highest level of the organisation.
2. Structures, regulations and democratic process
 - 2.1 Structures
 - 2.1.1 All sports organisations in the Olympic and Sports Movement should be based on the concept of membership within entities established in accordance with applicable laws.
 - 2.1.2 The sports organisations should include as members legal or physical persons who constitute the organisation and contribute to form the will of the organisation.
 - 2.1.3 The stakeholders of the organisation encompass all members who make up the organisation as well as all external entities who are involved and have a link, relation with or interest in the organisation.
 - 2.2 Clear regulations
 - 2.2.1 All regulations of each organisation and governing body, including but not limited to, statutes/constitutions and other procedural regulations, should be clear, transparent, disclosed, publicised and made readily available.

- 2.2.2 Clear regulations allow understanding, predictability and facilitate good governance. The procedure to modify or amend the regulations should also be clear and transparent.
- 2.3 Governing bodies
 - 2.3.1 The size of the governing bodies should be adequate and consistent with the size of the sports organisations. The tasks and responsibilities of the governing bodies should be clearly defined in the applicable regulations and should be adapted and reviewed as necessary.
 - 2.3.2 Governing bodies should be entitled to create standing or ad hoc committees with specific responsibilities, in order to help them in their tasks.
 - 2.3.3 The organisation should set out and adopt reliable and appropriate criteria for the election or appointment of members of the governing bodies so as to ensure a high level of competence, quality and good governance.
- 2.4 Representative governing bodies
 - 2.4.1 Members of the organisation should be represented within the governing bodies, particularly women and athletes. Special care should be taken for protection and representation of minority groups.
- 2.5 Democratic processes
 - 2.5.1 Democratic processes, such as elections, should be governed by clear, transparent and fair rules.
- 2.6 Attributions of the respective bodies
 - 2.6.1 A clear allocation of responsibilities between the different bodies such as general assembly, executive body, committees or disciplinary bodies, should be determined. There should be a balance of power between the bodies responsible for the management, supervision and control of the sport organisations: principle of checks and balances.
- 2.7 Decision-making
 - 2.7.1 All members of the sports organisations shall have the right to express their opinion on the issues on the agenda through appropriate channels. Members shall have the right to vote and be able to exercise that right in appropriate form as defined in the regulations of the governing body. Decision-making bodies should be fully aware of all relevant information before taking a decision.
 - 2.7.2 Bodies of the organisation should meet on a regular basis taking into consideration their specific duties and obligations.
- 2.8 Conflicts of interests

- 2.8.1 As a general principle, members of any decision-making body should be independent in their decisions. No-one with a personal or business interest in the issue under discussion should be involved in the decision. Adequate procedures should be established in order to avoid any conflicts of interests.
- 2.9 Election or renewal of office-bearers on a regular basis
 - 2.9.1 The duration of the terms of office should be pre-determined in order to allow election/renewal of office-bearers on a regular basis. Access for new candidates should be encouraged.
- 2.10 Decisions and appeals
 - 2.10.1 Any member affected by a decision of a disciplinary nature taken by any sports organisation should be offered the possibility to submit an appeal to an independent body within the sport's jurisdictions.
 - 2.10.2 When decisions are taken against a member, special attention should be paid to the appropriate balance between transparency and protection of privacy.
- 3. Highest level of competence, integrity and ethical standards
 - 3.1 Competence of the members of the executive body
 - 3.1.1 Members of the executive body should be chosen on the basis of their ability, competence, quality, leadership capacity, integrity and experience. The use of outside experts in specific fields should be considered when necessary.
 - 3.2 Power of signature
 - 3.2.1 Good governance implies proper financial monitoring. In order to avoid any abuse of powers of representation (in particular signing), adequate rules should be set up, approved and monitored at the highest level. Precise, clear and transparent regulations should be established and applied, and effective controlling systems and checks and balances should be put in place. As a general rule, individual signature should be avoided for binding obligations of an organisation.
 - 3.3 Internal management, communication and coordination
 - 3.3.1 Good internal communication reinforces the efficiency of sporting organisations. Good information flow inside sporting organisations ensures good understanding by membership of activities undertaken and allows managers to make timely and informed decisions.
 - 3.3.2 Good working conditions and atmosphere as well as motivation and incentive policies are essential for the smooth functioning of the organisation.

3.4 Risk management

3.4.1 A clear and adequate risk-management process should be put in place:

- identification of potential risks for the sports organisations,
- evaluation of risks,
- control of risks,
- monitoring of risks,
- disclosure/transparency.

3.5 Appointment of the members of the management

3.5.1 Leadership is above management. The majority of the members of management should be professional. Candidates should have professional competency and an impeccable professional history. The selection process should be based on objective criteria and should be set out clearly.

3.6 Code of Ethics and ethical issues

3.6.1 Develop, adapt and implement ethical principles and rules. Ethical rules should refer to and be inspired by the IOC Code of Ethics. Monitor the implementation of ethical principles and rules.

4. Accountability, transparency and control

4.1 Accountability

4.1.1 All bodies, whether elected or appointed, shall be accountable to the members of the organisation and, in certain cases, to their stakeholders.

4.1.2 In particular, the executive body shall be accountable to the General Assembly of the organisation. Management shall be accountable to the executive body. All employees shall be accountable to management.

4.2 Processes and mechanisms

4.2.1 Adequate standards and processes for accountability should be in place and available to all organisations, and consistently applied and monitored. Clear and measurable objectives and targets must be set for the organisation, its boards, management and staff, including also appropriate tools for assessment.

4.3 Transparency and communication

4.3.1 Financial information should be disclosed gradually and in appropriate form to members, stakeholders and the public. Disclosure of financial information should be done on an annual basis.

4.3.2 The financial statements of sports organisations should be presented in a consistent way in order to be easily understood.

4.3.3 Financial matters – Applicable laws, rules, procedures and standards

- 4.3.4 Accounts should be established in accordance with the applicable laws and “True and fair view” principle.
 - 4.3.5 The application of internationally recognised standards should be strongly encouraged in all sports organisations and required for an international body. For all organisations, annual financial statements are to be audited by independent and qualified auditors.
 - 4.3.6 Accountability and financial reports should be produced on a regular basis. Information about remuneration and financial arrangements of the governing bodies’ members should be part of the annual accounts.
 - 4.3.7 Clear rules regarding remuneration of the members of governing bodies and managers should be enforced. Remuneration procedures should be transparent and predictable.
- 4.4 Internal control system
- 4.4.1 Internal control of the financial processes and operations should be established within the sports organisations.
 - 4.4.2 The adoption of a compliance system, document retention system and information security system should be encouraged. The structure of the internal control system should depend on the size and importance of the organisation. Audit committees should be appointed for large sports organisations.
- 4.5 Education and training
- 4.5.1 There should be an induction programme for all new members of staff, volunteer officers and all board members.
 - 4.5.2 Ongoing education and training of executives, volunteers and employees should be integral to operations.
 - 4.5.3 The promotion of self-education and regular training within the sport organisations should be encouraged.
5. Solidarity and development
- 5.1 Distribution of resources
- 5.1.1 As a principle, financial resources which are proceeds of sport should be allocated to sport and in particular to its development after covering all necessary sports- related costs.
 - 5.1.2 Financial revenues should be distributed in a fair and efficient manner. A fair distribution of the financial revenues contributes to having balanced and attractive competitions. A clear and transparent policy for the allocation of the financial revenues is essential.
- 5.2 Equity
- 5.2.1 Resources should be distributed equitably. The equity in sport should be reinforced.

- 5.2.2 The right to participate in competitions should be encouraged and secured for those at an appropriate level for the athletes concerned. The opportunity to organise large sports events should be open. The criteria for choosing venues for events should be fair and transparent.
- 5.3 Development
 - 5.3.1 The development of partnership relations between different sports organisations in developing countries should be encouraged. The expansion of sports facilities in developing countries should be promoted.
- 6. Athletes' involvement, participation and care
 - 6.1 Right to participate and involvement of the athletes in the Olympic and Sports Movement and governing bodies
 - 6.1.1 The right of athletes to participate in sports competitions at an appropriate level should be protected. Sports organisations must refrain from any discrimination. The voice of the athletes should be heard in sporting organisations.
 - 6.2 Protection of athletes
 - 6.2.1 Measures should be taken to prohibit exploitation of young athletes. Athletes should be protected from unscrupulous recruiters and agents. Cooperation with the government of the countries concerned should be developed. Codes of conduct should be signed by all sport organisations.
 - 6.3 Health
 - 6.3.1 Sports organisation shall adopt rules for the protection of the athletes' health and to limit the risk of endangering the athletes' health (medical supervision, number of days of competition, pollution, etc.).
 - 6.4 Fight against doping
 - 6.4.1 Sports organisations shall fight against doping and uphold anti-doping policy. Zero tolerance in the fight against doping should be encouraged in all sports organisations at all levels.
 - 6.4.2 Sports organisations shall protect the athletes from doping in particular through prevention and education.
 - 6.5 Insurance
 - 6.5.1 Insurance in case of death or serious injury is to be recommended for all athletes and should be mandatory for young/junior athletes. Whenever and wherever possible, athletes should be provided with social security coverage. Special insurance policies should be available for professional athletes. The organisers of sports events should obtain adequate insurance coverage.

6.6 Fairness and fair play

6.6.1 Fairness and fair play are central elements of the competition. Fair play is the spirit of sport. The values of sport and friendship shall be promoted.

6.7 Athletes' education and career management

6.7.1 Educational programmes, developing in particular "Sport and Studies" programmes, should be encouraged. Career management programmes should be promoted. Training professional athletes for new professional opportunities after their sports careers should be encouraged.

7. Harmonious relations with governments while preserving autonomy

7.1 Cooperation, coordination and consultation

7.1.1 Sporting organisations should coordinate their actions with governments. Cooperation with governments is an essential element in the framework of sporting activities. Cooperation, coordination and consultation are the best way for sporting organisations to preserve their autonomy.

7.2 Complementary mission

7.2.1 Governments, constituents of the Olympic Movement, other sports organisations and stakeholders have a complementary mission and should work together towards the same goals.

7.3 Maintain and preserve the autonomy of sport

7.3.1 The right balance between governments, the Olympic Movement and sporting organisations should be ensured.