

A QUICK GUIDE TO

SAFE SPORT UNIFIED CODE

Sport
SINGAPORE



WHAT IS THE SAFE SPORT UNIFIED CODE?

It is a document that will harmonise organisational rules regarding Safe Sport in Singapore.

The Unified Code will contain:

Part I – Types of Misconduct

Part II - Case Management Procedures

Part III - Disciplinary Framework



Why is Safe Sport Important?

Sport has the power to be a force for good. However, as in society, inappropriate behaviours can take place in the sporting environment.

Some of these behaviours may amount to crimes, but many are not (*for example, verbal abuse, bullying and bodyshaming*) and are still harmful to the persons affected.

The Unified Code will provide a harmonised approach by Singapore's sporting community by setting a standard to keep the sporting environment healthy and positive.

Through the Safe Sport Programme, the Safe Sport Commission will support organisations in 3 key actions:

PREVENT – through education and appropriate policies

ADDRESS - through an enhanced case management service

ASSURE - through accrediting qualified organisations

Learn more about these in this Quick Guide

What are the Types of Misconduct under the Unified Code?

The Unified Code will define the following types of inappropriate behaviour:

- **Sexual misconduct**
(e.g. sexual communication, harassment)
- **Psychological & Physical misconduct**
(including bullying, hazing)
- **Other inappropriate conduct**
(e.g. intimate relationships which are inappropriate)
- **Misconduct relating to the code**
(e.g. false reporting, retaliation, abuse of process)

Such inappropriate behaviour may take place in the sporting environment or they may take place outside the sporting environment (and online) between participants in sport.

WHO is protected and bound by the UNIFIED CODE?

Individuals participating in sport through organisations that adopt the Code will be protected and bound through their organisations' rules. These typically include:

- **Employees, Management & Board Members**
- **Coaches**
- **Athletes & Sportspeople**
- **Volunteers**
- **Support personnel (medical, technical)**

Are there similar codes for sport in other countries?

Yes. At least two leading sporting nations have also developed universal codes for sport in their countries.

The U.S. Center for Safe Sport Code and Canada's Universal Code of Conduct to Prevent and Address Maltreatment in Sport are some examples.





How have the misconduct been defined?

These definitions have been developed based on the principles set out in the International Olympic Committee's Consensus Statement on Non-Accidental Violence in Sport.

To contextualise these definitions to Singapore's culture and laws, the Unified Code will undergo a 3-phased consultation with stakeholders in the community and experts in safeguarding.

Phase 1 Consultees

EXPERTS

- Ministry of Social and Family Development (MSF)
- Singapore Police Force (SPF)
- Ministry of Education (MOE)
- KK Women's & Children's Hospital
- Singapore Children's Society
- AWARE (Association of Women for Action and Research)

OLYMPIC & PARALYMPIC MOVEMENT

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

Phase 1- January to March 2021

- experts in safeguarding (governmental & non-governmental organisations)
- leaders in the Olympic & Paralympic movement

Phase 2 - April to June 2021

- focus groups with **community** (athletes and sportspersons, coaches, parents, sport administrators, sport leadership on boards) **SIGN UP [here](#)** to attend
- online consultations (open in April)

Phase 3 - July to September 2021

- agreement and endorsement by key stakeholder groups

How will the Unified Code be implemented?

The Safe Sport Programme is the method by which sport organisations formally adopt the Unified Code.

Membership Benefits:

- **Educational resources** on Safe Sport for athletes, coaches, parents and sport administrators through the SportSG-ED suite of modules
- **Access to safeguarding policies** (e.g. child safeguarding, digital communication, changing room)
- **Safeguarding Officer training** including elements of psychological first aid
- Access to central **Case Management service**
- Qualify for the Safe Sport Champion **Safety Mark**

Membership Obligations:

- **Incorporating Unified Code** into organisational documentation (e.g. code of conduct, safeguarding policies, employment contracts)
- **Appoint a safeguarding officer** within the organisation as a first responder and advocate for safe sport practices

What is the Case Management Service?

The Case Management Unit of the Safe Sport Commission will provide:

- **Response & Support** to reports of concern and affected persons
- **Investigation** of incidents which may breach the Unified Code
- **Resolution** informally or formally



This will help ensure

- access to a **third party channel** for reporting concerns
- **psychosocial support** by trained and qualified case managers
- protection of **confidentiality** for affected persons
- a **fair process** for respondents which ensures accountability
- close **cooperation** with law enforcement for criminal conduct

What can my sport organisation do?

Sport organisations play a unique role in that they:

- set the rules for participation which guides how we interact
- are the gatekeepers determining who is involved in their environment
- are responsible in ensuring incidents are dealt with appropriately

The Safe Sport Programme supports member organisations in providing a safe environment for participants.



What is the Safe Sport Safety Mark?

The Safe Sport Safety Mark will accredit member organisations that meet the necessary criteria for safeguarding protections.

This will help the community identify organisations committed to creating positive and healthy sporting environment.

What does a Safe Sport champion look like?



Ground Rules in Place

- Adopts and incorporates the Safe Sport Unified Code
- Implements relevant safeguarding policies



People who create a conducive environment

- Organisational personnel are trained and certified in the Safe Sport awareness and in best practices
- Safeguarding Officer appointed and trained

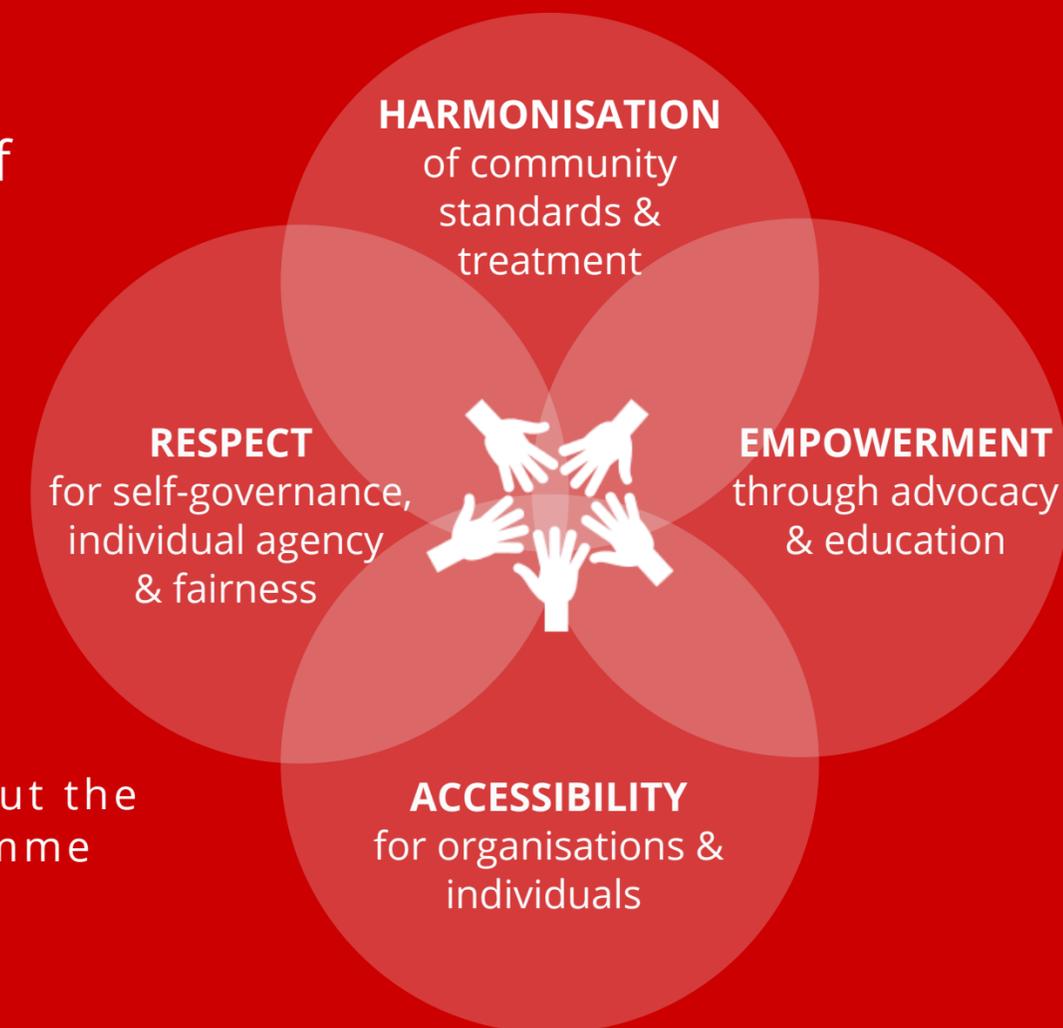


Support & Accountability ensured

- Provides access to Safe Sport Commission Case Management Unit
- Complies with clear process and procedures through Unified Code for addressing reports of concern

H.E.A.R

Core Principles of the Safe Sport Programme



Find out more about the Safe Sport Programme and the Safe Sport Commission [here](#)

When will all this be in force?

Work has already begun on various elements of the Safe Sport Programme.

The Unified Code is expected to be consulted and completed by Q4 2021.

Visit our [website](#) for more information and to stay updated.

Or email safe_sport@sport.gov.sg