

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 criminal conduct, but many may 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 standards 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**  
(e.g. bullying, hazing)
- **Other inappropriate conduct**  
(e.g. wilful tolerance, grooming)
- **Misconduct relating to the Unified Code**  
(e.g. false reporting, retaliation, abuse of process)

Such inappropriate behaviour may take place in the sporting environment (e.g. training) 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 by 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.





## 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)

## How has misconduct been defined in the Unified Code?

The 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-phase consultation with stakeholders in the community and experts in safeguarding.

### 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

- **community focus groups** (athletes and sportspersons, coaches, parents, sport administrators, sport leadership on boards)

### 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 vehicle by which sports 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
- **Safeguarding Officer training** including elements of psychological first aid
- **Access to safeguarding policies** (e.g. child safeguarding, digital communication and travel policies)
- Access to a central **Case Management Unit**
- Qualify for the Safe Sport Champion **Safety Mark**

### Membership Obligations:

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

## What is the Case Management Service?

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

- **Response** to disclosures and **Support** to concerned person(s)
- **Investigation** of incidents which may breach the Unified Code
- **Resolution** of reports of concern (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 concerned person(s)
- a **fair process** for respondents which ensures due process
- **accountability** for breaches of the Unified Code

## What can my sport organisation do?

Sports organisations play a unique role in that they:

- set the rules for participation which guide how we interact
- are the gatekeepers determining who are 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 a positive and healthy sporting environment.

## What does an organisation that champions Safe Sport 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 Officers appointed and trained

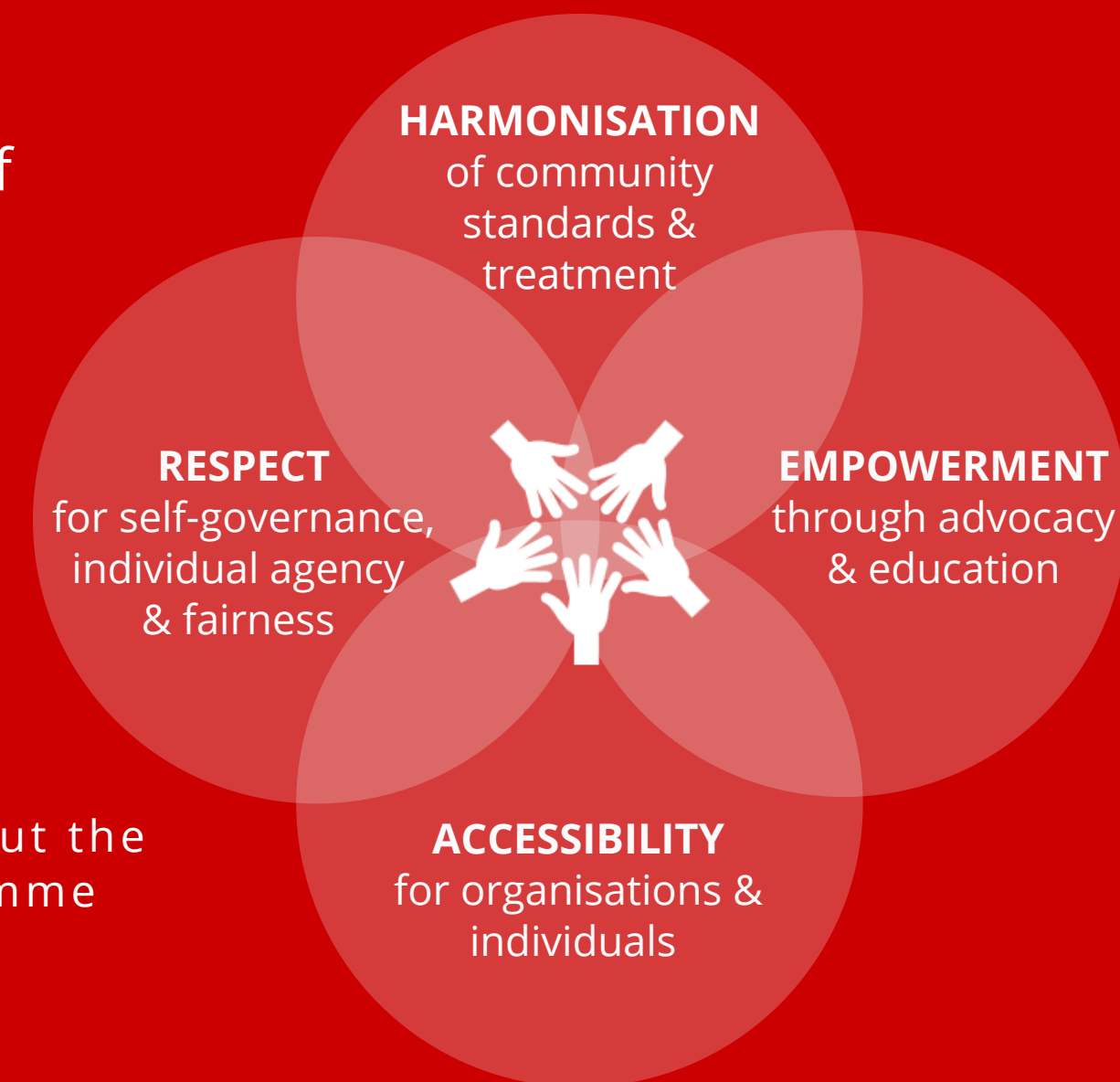


### Support & Accountability ensured

- 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 fully consulted and completed by Q4 2021.

Visit [go.gov.safesportprog](https://go.gov.safesportprog) for more information and to stay updated.

Or email [safe\\_sport@sport.gov.sg](mailto:safe_sport@sport.gov.sg) if you have any queries.