CODE OF ETHICS

1. PREAMBLE

The Singapore Sepaktakraw Federation (PERSES) is committed to the highest standards of conduct in sport administration and competition. To meet this commitment, PERSES has developed a Code of Ethics to express the core values of both the organisation and the sport of Sepaktakraw. Such values and ethics underpin PERSES's policies, procedures and rules. Observance of the code is vital to the integrity of Sepaktakraw. PERSES Code of Ethics is inspired to the ethical principles of the Olympic Movement.

PERSES Code of Ethics comprises five pillars. It imposes obligations in terms of respect and responsibility to competitors, teams, partners, participants and all other PERSES accredited persons.
This Code shall apply to all PERSES members (either national federation or any other similar affiliated entity), PERSES staff, persons elected or appointed to any position within the organization of PERSES or the Continental Federation, and other organizations or individuals engaged in PERSES activities, including athletes, referees, officials, managers, team members etc. (collectively referred to herein as "Participants"). It shall also apply to consultants and contractually-connected persons/firms, including those representing or serving PERSES.

Unless otherwise specified, infringements are punishable regardless of whether they have been committed deliberately or negligently.

Acts amounting to attempted infringements are also punishable. In the case of acts amounting to attempted infringements, the Disciplinary Bodies may reduce the sanction envisaged for the actual infringement accordingly. It will determine the extent of the mitigation as it sees fit; it shall not go below the general lower limit of the fine applicable to the concerned infringement.

The fact that a natural person is not anymore a member of PERSES or has left a member of PERSES neither cancel out liability nor prevents from carrying out disciplinary proceedings. The same provision applies to legal persons members of PERSES.

The ethical pillars of PERSES

1.1 Equality

Discrimination and harassment against others on grounds of race, disability, marital status, sex, sexuality, age, political or religious conviction are not condoned in Sepaktakraw.

All forms of harassment, be they physical, mental, professional or sexual, are strictly prohibited.
Sepaktakraw promotes the inclusion of men and women equally.

1.2 Fair Play

Fair play is the guiding principle in the sport of Sepaktakraw. All Participants taking part in Sepaktakraw shall behave with fairness and honesty.

All Participants shall operate within and abide by the rules of the sport.

All doping practices at all levels are strictly prohibited. The provisions against doping in the Anti-Doping Code shall be scrupulously observed. Sepaktakraw is committed to be a drug free sport.

1.3 Respect

Sepaktakraw shall be characterised by mutual respect and self-responsibility. All Participants involved in Sepaktakraw shall be treated with dignity.

The contribution that people make to the sport shall be recognised.
In pursuing the sport's goals, the governance of Sepaktakraw shall be mindful of the physical and psychological well-being of its members.
Violence and abusive behaviour are not tolerated.

1.4 Integrity

All those subject to this Code of Ethics shall use due care and diligence in fulfilling their roles for, and on behalf of, PERSES or Sepaktakraw in general.
Decisions by PERSES will be made in accordance with established procedures, objectively, fairly and with honesty and integrity.
Conflicts of interest must be avoided.

1.4.1 Conflicts of interest

In discharging their duties to PERSES, all Participants shall act for the benefit of PERSES when making decisions that affect, or may affect, PERSES and to do so without reference to their own personal interests, either financial or otherwise.

When performing an activity for PERSES or before being elected or appointed, the candidate or Participant shall disclose any personal interests that could be linked with their prospective PERSES activities. The Management Committeemay draw the attention of the candidate or Participant to potential conflicts of interest that it identifies.

Participants shall avoid any situation that could lead to conflicts of interest. Potential conflicts of interest arise:

a) if Participants have, or appear to have, private or personal interests that detract from their ability to perform their duties with integrity in an independent and purposeful manner. Private or personal interests include gaining any possible advantage for the persons bound by this Code themselves, their family, relatives, friends and acquaintances;

b) if the opinion or decision of an Official, acting alone or within an organisation, is influenced by, or may be reasonably considered as liable to be influenced by relations that such Official has, has had or is on the point of having, with another person or organisation that would be affected by the person's opinion or decision;

c) In the following non-exhaustive list of examples, the circumstances in which a conflict of interests could arise are personal and/or material involvement (salary, shareholding, various benefits) with:

d) suppliers of the party concerned;

e) sponsors, broadcasters, various contracting parties;

f) organisations liable to benefit from the assistance of the party concerned (including subsidy, approval clause or election).

Participants shall not perform their duties in matters with an existing or potential conflict of interest. Should a conflict of interest, or the appearance of a conflict of interest, arise, or if there is a danger of such conflict arising, the individual concerned must refrain from taking any further part in the handling of the matter. If it is unclear whether such a conflict of interest exists in any given situation, the matter may be submitted to PERSES Executive Committee.

If an Official neglect to declare a situation of a potential conflict of interest, any interested party in PERSES may refer the matter to the Disciplinary bodies. When such a situation regards the President or any member of the PERSES Management Committee, the member concerned shall abstain from taking part in the meetings of the Management Committee where his position is to be adjudged, without prejudice of his right of defence.

1.4.2 Corruption

No Participant shall, directly or indirectly, solicit, accept or offer any concealed remuneration, commission, gifts, benefit or service of any nature connected with their participation in Sepaktakraw activities or with their function as an Participant.

No Participant shall, directly or indirectly bribe or attempt to bribe third parties or urge or incite others to do so in order to gain an advantage for them or a third party.

No Participant shall solicit or accept benefits, entertainment or gifts in exchange for, or as a condition of, the exercise of their duties, or as an inducement for performing an act associated with their duties or responsibilities, except that gifts, hospitality or other benefits associated with their official duties and responsibilities may be accepted if such gifts, hospitality or other benefits:

a) are within the bounds of propriety, a normal expression of courtesy, or within the normal standards of hospitality;
b) would not bring suspicion on PERSES Officials' objectivity and impartiality; and
c) would not compromise the integrity of PERSES.

No Participant may be involved with any company, association, firm or person whose activity is inconsistent with the objectives or interests of PERSES. If it is unclear, whether this kind of a connection exists in any given situation, the matter shall be submitted to PERSES Executive Committee for a decision.

1.4.3 Betting

Anyone subject to this Code shall not bet on Sepaktakraw either directly or indirectly and shall not use any privileged, sensitive or inside information they may have in order to profit or facilitate third persons to profit from such information.

Anyone subject to this Code shall not perform corrupt practices relating to the sport of Sepaktakraw, including improperly influencing either the course of an event (partially or entirely) or the outcomes and results of an event or race.

Anyone subject to this Code is forbidden from having stakes, either actively or passively, in any entity or, organization that promotes, brokers, arranges or conducts such activities or transactions.

Anyone subject to this Code shall exercise due care and diligence in fulfilling their roles for, or on behalf of PERSES and not disclose information received if such disclosure is made maliciously in order to damage the interests of PERSES or to obtain an unjust advantage or profit.

No PERSES staff, governance bodies and other committee or commission members shall make adverse comments on a policy adopted by PERSES once PERSES decision has been taken.

1.5 Environment

PERSES is committed to raise environmental performance of underwater sports and activities and make them a vector of environmental protection and sustainable development.

PERSES looks to youth to breed a future for sportsmanship and safety while nurturing a passion and respect for water and its environment.

PERSES will promote the optimal use of resources and materials, efficient logistics and transport, reduction of polluting discharges to water and emissions to air.

2. GENERAL CONDUCT REGULATIONS

2.1 Basic rules

All Participants shall show commitment to an ethical attitude while fulfilling their task. They shall pledge to behave in accordance with the ethical pillars of PERSES.

Participants may not abuse their position as part of their function in any way, especially to take advantage of their function for private aims or gains.

2.2 Representational duties

Participants shall represent PERSES honestly, respectably and with integrity.

2.3 Conduct towards government and private organizations

In dealings with government institutions, national and international organizations, associations and groupings, Participants shall, in addition to observing the basic rules of art.2.1, remain politically neutral, in accordance with the principles and objectives of PERSES and act in a manner compatible with their function and integrity.

2.4 Ban on discrimination

Participants may not act in a discriminatory manner, especially with regard to ethnicity, race, culture, politics, religion, gender or language.

2.5 Eligibility and dismissal

Only those persons who demonstrate a high degree of ethics and integrity and pledge to observe the provisions of this Code without reservation are eligible to serve as PERSES Officials. Anyone who does not comply with these conditions is either no longer eligible or shall be removed from office.

2.6 Protection of personal rights

During the course of their activities, Participants shall ensure that the personal rights of those persons whom they contact and with whom they deal are protected, respected and safeguarded.

2.7 Loyalty and confidentiality

While performing their duties, Participants shall remain loyal to PERSES. Depending on their function, any information divulged to Participants during the course of their duties shall be treated as confidential. Any information or opinions shall be passed on in accordance with the principles and objectives of PERSES.

3. PROCEEDINGS

PERSES Disciplinary bodies shall have exclusive jurisdiction on any infringement of the rules contemplated in this Code. Anyone who has interest can refer to PERSES Disciplinary Board in first instance the infringement of this Code of Ethics. Proceedings before PERSES Disciplinary bodies shall be in accordance with PERSES Disciplinary Code.

The infringements of the rules of this Code shall be sanctioned as follows:

i) First violation, up to six months suspension and up to USD 1,000 fine;
ii) Second violation, from six months up to two years suspension and from USD 1,000 up to USD 2,000 fine;
iii) Third violation, life ban and USD 2,000 fine;
iv) Highly serious infringements shall be sanctioned with no less than a two years suspension and USD 2,000 fine.

Should the infringement be committed by a consultant or any other contracted party of PERSES, the relevant contract shall be immediately terminated.

Should the infringement be committed to obtain an illicit benefit, including sport outcomes, the relevant results, such as titles, prizes etc. shall not be awarded or revoked if already awarded.

The sanctions envisaged for each actual infringement may be reduced in accordance with the extent of the mitigation as it is seen fit. In any event the sanction shall not go below the general lower limit of the fine applicable to the concerned infringement.

The parties to the proceedings shall keep strictly confidential and shall not disclose any information received or appraised during the proceedings. The decision taken by PERSES Disciplinary bodies shall be published on PERSES website. The sanctioned party shall have 21 days as of the publication of the decision on PERSES website to appeal the decision before PERSES Executive Committee.

4. ENFORCEMENT

This Code of Ethics is an integral and binding part of PERSES By-Laws and has entered into force and is fully effective since approval by the Board of Directors.