

## ATHLETE CODE OF CONDUCT

### SCHEDULE A

#### ATHLETE'S CODE OF CONDUCT

As a National Training Squad (NTS) Athlete and/or TEAM Athlete, I will:

- (a) Abide by Kickboxing Federation of Singapore's policies and procedures currently adopted in relation to being emplaced in the National Training Squad (NTS) and/or TEAM Programme, inclusive of this agreement.
- (b) Collaborate and work closely with the High-Performance Coach and Kickboxing Federation of Singapore to develop and implement my individual high performance and personal development plan.
- (c) Ensure that my Personal Coach (if any) collaborates with the Kickboxing Federation of Singapore's High-Performance personnel to fulfil my individual plan.
- (d) Comply with my training, competition and personal development plan to the best of my abilities.
- (e) Provide regular updates on my performance progress and personal development to the Kickboxing Federation of Singapore. This includes the submission of achievements and receipts where necessary.
- (f) Conduct myself at all times, in a manner that does not bring the sport, key partners or myself into disrepute.
- (g) Refrain from engaging in activities or events unbecoming of a national athlete including but not limited to the following:
  - (i) Making derisory or derogatory comments about another athlete's performance
  - (ii) Smoking and/or consuming alcohol when in training camps, major championships and international events,
  - (iii) Knowingly cheat by using performance enhancing substances.
- (h) Maintain regular attendances at training based on agreed training regime satisfactory to Kickboxing Federation of Singapore.
- (i) Show utmost respect for other athletes, coaches and other colleagues when training or competition, whether local or overseas.
- (j) Promptly inform the Kickboxing Federation of Singapore regarding any changes to personal and medical, training, competition and personal development plans. If changes affect the Athlete's ability to train or compete at the required standards, written notification (including copies of relevant

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documents) from or on behalf of the Athlete should be submitted to Kickboxing Federation of Singapore.

- (k) Represent the Republic of Singapore in all Kickboxing Federation of Singapore designated training camps, competitions and events.
- (l) Refrain from participating in any kickboxing activity, competition, event and/or training that is not sanctioned by Kickboxing Federation of Singapore, unless approval is granted.
- (m) Refrain from participating in any other kickboxing activity, competition, event and/or training that is not permitted under the policies of the Kickboxing Federation of Singapore, unless approval is granted.

### **Medical & Physical Fitness, Information and Research**

1. The Athlete agrees and consents to

1.1. Give his/her full and honest disclosure of:

- (a) His/Her medical history (including all prescribed and consumed drugs, supplements and medication) to Kickboxing Federation of Singapore's personnel
- (b) The names and contact information of all Healthcare Providers who have been consulted with regards to the Athlete's medical conditions.

1.2. Maintain the highest possible level of health and physical. The Athlete should:

- (a) Immediately notify the High-Performance Coach, Kickboxing Federation of Singapore as soon as he/she is injured and/or ill,
- (b) Immediately notify the High-Performance Coach if his/her training will be interrupted for three (3) or more consecutive days.
- (c) Keep Kickboxing Federation of Singapore personnel updated on changes to his/her health and physical condition for the duration of this Agreement.

1.3. Submit to medical examinations and clearances as required by Kickboxing Federation of Singapore from time to time or when necessary.

1.4. Authorize Kickboxing Federation of Singapore's staff to release pertinent medical information to coaches, relevant SportSG High Performance and internal media relations staff via oral, written or email communications. Such disclosure is limited to purposes relating to the Athlete's National Training

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Squad (NTS) and/or TEAM carding status, medical fitness, performance enhancement and injury management.

- 1.5. Authorise all health care providers or sports therapists consulted in the twelve (12) months preceding this Agreement or during emplacement on the National Training Squad (NTS) and/or TEAM Programme, to disclose or share any information relevant to the Athlete's performance as an athlete, with Kickboxing Federation of Singapore.
- 1.6. Permit Kickboxing Federation of Singapore to use the information derived from its services for the purposes of research and/or coach education. Kickboxing Federation of Singapore will take reasonable steps to maintain the anonymity and protect the Athlete's privacy.
- 1.7. Collaborate and participate in Kickboxing Federation of Singapore activities outlined in his/her individual programme to enhance his/her personal performance. The Athlete will cooperate with Kickboxing Federation of Singapore to obtain the highest level of benefit.
2. The Athlete understands that refusal to give consent for such details will not affect his/her access to medical care or treatment, but accepts that it may be considered in determining the selection for competitions and the continuation of his/her National Training Squad (NTS) and/or TEAM membership.
3. The Athlete may consult traditional Chinese medicine (TCM) practitioners and utilise other alternative treatments at their own risk. He understands that any injuries or decline in performance caused as a result of these treatments may affect the athlete's selection for competitions and the continuation of their National Training Squad (NTS) and/or TEAM membership. In the event that the Athlete suffers adverse effects from such treatment and requires subsequent intervention, costs associated will be borne by the athlete.

### **Compliance with the World Anti-Doping Code (WADA)**

4. In support of drug-free sports and to comply with the provisions of the World Anti-Doping Code (hereinafter "the Code"), the Athlete agrees to:
  - 4.1. Be familiar and comply with all anti-doping policies and rules including the applicable provisions adopted by Kickboxing Federation of Singapore pursuant to the Code.

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- 4.2. Keep the Kickboxing Federation of Singapore fully informed of any and all drug-related offences in which he/she may be involved.
  - 4.3. Ensure that any therapeutic use or other permitted medication exemptions are fully documented prior to use as laid out in the Anti-Doping Rules.
  - 4.4. Take responsibility (in the context of anti-doping) that what he/she ingests and uses does not violate anti-doping policies and rules adopted pursuant to the Code.
  - 4.5. Submit to announced or unannounced doping controls and examinations when required by the Kickboxing Federation of Singapore, SportSG, National Anti-Doping Organization, the International Federation or the International Olympic Committee (IOC).
5. The provisions of this Clause are in addition to and are in no way intended to limit the scope of the obligations set out in the Anti-Doping Rules or to define the ambit of the Anti-Doping Rules.

### **Apparel and Equipment**

6. The Athlete agrees to:
- 6.1. Wear and use designated team clothing and equipment whilst competing or carrying out any sports-related activities required under this Agreement.
  - 6.2. Neither use nor permit the use of the Team Uniform for any commercial purpose without prior written consent from Kickboxing Federation of Singapore and SportSG.

### **National Representative and Sports Ambassador**

7. The Athlete recognizes that, as a National Training Squad (NTS) and/or TEAM Athlete, his/her behaviour will reflect on Kickboxing Federation of Singapore, SportSG and the Sport. He agrees to conduct himself in a proper manner at all times. The Athlete is expected to:
- 7.1. Maintain good conduct and sportsmanship in training, competition or on duty as a sports ambassador in a manner that does not bring SportSG and/or

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Kickboxing Federation of Singapore into disrepute and tarnish the image of the Sport.

- 7.2. Adopt appropriate dress standards when carrying out duties in relation to the National Training Squad (NTS) and/or TEAM Programme.
- 7.3. Not engage in activities that may violate the laws of Singapore or that of any other country where training or competition is held.
- 7.4. Obtain prior consent and approval of Kickboxing Federation of Singapore and SportSG before engaging directly/indirectly in any occupation, business or trade including product endorsements and sponsorship agreements.
- 7.5. Not make any public statement which is derogatory of SportSG, Kickboxing Federation of Singapore, the National Training Squad (NTS) and/or TEAM programme, or any of the bodies working to promote sport in Singapore, nor make any critical statement or disparaging remarks (hereinafter “disparaging remark”) upon another sporting competitor on a personal basis and not related to the sporting event/competition or the Sport. Fair comment upon a fellow competitor made without the use of offensive language where the substance of the comment is known (or can be shown) to be true will not constitute disparaging remark for the purpose of this Agreement.
- 7.6. Support and promote Kickboxing Federation of Singapore, SportSG, the Sport and other key sponsors/support agencies whenever and wherever possible. This includes:
  - (a) Involvement or making appearances in events that include, but are not limited to press interviews, promotional campaigns, functions and seminars. Kickboxing Federation of Singapore and SportSG will take into consideration that such involvement or cooperation should not compromise the Athlete’s high-performance programme.
  - (b) Attending any TEAM Singapore press interview which is reasonably required before engaging in any activity in support of a commercial teammate or sponsor. This obligation shall apply for a reasonable period before and after the event or competition.
  - (c) Filming and/or recording of the Athlete’s performance on behalf of or by the Kickboxing Federation of Singapore and SportSG whilst training, competing or otherwise carrying out any activity as a member of the



**Kickboxing Federation of Singapore (WAKO Singapore)**

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Email: [info@kickboxing.org.sg](mailto:info@kickboxing.org.sg) | Web: [www.kickboxing.org.sg](http://www.kickboxing.org.sg)

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## **ATHLETE CODE OF CONDUCT**

National Training Squad (NTS) and/or TEAM programme or as part of TEAM Singapore.

(End of Schedule A)

## ATHLETE CODE OF CONDUCT

### SCHEDULE B

#### ASSOCIATION SUPPORT SERVICES

1. The Association will provide, to the best of its abilities, the necessary support and benefits to all athletes on the National Training Squad (NTS) and/or TEAM Programme until the expiration of the Agreement. These include:
  - 1.1. Expert coaching & training support.
  - 1.2. Well-equipped high-performance training facilities.
  - 1.3. Medical services and sports science support.
  - 1.4. Fair training and competition opportunities (as regulated by objective and transparent selection policies).
  - 1.5. Life skills management and professional development support.
  - 1.6. Necessary health and travel insurance.
  - 1.7. Travel and accommodation allowances (where appropriate).
  
2. Planning and Implementation
  - 2.1. Kickboxing Federation of Singapore will endeavour to involve the Athlete(s) and the High-Performance Coach to plan, monitor and review the Athlete's on an ongoing basis to ensure that targets are set, and the Athlete continues to progress accordingly.
  - 2.2. Kickboxing Federation of Singapore will proactively identify ways of enhancing athletes' development and performance progress.
  - 2.3. Kickboxing Federation of Singapore will also implement strategies to help athletes achieve their personal / professional development goals whilst they are on the National Training Squad (NTS) and/or TEAM programme.
  
3. Athlete Development
  - 3.1. Kickboxing Federation of Singapore will regularly review performance goals and submit performance plans, updates, budgets and reports in a timely manner (or as required by the SSC) to enable effective monitoring of the Athlete's progress and performance in the Sport.
  - 3.2. Kickboxing Federation of Singapore will promptly inform the Athlete of:

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- (a) Selection, non-selection and appeal procedures for representation and National Training Squad (NTS) and/or TEAM Programmes.
  - (b) Competition and training schedule.
  - (c) Competition rules and regulations.
  - (d) Eligibility requirements and procedures.
  - (e) The Schedule of Annual Performance Measures.
  - (f) Anti-Doping Rules.
  - (g) Injury and health management guidelines.
  - (h) Grievance and Disciplinary Rules and Procedures pertaining to their status as a National Training Squad (NTS) and/or TEAM carded athlete.
  - (i) Policy reviews and changes to plans and/or athlete support services, if any.
- 3.3. Kickboxing Federation of Singapore shall provide SportSG with prompt updates relevant to the Athlete's individualized training, competition and professional development plans.
- 3.4. Kickboxing Federation of Singapore shall adopt current best practices with respect to selection, elite training and/or competition preparations and athlete support services.
- 3.5. Kickboxing Federation of Singapore shall adhere to the World Anti-Doping Agency (WADA) Code.
- 3.6. Kickboxing Federation of Singapore will ensure that a member of its Executive Committee will be available at reasonable times to receive and consider any requests for advice, information reports, applications or other matters.
- 3.7. Kickboxing Federation of Singapore agrees to manage its relationship with the Athlete and the Association in a manner that fosters openness, honesty, mutual trust and respect, and ensures the highest professional and ethical standards.
- 3.8. Kickboxing Federation of Singapore is expected to continually review and enhance its high-performance programmes and support structure.

(End of Schedule B)





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**SCHEDULE C**

**INFORMATION ON PARENT / GUARDIAN\***

Title (Dr / Mr / Mrs / Mdm / Miss\*) Name: \_\_\_\_\_

NRIC No.: \_\_\_\_\_ Marital Status: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
(DD / MM / YYYY) Age: \_\_\_\_\_

Country of Birth: \_\_\_\_\_ Citizenship: \_\_\_\_\_

Nationality: \_\_\_\_\_

Residential Address: \_\_\_\_\_  
\_\_\_\_\_

Contact Information:

(H): \_\_\_\_\_ (O): \_\_\_\_\_

(HP): \_\_\_\_\_ (Email): \_\_\_\_\_

Name of Workplace/ Office: \_\_\_\_\_

Address of Workplace/ Office: \_\_\_\_\_  
\_\_\_\_\_

Occupation: \_\_\_\_\_

\* **Circle** where applicable.

(End of Schedule C)

## **ATHLETE CODE OF CONDUCT**

### **SCHEDULE D**

#### **TEAM PROGRAMME AND COMPETITION SELECTION POLICY**

##### **1. Objective**

- 1.1. To identify prospective athletes as part of a development strategy of establishing a progression towards high performance competition with the potential of representing Singapore in the sport of Kickboxing in international competition.
- 1.2. Athletes in the National Training Squad (NTS) and/or TEAM Programme will then be eligible candidates for selection to represent Singapore in international competitions.

##### **2. Eligibility Criteria**

- 2.1. To be eligible for selection to the Kickboxing Federation of Singapore National Training Squad (NTS) and/or TEAM Programme, an athlete
  - (a) Must be a Singapore citizen and/ or Singapore Permanent Resident and eligible to represent Singapore in International Sports Competition.
  - (b) Must be a valid member of the Kickboxing Federation of Singapore.
  - (c) May or may not have been nominated for other international competitions by the Kickboxing Federation of Singapore.
  - (d) Must have attended a minimum of 2 consecutive Monthly Athlete Assessment Session for performance benchmarking.
  - (e) Must show consistency and commitment to his/her training schedule, i.e. 80% attendance over any given period of 3 months.
  - (f) In the case of absence due to injury or illness, to produce a medical certificate from a qualified physician.

##### **3. Selection Criteria for International Competition**

- 3.1. Selection for international competition is based upon the Selection Committee's consideration of the following criteria:
  - (a) Applicable results (benchmarking) from the different Championships/Trial for the appropriate age group.
    - i. Regional Kickboxing Championships
    - ii. World Kickboxing Championships

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- iii. Commonwealth Kickboxing Championships
  - iv. International Games featuring Kickboxing (e.g. SEA Games)
  - v. Monthly in-house assessment / trial selection
  - vi. National Competition
- (b) Pre-selected as a Kickboxing Federation of Singapore National Training Squad (NTS) and/or TEAM Programme Athlete, as per pre-requisites spelt out in clause 2.2.
  - (c) Be co-operative and responsible
  - (d) Show exemplary behaviour of a sportsman
- 3.2. Kickboxing Federation of Singapore reserves the right to implement additional criteria and/or adopt separate criteria to match the specific requirements for competition(s) of which the athlete is to be selected. Example, age eligibility criteria for the Youth Olympic Games.
- 3.3. Kickboxing Federation of Singapore will announce any additional selection criteria prior to the nomination dateline. This may be done in the form of a written notice or oral announcement.
4. Selection Committee
- 4.1. The Selection Committee will comprise of any 3 of the following 4 Kickboxing Federation of Singapore's EXCO members:
- (a) Kickboxing Federation of Singapore Vice President
  - (b) Kickboxing Federation of Singapore General Secretary
  - (c) Kickboxing Federation of Singapore Treasurer, Technical & Development
  - (d) Kickboxing Federation of Singapore Anti-Doping Officer
- 4.2. This Committee's role is to conduct the evaluation and selection of athletes for selected international competitions and where appropriate, the nomination of athletes to SNOC.
5. Appeal against Selection or Non-Selection
- 5.1. The selection or non-selection of the individual can be appealed in writing (as per Schedule E), with justifications and supporting documents where applicable, to the Kickboxing Federation of Singapore's Selection and Appeal Committees within 10 days of the announced Selection List.

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- 5.2. A non-refundable administration fee of S\$150.00 will be levied and is payable by cheque. This payment is to be included with the Appeals submission.
  - 5.3. The Appeal Committee is to adjourn a hearing of the appeal within 10 days of receipt of the appeal application.
  - 5.4. The Selection and Appeal Committees will issue a joint response, in writing, of its final decision with justifications to the Athlete's appeal within 5 days of the hearing.
6. Appeal Committee
- 6.1. The Appeal Committee will comprise of the following:
    - (a) Kickboxing Federation of Singapore President
    - (b) Chairman of Competitions – Ring Sports
    - (c) Chairman of Competitions – Tatami Sports
    - (d) Chairman of Technical Committee
    - (e) National Head Coach
  - 6.2. This Committee's role is to review any athlete's appeal against not being selected for competition.
  - 6.3. The Committee reserves the right to over-rule the Selection Committee's decision.
7. Athlete's Code Of Conduct
- 7.1. Athletes once selected are to uphold the values and adhere to guidelines as spelt out in the Kickboxing Federation of Singapore's Athlete's Code of Conduct (Schedule A). Failure to satisfy these criteria may result in the athlete being suspended or being removed from the National Training Squad (NTS) and/or TEAM Programme entirely.

(End of Schedule D)



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**ATHLETE CODE OF CONDUCT**

**SCHEDULE E**

**APPEAL APPLICATION AGAINST NON-SELECTION**

**Name:** \_\_\_\_\_ **IC/PP No:** \_\_\_\_\_

**Date of Birth:** \_\_\_\_/\_\_\_\_/\_\_\_\_ **Email:** \_\_\_\_\_  
( DD / MM / YYYY )

**Contact Numbers:** \_\_\_\_\_ **(H/P)** \_\_\_\_\_ **(Home)**

**Home Address:** \_\_\_\_\_

**Appeal/Justifications:**

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**Date Of Submission:** \_\_\_\_\_ **Signature:** \_\_\_\_\_

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### Documents To Be Included In the Appeal Application

**\$500.00 Cheque (to be crossed to 'Kickboxing Federation of Singapore')**  
*Five Hundred Dollars only (\$500.00) cheque must be attached at the time of filing an appeal. Should the appeal be found to be merited and approved, the cheque will be returned. Should the appeal be found to be unmeritorious or frivolous, the cheque will be processed and the payment will be made to 'Kickboxing Federation of Singapore.'*

**Progress Chart**  
*To be obtained from coaching staff for validation of training and performance progress.*

**Coach's Report**  
*Applicable testimonial and/or Coach's recommendation for selection or non-selection.*

**Medical Certificate/Notice**  
*Required if athlete was unable to attend competition(s), assessment session(s) or training session(s) on medical grounds.*

**Copy of Passport/Visa**  
*Required if athlete was unable to attend competition(s), assessment session(s) or training session(s) due to overseas travel.*

*For internal records*

Appeals Committee's Decision: <input type="checkbox"/> Approved <input type="checkbox"/> Denied		
Comments/Notes:		
Date:	Submitted By:	Signature:

(End of Schedule E)