

SCHEDULE A - COACH'S CODE OF ETHICS

1. INTRODUCTION

- 1.1. Ethics refer to the generally accepted norms of right or wrong behaviour, often based on universal values. Ethics is not about legality nor is it meant to be legalistic.
- 1.2. Coaches, due to their close interaction with the athlete, exposure to the public and the strong pressure to win, are potentially vulnerable to various forms of ethical issues and concerns.
- 1.3. If coaching is to be recognised as a profession, it is important that there exists a code of ethics for coaches. Coaches, by adhering to a code of ethics, would not only minimise the likelihood of being accused of unacceptable behaviour but would also project a sense of professionalism in their dealings with others.
- 1.4. One of the attributes of a profession is that the practitioners subscribe to and enforce ethical codes, which will help demonstrate their commitment to providing quality services and expertise.
- 1.5. Always consider and respect the interests of Singapore and must not comment or behave in a way which, may be damaging, humiliating, discriminatory or defamatory to the National Team, a National Team member, Kickboxing Federation of Singapore ("KFS") or any other National Team competitor (including foreigners).
- 1.6. To abide to the Safe Sport practices and ensuring the safeguarding of our community against any form of harassment and/or abuse.
- 1.7. The Coach's Code of Ethics set out herein has been drawn up by KFS and is applicable to all coaches affiliated with KFS.
- 1.8. Affiliate members of KFS may choose to expand on, the Coach's Code of Ethics set out herein.

2. PURPOSE OF COACH'S CODE OF ETHICS

- 2.1. To provide an ethical framework that would guide KFS in determining appropriate behaviours.
- 2.2. To raise the status of coaching as a vocation.

- 2.3. To facilitate the self-regulation of coaching standards by coaches and consumers of coaching services by telling the public what is expected of coaches.
- 2.4. To communicate to the public the professional attitude of coaches, who are in the service of an Affiliate, thereby encouraging greater confidence in these coaches.
- 2.5. The principle of Responsible Coaching requires that the coach be competent and discharge his/her duty of care to the participants such that the participants are not harmed.

3. THE THREE PRINCIPLES OF COACH'S CODE OF ETHICS

- 3.1. Three broad principles 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.
- 3.2. The three principles are:
 - 3.2.1. Respect for Individuals;
 - 3.2.2. Responsible Coaching; and
 - 3.2.3. Integrity in Actions.

4. PRINCIPLE 1: RESPECT FOR INDIVIDUALS

- 4.1. The concept that each individual possess 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.
- 4.2. **Key Ethical Standards**
 - 4.2.1. Treat and respect everyone equally, regardless of race, language, religion, culture, gender or physical ability.
 - 4.2.2. 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.
 - 4.2.3. 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.
 - 4.2.4. 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.

5. PRINCIPLE 2: RESPONSIBLE COACHING

5.1. 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.

5.2. Key Ethical Standards

- 5.2.1. Be responsible for periodically updating your coaching expertise through participation in courses, conferences and workshops and through information available in resource materials.
- 5.2.2. Prepare well-planned and sound training programmes and execute them in a manner that would benefit all your athletes.
- 5.2.3. Recognise the limits of your knowledge and collaborate with other qualified practitioners. Where appropriate, refer your athletes to a more qualified coach or specialist.
- 5.2.4. 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.
- 5.2.5. Ensure that training and competition venues meet with minimum safety standards and that your athletes are properly attired
- 5.2.6. Avoid sexual intimacy with your athlete. Any physical contact with your athletes should be only absolutely necessary and during appropriate situations.

6. PRINCIPLE 3: INTEGRITY IN ACTIONS

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

6.2. Key Ethical Standards

- 6.2.1. Be honest and sincere when communicating with your athlete. Do not give false hopes to your athlete.
- 6.2.2. Inform a fellow coach if and when you are working with his/her athlete(s).
- 6.2.3. Your coaching qualifications and experience should be accurately represented, both in written and verbal form.
- 6.2.4. Abide by the rules of KFS, the sport and respect your opponents and those in positions of authority.

- 6.2.5. Adopt a professional attitude and maintain the highest standards of personal conduct. It should encompass your mannerism, dress and language.
- 6.2.6. Exercise self-awareness and evaluate how your values and actions influence your coaching activities positively or negatively.
- 6.2.7. 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.

SCHEDULE B - COACH'S CODE OF CONDUCT

7. CODE OF CONDUCT: OVERSEAS COMPETITION

7.1. When travelling overseas with KFS:

- 7.1.1. The coach shall cooperate and have open communication with the Team Manager and National Coaches;
- 7.1.2. The coach shall acknowledge that the Team Manager shall be the spokesperson on all matters concerning the National Team, arrangements for the competition, the management of the National Team and fellow National Team members;
- 7.1.3. The coach shall inform the Team Manager before pursuing a separate activity with the Kickboxing;
- 7.1.4. Unless absolutely necessary, male coaches are not allowed to enter the rooms of female Kickboxers and vice-versa (e.g. Team meeting, borrowing of things, etc.);
- 7.1.5. Coaches shall not destroy, misuse or keep any property not belonging to them and shall not take souvenir items such as towels, ashtrays, etc. from the hotels or other places;
- 7.1.6. Drinking in moderation is only permitted after all the events of the Kickboxer is over and/or completed;
- 7.1.7. Gambling is strictly prohibited at all times.

8. CODE OF CONDUCT: DURING COMPETITION

8.1. During competition:

- 8.1.1. During major overseas competitions (i.e. World Championships, Asian Championships, Asian Games, Commonwealth Games, SEA Games), no Coaches of Team Singapore Kickboxers who are sent and subsidised by KFS as part of the Team Singapore should coach against another Team Singapore Kickboxer, or coach any Kickboxer from another nation in any bout, regardless of whether that Kickboxer is competing against a Team Singapore Kickboxer.

9. CODE OF CONDUCT: AT NATIONAL TRAINING CENTER

9.1. When at National Training Center (NTC) with the Kickboxer:

- 9.1.1. The coach shall cooperate and have open communication with the Technical Director (TD), National Coaches and other KFS officials;

- 9.1.2. The coach shall acknowledge that the TD, National Coaches and other KFS officials will be the main facilitators of training logistics and shall abide by their rules and directions within the NTC;
- 9.1.3. All coaches are expected to behave in a neutral way while at the NTC. The development of Singapore as a unit and not any single club is the driving motivation for these group training sessions;
- 9.1.4. All coaches are expected to only give one-on-one lessons to their own primary students. Unless the primary coaches involved have previously come to an agreement and has notified the TD in writing;
- 9.1.5. One-on-one lessons should be done before the start of the national training. Any lessons done during the official training time must be done with the approval of the National Coach;
- 9.1.6. All present at NTC Training will be subjected to prevailing Safe Management Measures (SMMs) as advised by the Multi-ministry Task Force (MTF) and/or Sport Singapore (SportSG).

10. VIOLATIONS

10.1. If the coach performs any of the following, this Code of Conduct shall be deemed violated:

- 10.1.1. Any inappropriate sexual contact or advance or any other inappropriate sexually oriented behaviour towards other Kickboxers or KFS officials;
- 10.1.2. Any infringement of Safe Sport practice and adversely affecting the community;
- 10.1.3. The sale or distribution whether wholly or in any part thereof, of illegal drugs or the illegal sale or distribution of any substance on the World Anti-Doping Agency's (WADA) recognised list of banned substances;
- 10.1.4. Providing alcohol or cigarettes to a Kickboxer when the Kickboxer is under the legal age and therefore prohibited from purchasing or consuming alcohol or cigarettes;
- 10.1.5. Any other act, conduct or omission not provided in this code which is detrimental to the image and/or reputation of KFS, Singapore, or which violates a rule established by KFS, World Association of Kickboxing Organizations (WAKO), Singapore National Olympic Council (SNOC) or International Olympic Committee (IOC).

10.2. If the coach fails to abide by the Clauses set out in this document, this Code of Conduct shall be deemed violated.

10.3. Any violation of this Code of Conduct will result in the termination as an Affiliate Club, and may open the coach to further disciplinary actions by KFS.



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DECLARATION

I hereby acknowledge that I have read and understood the above.

_____	_____	_____	_____
Affiliate Club Name	Coach's Name	Coach's Signature	Date

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