



# A UNIFIED CODE v 3.0

for Safe Sport

## Safe Sport Programme – Unified Code Consultation

Safe Sport is “an athletic environment that is respectful, equitable and free from all forms of non-accidental violence to athletes”

- International Olympic Committee

SportSG and the Safe Sport Commission recognise that although sport is a force for good, the sporting environment presents risks which may expose participants to the possibilities of harassment and abuse (“Misconduct”).

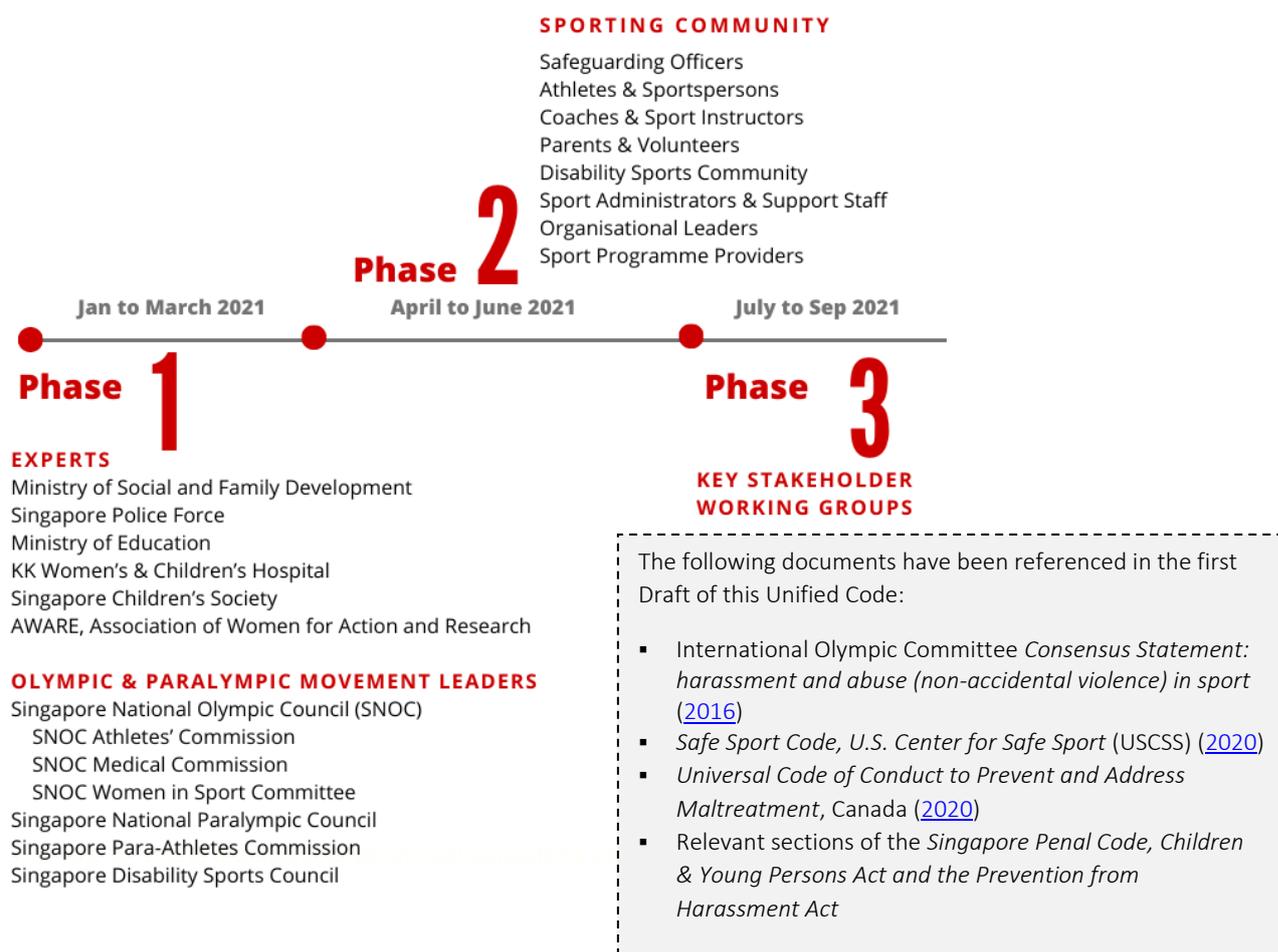
Such Misconduct may not in every instance (1) meet the standards of criminal conduct; or (2) result in a criminal charge; but is still harmful to the persons concerned.

### Purpose & Scope

The purpose of the code is to provide a comprehensive & unified reference for the Singapore sporting community that describes all forms of Misconduct (“Unified Code”), identified by the International Olympic Committee as sexual abuse & harassment, harassment, physical & psychological abuse and neglect, which threaten Safe Sport.

### Unified Code Consultation Process

The consultation process outlined recognises the need for expert advice, alignment with domestic laws and feedback from the stakeholders in the sports community.



### Version 3.0 (Misconduct)

The development of this Unified Code is an iterative process reached through research, consultation and consensus.

Version 2.0 was developed through research and consultations with experts in the area of safeguarding including governmental and non-governmental agencies.

The Unified Code acknowledges that sport specific differences exist and conduct reasonably accepted as part of sport and/or conduct reasonably accepted as part of an individual's participation will be considered during the investigative process.

Version 3.0 reflects the feedback from the Community Focus Group Discussions in Phase 2.

### Safe Sport Programme

Adoption of the Unified Code will be the bedrock of the Safe Sport Programme which helps sporting organisations adopt, implement and enforce the Unified Code.

The Safe Sport Programme comprises all the elements required to optimize harmonisation and best practice for sporting organisations that are members of the Safe Sport Programme ("Member Organisations") and will prescribe:

- Case Management - an independent mechanism to receive, respond and resolve reports of concern. This includes the investigations by the case management unit of the Safe Sport Commission and adjudication by an independently appointed Safe Sport Disciplinary Panel
- Process and Procedures - clear rules and guidelines on assessment and investigation of reports of concern, a decision-making framework for the determination of severity and consequence(s)
- Measures – protective and/or rehabilitative interventions including education, contact limitations and re-integration programmes
- Sanctions – limitations, conditions, suspensions or denial of the privilege of participation as a consequence for engaging in Misconduct (which are set out in Sections F & G below)

**Safe Sport Taskforce**  
*October 2021*

## MISCONDUCT

### Definitions & Explanations

<b>Consent</b>	<p>Consent means permission that is informed (knowing), voluntary (freely given) and active (not passive).</p> <p>Consent must be demonstrated by clear words and/or actions, indicating that an individual is agreeable to engage in the activity in question.</p> <p>Consent can be withdrawn through clear (verbal or non-verbal) communication.</p> <p>The responsibility for ensuring consent rests with the person who initiates or pursues the activity.</p> <p>Consent cannot be given by a person who is:</p> <ol style="list-style-type: none"> <li>a Minor under this Unified Code; or</li> <li>unconscious; or</li> <li>lacks mental capacity due to Incapacitation, mental or intellectual disability or illness.</li> </ol> <p>There is no consent where one party induces the other to engage in the activity by Force.</p> <p>Additionally, in the context of Sexual Misconduct:</p> <p>Consent to one sexual activity does not mean consent to another, and consent at one time does not imply consent in the future. Being in a relationship with someone does not mean that party has consented to any sexual activity.</p>
<b>Differential Factors</b>	<p>These are factors such as gender, race, religion, ethnic origin, physical attributes, sexual orientation, age, disability, age, athletic ability, socio-economic status.</p> <p>Differential factors may act in combination.</p>
<b>Force</b>	<p>Force includes:</p> <ol style="list-style-type: none"> <li>Physical force (e.g. hitting, punching, slapping, kicking, restraining, strangling, and brandishing or using any weapon)</li> <li>Threats to harm an individual and/or their family and/or friends (e.g. threats to harm an individual physically, to reveal private information to harm an individual's reputation, or to deny an individual's ability to participate in sport).</li> <li>Intimidation is an implied threat that causes reasonable fear in another individual. A Person's size, alone, does not constitute intimidation; however, a Person's size may be used in a way that constitutes intimidation (e.g. blocking access to an exit).</li> <li>Coercion is the use of pressure to persuade, entice, attract, or manipulate another individual to engage in an activity. When an individual makes clear their decision not to participate in an activity, continued pressure can be coercive. Whether conduct is coercive depends on       <ol style="list-style-type: none"> <li>the frequency of the application of the pressure;</li> <li>the intensity of the pressure;</li> <li>the degree of isolation of the individual being pressured;</li> <li>the duration of the pressure.</li> </ol> </li> <li>Deception through false representation(s) (express or implied) if untrue or misleading and the person making the representation(s) knows them to be untrue or misleading</li> <li>Abuse of position, power, control or trust to compel another person to participate in an activity where there is a Power Imbalance.</li> </ol>

**Hostile Environment**

This means an environment (physical or virtual) where conduct is sufficiently severe, persistent, and/or pervasive such that it interferes with limits or deprives any individual of the opportunity to participate in any programme or activity.

A Hostile Environment can be created by an isolated incident that is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical.

Whether a hostile environment exists depends on the totality of circumstances, including, but not limited to:

- the frequency, nature, and severity of the conduct
- physically threatening (intimidating, degrading, humiliating, offensive and/or unfavourable outcomes)
- effect on the individual’s mental or emotional state
- whether the conduct was directed at more than one person
- whether the conduct arose in the context of other discriminatory conduct
- whether the conduct unreasonably interfered with any person’s educational or work performance or sport programs or activities

**Incapacitation**

This means that an individual lacks the ability to make informed, rational judgments about whether to engage in an activity. An individual who is incapacitated is unable, temporarily or permanently, to give Consent because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place.

An individual may be incapacitated because of consuming alcohol or other drugs, or due to a temporary or permanent physical or mental health condition.

Incapacitation is a state beyond drunkenness or intoxication. An individual is not necessarily incapacitated merely because of drinking or using drugs. The impact of alcohol and other drugs varies from individual to individual and is evaluated under the specific circumstances of the matter.

Being impaired by alcohol or other drugs is not a defence to any violation of the Unified Code.

**Minor**

Minor means an individual under 18 years of age. Minors cannot Consent to conduct of a sexual nature.

It is the responsibility of the adult Person to know the age of the Minor. Ignorance of their actual age is no defence.

Neither shall misrepresentation of age by a Minor, nor a Person’s bona fide belief that such an Individual is over the specified age, be a defence.

**Person(s)**

Person(s) refers to individuals to which the Unified Code applies by virtue of their participation.

**Power Imbalance**

Power Imbalance may exist between a Person and an individual where, based on the totality of the circumstances, a Person has supervisory, evaluative, a duty of care, or other authority over another individual.

Once a coach-athlete relationship is established, a Power Imbalance is presumed to exist.

A Power Imbalance may also exist between an individual and other adult involved in sport in positions such as high-performance directors, sport-specific support staff, care or support persons and technical officials. Misconduct occurs when this power is misused.

The factors to be considered in determining if there is a Power Imbalance include, but are not limited to:

- a. the actual relationship between the parties & their respective roles;
- b. the nature and duration of the relationship;
- c. the age of the parties involved;
- d. whether there is a significant disparity in age, size, strength, or mental capacity;
- e. level of physical and intellectual disability of the individual;
- f. other factors including relationships where exploitative relationship is presumed under Section 377CA (2) of the Penal Code.

A Power Imbalance may exist, but is not presumed, where an intimate relationship existed before the sport relationship (e.g. a relationship between two spouses or life partners that preceded the sport relationship).

### Types of Misconduct

#### A. Offences under Domestic Law

<b>Penal Code Offences</b>	Penal Code offences against persons include offences under Hurt, Wrongful Restraint, Criminal Force & Sexual Assault Offences
<b>Ill treatment of a child or Young Person</b>	Section 5 - Children & Young Persons Act Section 7 - Sexual Exploitation of Child or Young Person
<b>Harassment</b>	Section 3 Protection from Harassment Act Section 4 Protection from Harassment Act
<b>Mental Capacity Act</b>	Section 42 Mental Capacity Act
<b>Vulnerable Persons</b>	Considerations specific to Vulnerable Persons Act (e.g. under the Penal Code and Protection from Harassment Act)
<b>Other Comments</b>	Any offences against persons under the Penal Code and under Singapore law

#### B. Sexual Misconduct

<b>Sexual Harassment</b>	means any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating a Hostile Environment.
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	<p>Harassment can exist even if unintended. Harassment may take many forms (e.g. verbal, non-verbal, physical, psychological). Harassment may be communicated in many ways (e.g. in-person, written correspondence, posts on social media platforms, mobile communications devices).</p> <p><i>Examples of sexual harassment include, but are not limited to:</i></p> <ul style="list-style-type: none"> <li>• <i>Unwelcome sexual advances and requests for sexual favours, sexual jokes or epithets, sexually explicit statements, discussion of one’s sexual activities or experiences.</i></li> <li>• <i>Unwelcome leering, ogling, whistling, brushing up against the body or suggestive comments.</i></li> <li>• <i>Unwelcome sexually offensive or inappropriate comments about a person’s dress or appearance.</i></li> <li>• <i>Unwelcome derogatory or offensive remarks aimed at a person relating to their sex and/or gender.</i></li> <li>• <i>Unwelcome requests for dates.</i></li> <li>• <i>Displaying or distributing sexually explicit pictures or objects.</i></li> <li>• <i>Derogatory remarks or jokes aimed at a particular person, offensive comments relating to a person’s sexuality, threats to disclose a person’s sexuality to others.</i></li> </ul>
<b>Sexual Communications</b>	<p>means intentionally communicating with an individual (who is a Minor and/or where a Power Imbalance exists) where the communication is sexual in nature or if it is intended to encourage an individual to make a communication which is sexual.</p> <p>Communication includes content or imagery of a sexual nature, including but not limited to, pornography, sexual comment(s), sexual gestures, and/or sexual situation(s).</p> <p>Factors which may signal intentions include any of the elements of Grooming.</p> <p>This does not exclude the possibility that similar behaviour between adults could constitute Sexual Harassment, as defined in the Unified Code.</p>
<b>Intentional exposure of private area/s</b>	<p>occurs when a Person intentionally exposes breasts, buttocks, groin, or genitals, or induces another to do so, to an Adult where there is a Power Imbalance, or to a Minor.</p> <p>This does not exclude the possibility that similar behaviour between adult/s could constitute Sexual Harassment, as defined in the Unified Code.</p>
<b>Sexual Contact without Consent</b>	<p>means any intentional touching of a sexual nature, however slight, with any object or body part (as described below), by a Person upon another individual.</p> <p>Sexual Contact includes but is not limited to: (a) kissing, (b) intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts; and (c) making another touch themselves, the Person, or someone else with or on any of these body parts.</p> <p>Factors which may signal intention include any of the elements of Grooming.</p>
<b>Sexual intercourse without Consent</b>	<p>refers any penetration, however slight, with any object or body part (as described below), by a Person upon another individual.</p>

	This includes (a) vaginal penetration by a penis, object, tongue, or finger; (b) anal penetration by a penis, object, tongue, or finger; and (c) any contact, no matter how slight, between the mouth of one individual/Person and the genitalia of another individual/Person.
<b>Sexual Exploitation</b>	<p>when a Person intentionally or knowingly:</p> <ul style="list-style-type: none"> <li>a. allows third parties to observe private sexual activity from a hidden location or through electronic means (e.g. live-streaming of images) without Consent of all parties involved in the sexual activity;</li> <li>b. records or photographs private sexual activity and/or an individual/Person’s intimate parts (including genitalia, groin, breasts or buttocks) without Consent of all parties in the recording or photo;</li> <li>c. engages in voyeurism (e.g., watching private sexual activity or viewing another individual’s intimate parts when that individual would have a reasonable expectation of privacy), without Consent of all parties being viewed;</li> <li>d. disseminates, shows or posts images of private sexual activity and/or an individual’s intimate parts (including genitalia, groin, breasts or buttocks) without prior Consent of the individual depicted in the images;</li> <li>e. intentionally exposes another individual to a sexually transmitted infection or virus without that individual’s knowledge; and/or</li> <li>f. engages in prostituting or trafficking another individual.</li> </ul> <p>Factors which may signal exploitation include any of the elements of Grooming.</p>

### C. Psychological & Physical Misconduct

<b>Psychological Misconduct</b>	<p>is a repeated pattern or extreme incidents of behaviour (whether by use of Force or otherwise) including but not limited to:</p> <ul style="list-style-type: none"> <li>a. Physical and/or verbal act which terrorise, threaten and/or frighten an individual;</li> <li>b. Neglect - denying attention or support, ignoring, refusing to allow or failing to provide the necessary treatment for mental health and/or medical needs of an Individual;</li> <li>c. Spurning - acts that reject, belittle and/or degrade an individual including humiliating, shaming and/or ridiculing, especially when in public. Consistently singling out an individual to criticize and punish and/or to receive fewer resources without any reasonable justification;</li> <li>d. Exploitative and/or corrupting acts including Grooming, acts which model, permit and/or encourage antisocial behaviour (e.g. criminal activities, substance abuse, violence to or corruption of others);</li> <li>e. Stalking occurs when a Person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) the safety of a third person, or (iii) to experience substantial emotional distress. Stalking includes “cyber stalking” using electronic media (E.g. internet, social networks, texts).</li> </ul> <p>Psychological Misconduct may take place regardless of a Person’s intent and/or whether harm results from the behaviour.</p>
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	<p><i>Examples</i></p> <ul style="list-style-type: none"> <li>• <i>Repeatedly and excessively verbally assaulting or attacking someone personally, in a manner that serves no productive training or motivational purpose.</i></li> <li>• <i>Ignoring or isolating an individual for extended periods of time, including routinely or arbitrarily excluding an individual from practice</i></li> <li>• <i>Throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.</i></li> <li>• <i>Bodyshaming by criticizing an individual's appearance through judgment or comparison without any reasonable justification</i></li> <li>• <i>Encouraging or knowingly permitting an athlete to return to play prematurely following a mental health issue and without the clearance of a medical professional.</i></li> </ul>
<p><b>Physical Misconduct</b></p>	<p>means any contact or non-contact behaviour that causes, or reasonably threatens to cause, physical harm to another individual.</p> <p><i>Examples of physical misconduct may include, without limitation:</i></p> <ol style="list-style-type: none"> <li>a. <i>Contact violations such as punching, beating, biting, striking, strangling or slapping another; intentionally hitting another with objects, such as sporting equipment;</i></li> <li>b. <i>Non-contact violations - isolating an individual in a confined space; forcing an individual to assume a painful stance or position for no athletic purpose; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; providing alcohol to a Minor; providing illegal drugs or non-prescribed medications to another.</i></li> <li>c. <i>Neglect by acts of omission including but not limited to:</i> <ul style="list-style-type: none"> <li>• <i>encouraging or knowingly permitting an athlete to return to play prematurely following a serious injury without the clearance of a medical professional (e.g. training after a concussion or sprain/fracture which leads to an aggravated injury).</i></li> <li>• <i>not having consideration for an individual's physical or intellectual disability and encouraging and permitting an athlete to train beyond such capacity</i></li> <li>• <i>encouraging or knowingly permitting an athlete to train without rest in a manner that harms them physically and/or is against medical recommendations</i></li> <li>• <i>disregarding the use of performance enhancing drugs</i></li> </ul> </li> </ol>
<p><b>Bullying</b></p>	<p>means repeated and/or severe behaviour(s) that are:</p> <ol style="list-style-type: none"> <li>a. <i>aggressive (including the use of Force);</i></li> <li>b. <i>directed at an individual, which may be based on Differential Factors; and/or</i></li> <li>c. <i>intended or likely to hurt, control, or diminish the individual emotionally, physically or sexually.</i></li> </ol> <p>Bullying-like behaviours may also intersect with other types of Misconduct, such as Hazing and/or Harassment.</p> <p><i>Examples of bullying behaviour may include, without limitation, repeated and/or severe:</i></p>

	<ul style="list-style-type: none"> <li>• <i>Physical Hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another individual.</i></li> <li>• <i>Verbal Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.</i></li> <li>• <i>Social exclusion or targeting, including cyberbullying - Use of rumours or false statements about someone to diminish that individual's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and/or influencing others to do the same.</i></li> </ul>
<p><b>Hazing</b></p>	<p>means any conduct that subjects another individual, whether physically, mentally, emotionally or psychologically as a condition of joining or being socially accepted by a group, team, or organisation. Such conduct includes acts that endanger, abuse, humiliate, degrade or intimidate an individual.</p> <p>Consent by the individual subjected to Hazing is not a defence, regardless of the individual's perceived willingness to cooperate or participate.</p> <p><i>Examples of Hazing include:</i></p> <ul style="list-style-type: none"> <li>• <i>Contact acts like tying, taping or otherwise physically restraining another individual, beating or other forms of physical assault.</i></li> <li>• <i>Non-contact acts with the use of Force in the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water and/or food; restrictions on personal hygiene.</i></li> <li>• <i>Sexualised acts - actual or simulated conduct of a sexual nature.</i></li> <li>• <i>Criminal acts - any act or conduct that constitutes offences under the Penal Code</i></li> </ul>
<p><b>Harassment</b></p>	<p>This means repeated and/or severe conduct that:</p> <ol style="list-style-type: none"> <li>a. causes fear, humiliation and/or annoyance.</li> <li>b. offends or degrades;</li> <li>c. creates a Hostile Environment;</li> <li>d. reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based Differential Factors; or</li> <li>e. any act or conduct described as harassment under local laws.</li> </ol> <p>Whether conduct constitutes harassment depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behaviour.</p>

## D. Other Inappropriate Conduct

<p><b>Grooming</b></p>	<p>Grooming is the act of establishing trust and an emotional connection in a relationship with Power Imbalance and/or involving a Minor which creates an environment where an individual becomes receptive to improper advances. It can occur in person or online.</p> <p>Examples of Grooming behaviours include and are not limited to:</p> <ul style="list-style-type: none"> <li>• Targeting - by using one's position of authority and/or reputation to target individuals. <i>e.g. individuals who are susceptible to attention, or insecure about their skills or position on the team, or when they might be having personal problems</i></li> <li>• Building trust and friendship – by creating opportunities to engage in one-to-one interactions with individual outside sporting activity to gain an individual's trust <i>e.g. providing gifts, excessive praise, accord social or special status, private travel, private meetings.</i></li> <li>• Developing isolation, control and loyalty – exerting control through demands of loyalty, threats, and socially isolating victim(s) from others.</li> <li>• Establishing secrecy for interactions - discouraging access to other support frameworks, encouraging doubt and fragility through manipulation of the individual's feelings <i>e.g. Emphasizing a special relationship and no one will understand.</i></li> <li>• Initiation of inappropriate contact through the gradual incursion beyond friendship boundaries (from accidental and inadvertent to inappropriate) by verbal/physical communication. <i>e.g. sitting on lap, playing games with touching such as wrestling games or hide and seek, appearing half dressed and/or naked, sharing sexually explicit materials, telling sexual jokes, making sexual remarks; providing massage or other purported therapeutic interventions with no specific training or expertise</i></li> <li>• Securing secrecy through threats, invoking of guilt or questioning loyalty <i>e.g. blame victims for the incident, threaten individuals that they will get into trouble.</i></li> </ul>
<p><b>Intimate Relationship</b></p>	<p>refers to engagement in an intimate or romantic relationship between an adult Person and a Minor and where a Power Imbalance exists.</p> <p>Whether a relationship is intimate is based on the totality of the circumstances, including: regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person), the parties' emotional connectedness, the exchange of gifts, ongoing physical and/or intimate contact and/or sexual activity, identity as a couple, the sharing of sensitive personal information, and/or intimate knowledge about each other's lives outside the sport relationship.</p> <p>Intimate Relationships between adults where a Power Imbalance exists are strongly discouraged. Where they exist, they should be declared and managed by the policies specific to Member Organisations having due consideration for:</p> <ul style="list-style-type: none"> <li>• impact on person who is not in the position of power</li> <li>• conflict of interests in decision making</li> <li>• expectations of behaviour of the person in the position of power (i.e. professionalism, the duty of care)</li> <li>• the sport's public image, as such relationships can also be perceived to be exploitative due to the differences in authority, power, maturity and/or status</li> </ul>

<p><b>Inappropriate Physical Contact</b></p>	<p>This occurs when a Person engages in inappropriate physical contact with another individual(s) where there is a Power Imbalance.</p> <p>Such inappropriate contact includes, but is not limited to, intentionally:</p> <ul style="list-style-type: none"> <li>• touching, slapping, or otherwise contacting the buttocks or genitals of an individual;</li> <li>• excessively touching or hugging an individual;</li> <li>• kissing an individual.</li> </ul>
<p><b>Wilful Tolerance</b></p>	<p>This means tolerating any form of Misconduct, when there is a Power Imbalance between a Person and the individual(s) who are being subjected to the Misconduct.</p> <p><i>Examples</i></p> <ul style="list-style-type: none"> <li>• <i>A person passively or actively protects a person who they know has assaulted or abused another person</i></li> <li>• <i>A person is aware of and chooses to ignore and/or bullying behaviours</i></li> <li>• <i>A person affected tells someone that they were abused or assaulted, but that person tells them they're overreacting, that they were inviting danger, and/or discourages the victim from telling anyone else</i></li> </ul>

**E. Misconduct Relating to Process**

<p><b>False Reporting</b></p>	<p>This occurs when a Person makes a false report of the commission of a Misconduct which did not occur, or where the events forming the basis of the allegation of misconduct did not happen, and the individual making the reports knows that the Misconduct or events did not happen.</p> <p>For avoidance of doubt, a false allegation is not, in and of itself, an unsubstantiated allegation merely because there is insufficient supporting evidence to determine whether an allegation is true or false.</p>
<p><b>Abuse of Process</b></p>	<p>This occurs when a Person directly or indirectly abuses or interferes with reporting, investigating and/or adjudication processes by:</p> <ol style="list-style-type: none"> <li>a. falsifying, distorting, or misrepresenting information, the processes, or an outcome;</li> <li>b. destroying or concealing information;</li> <li>c. attempting to discourage an individual's proper participation in or use of the reporting, investigating and/or adjudication process;</li> <li>d. harassing or intimidating (verbally or physically) any individual involved in such processes before, during, and/or following any proceedings;</li> <li>e. publicly disclosing an individual's identifying information;</li> <li>f. failing to comply with a temporary measure or other measure and/or sanction;</li> <li>g. distributing or otherwise publicizing materials created or produced during an investigation or appeal as a part of these policies or procedures, except as required by law or as expressly permitted by the SSP; or</li> <li>h. influencing or attempting to influence another individual to commit abuse of process.</li> </ol>

	<p>i. failing or refusing to cooperate fully with any investigations conducted pursuant to the applicable process.</p>
<b>Retaliation</b>	<p>is an adverse action against any individual for making a good faith report of a possible Unified Code violation.</p> <p>Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable individual from engaging or participating in these processes when the action is reasonably related to the report or engagement with the applicable process.</p> <p>Retaliation may be present even where there is a finding that no violation occurred.</p> <p>Retaliation does not include good-faith actions lawfully pursued in response to a report of a Unified Code violation.</p> <p><i>Examples of retaliation include:</i></p> <ul style="list-style-type: none"> <li>• <i>Interfering with, threatening, or damaging a person’s professional career</i></li> <li>• <i>Providing negative assessment and/or performance evaluation, withholding and/or sabotaging advancement/selection</i></li> <li>• <i>Triggering an investigation or disciplinary proceedings</i></li> </ul>

### Temporary Measures & Sanctions

#### F. Temporary Measures

Measures may include, but are not limited to:

- Altering training schedules
- Providing or requiring chaperones
- Implementing contact limitations
- Implementing measures prohibiting one-on-one interactions (in-person and/or online)
- Suspensions from participation in some or all aspects of sport activity
- Exclusion from physical spaces (e.g. toilet, shower areas, changing rooms).
- Directions to remove and/or cease publication of any material (e.g. photos/screenshots)
- Directions to attend, enrol and/or complete training, education and/or re-integration programmes.

#### G. Measures & Sanctions

<b>Written Warning</b>	An official, written notice and formal admonition that a Person has violated the Unified Code and that more severe sanctions will result should the Person be involved in other violations.
<b>Probation</b>	A specified period of time during which, should any further violations of the Unified Code occur during the probationary period, will result in additional disciplinary measures, likely including a

	<p>period of suspension or permanent ineligibility. This sanction can also include loss of privileges or other conditions, restrictions, or requirements.</p>
<p><b>Suspension / Debarment</b></p>	<p>Suspension or debarment for a specified period of time from participation, in any capacity, in any programme, activity, event, or under the jurisdiction of the members of SSP and/or its affiliates/members.</p> <p>A suspension or debarment may include restrictions or prohibitions from some types of participation but allowing participation in other capacities. A suspended Person is eligible to resume participation after the suspension or debarment lapses, but reinstatement may be subject to certain restrictions or contingent upon the Person satisfying specific conditions noted at the time of suspension.</p>
<p><b>Permanent Ineligibility</b></p>	<p>Permanent ineligibility to participate, in any capacity, in any programme, activity, event under the jurisdiction of the SPP Member or its affiliates/members</p>
<p><b>Others</b></p>	<p>other sanctions or measures for Misconduct, including, but not limited to:</p> <ul style="list-style-type: none"> <li>• measures listed in Section F</li> <li>• loss of privileges (including facility access)</li> <li>• other restrictions or conditions as deemed necessary or appropriate</li> </ul>