



# **SINGAPORE TAEKWONDO FEDERATION**

## **CODE OF CONDUCT FOR VOLUNTEERS & OFFICIALS**

Version 1 2021  
Policy No. STF004/2021

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# **CODE OF CONDUCT: VOLUNTEERS & OFFICIALS**

## **OVERARCHING CODE OF ETHICS**

These are fundamental principles set out by STF to undergird our STF code of conduct for our Volunteers & Officials:

- **Integrity**

Volunteers & Officials shall not act in a manner that may adversely affect the reputation of the federation (STF), or the sport of Taekwondo.

Volunteers & Officials shall act with utmost integrity, honesty and responsibility in discharging their duties and fulfilling their roles in the sport of Taekwondo.

Volunteers & Officials shall not offer, promise, solicit, accept any personal, financial or other benefit in connection with their duties and/or roles in Taekwondo.

- **Equality**

Volunteers & Officials shall not discriminate against any persons on the basis of race, sex, ethnic origin, religion, political opinion, sexual orientation or any other unfair or irrelevant factor, except permitted by law, including the rules of the STF, Committees, Commissions or other ruling bodies appointed by the STF or governing the STF.

- **Dignity**

The dignity and worth of all individuals are safeguarded, and all forms of harassment: verbal, physical, mental or sexual are prohibited.

- **Good Faith**

Volunteers & Officials shall act in good faith towards each other, and other members of the STF with mutual respect, trust and understanding in all their dealings.

## **CODE OF CONDUCT**

### **RESPECT**

Volunteers & Officials shall respect the dignity and worth of athletes, officials, volunteers, coaches and spectators, independent of race, ethnicity, age, gender, religion, or any other factor unrelated to the athletic event.

Volunteers & Officials shall communicate clearly and courteously.

They shall act objectively and decisively, discharging their duties efficiently in a friendly, non-abrasive manner.

Volunteers & Officials shall work in a spirit of cooperation with other officials and offer guidance and support to less experienced officials.

### **WELFARE & SAFETY**

Volunteers & Officials shall conduct events with the welfare and safety of athletes in mind. They shall exercise due diligence and care to ensure that the conditions, equipment, implements and relevant technical specifications are complied with, in accordance to regulations, and with due respect to the welfare and safety of athletes.

### **FAIRNESS & EQUITY**

Volunteers & Officials shall discharge their duties and conduct all events with impartiality, upholding the highest standards of fair play and integrity.

Volunteers & Technical Officials shall be mindful of possible biases and/or potential conflicts of interest. Where feasible, these officials shall abstain from officiating and turn over their duties to another similarly qualified official.

Coaches shall not perform officiating duties.

### **PROFESSIONALISM**

Volunteers & Officials shall arrive in good time, and be fully prepared for the duties and roles assigned to them.

Volunteers & Officials shall commit to the full duration of the event they have agreed to officiate in. Volunteers & Officials shall not abandon their duties without valid cause. In the event of an emergency, officials shall consult the meet manager before taking their leave.

Volunteers & Officials shall seek permission/ clearance before officiating in non-STF sanctioned events.

Officials on non-STF overseas assignments shall notify and seek clearance in writing from STF, before accepting the assignments.

Officials shall be knowledgeable about the rules, regulations and specifications, necessary to conduct the events and enforce the rules.

Officials shall be conscientious and strive for utmost accuracy in their recording, reporting, computing and other technical duties. In the event of errors, corrections must be made promptly, with appropriate consultation with other Officials and supervising Officials.

Officials shall exhibit courtesy in their communication to athletes, coaches, fellow officials and others involved in the event(s).

When correction is called for or disqualification is handed, Officials shall maintain a calm, objective and respectful tone.

Officials shall not make any representation on behalf of the Federation to the media. Officials shall refer any media inquiries to STF spokesmen, namely the Secretary General, President, or person/ persons officially assigned to represent the Federation.

## **SOCIAL MEDIA**

Volunteers & Officials are reminded to adhere to the Code of Conduct when posting messages or content, which are related to the Federation (STF), or the sport of Taekwondo on social media platforms.

Volunteers & Officials shall be responsible to make clear that their posts reflect personal opinions or views.

They are reminded that they are responsible for their posts and can be held liable for comments deemed defamatory, libellous, misrepresentative or obscene.

Officials shall not disclose any confidential information of the Federation, and/or persons related to the Federation.

Videos, photographs and audio recordings made by volunteers and officials during STF events shall be for personal use only, and not for commercial gain.

Consent to publish the pictures of other persons in photographs or videos must be obtained.

These videos, photographs, audio recordings must not infringe on the confidentiality of persons, nor bring the reputation of the Federation (STF) and/or the sport of Taekwondo into disrepute.

## **BREACH OF THE CODE**

Any volunteer or official who is in breach of this code may be censured, suspended for a period of time, dismissed or removed by the Board.

Volunteers & Officials Declaration:

By signing below, I confirm that:

- i. I have agreed to become a Volunteer/Official of Singapore Taekwondo Federation.
- ii. I have read, understood and accept the above terms and conditions.
- iii. I will use my best endeavours to comply with the Volunteer's & Official's Code of Conduct at all times and further understand and agree that any non-compliance on my part may well result in disciplinary action.

## **VOLUNTEER/OFFICIAL:**

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**Signed**

**Date**

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**Print Name**

**NRIC/Passport No.  
(last 4 characters)**