



Singapore Esports Association (SGEA)'s Safe Sport Commitment

Definition

Based on the International Olympic Council's Consensus Statement developed in 2016, Safe Sport is defined as "an athletic environment that is respectful, equitable and free from all forms of harassment and abuse (non-accidental) violence".

Purpose

- To protect the interests of members of the Esports Community in our sport from harassment and abuse.
- To outline the principles that guide our approach to safeguarding and protecting the Esports Community
- To adopt practices and outline standards of behaviour
- To establish a safe sport culture that is understood, endorsed and put into action by the Executive Committee and Secretariat who work for, volunteer or access our activities, courses, events and programmes

Responsibilities

The Executive Committee and the Secretariat are responsible for the development and endorsement of the Singapore Esports Association's Safe Sport Commitment. It delegates the implementation of the policy to the Safe Sport Officer. The role of each entity in relation to the development and compliance of the Singapore Esports Association's Safe Sport Commitment is detailed in the table below.

| Entity | Role/Responsibility |
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| <p>Executive Committee led by President / Secretary General</p> | <ul style="list-style-type: none"> ● Promote the commitment to this policy and its expectations. ● Support policy review on an annual cycle as a minimum or at a time governed by legislation, regulations, or organisational learnings that promote a change to the policy and all relevant procedural guidelines. ● Ensure compliance to the policy via an inbuilt review mechanism. ● Ensure adequate resources are allocated to allow for the development and effective implementation of this policy. ● Develop opportunities for regular discussion at all levels to support a culture of openness and continued improvement and accountability towards safe sport ● Advocate and promote safe sport, empowering and engaging Esports Athletes, Coaches and Officials in support of this policy and its expectations. |
| <p>Safe Sport Officer</p> | <ul style="list-style-type: none"> ● Ensure all staff and volunteers understand their obligations in accordance with the Safe Sport Commitment and any relevant policy and procedural documentation. This includes induction, a minimum of one compulsory training session, and regular discussion and guidance at supervision and team meetings. ● Ensure the suite of safe sport policies is implemented and adhered to amongst relevant stakeholders Esports Athletes, Coaches and Officials. ● Ensure the development and implementation of required internal policy/work procedures and guidelines are in place to support safe sport practice in accordance with the expectations of the Safe Sport Commitment. ● Ensure adequate resources are allocated to allow effective implementation of the suite of safe sport policies. ● Ensure to support staff and committee in a joint way with a decision to initiate any form of action to protect the Esports Community from harassment and abuse. ● Ensure appropriate supports, such as counselling and formal debriefing, are provided for any staff involved in a matter relating to responding to a concern for the safety and wellbeing of a member of the Esports Community. |

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| | <ul style="list-style-type: none"> ● Advocate safe sport, empowering and engaging Esports Athletes, Coaches and Officials in support of this Statement. ● Proactively share resources and experience in the development of safe sport initiatives as they are identified. ● Develop opportunities for regular discussion at all levels to support a culture of continuous improvement and accountability towards safe sport ● Ensure that our secretariat are aware of the appropriate recruitment, screening and employment practice in relation to individuals with specific roles in the Esports Industry. |
| <p>Staff and Volunteers</p> | <ul style="list-style-type: none"> ● Maintain a full understanding of the commitments and expectations of this policy, as well as all other policy relevant to safe sport. ● To undertake any induction and training anticipated in this policy, in relation to policy and procedures relevant to keeping Esports Athletes, Coaches and Officials safe. ● To seek guidance from the President / Secretary General / General Manager if there is ever any lack of understanding in relation to the commitments and expectations as set out in this policy. ● To take action to protect Esports Athletes, Coaches and Officials from all forms of harassment and abuse. ● To assist in creating and maintaining a sport safe culture and a culture of inclusion. |

Our Commitment

The Singapore Esports Association is committed to ensuring the safety and wellbeing of Esports Athletes, Coaches and Officials in our Esports Community. Our policies and procedures seek to address risks to safe sport and to establish safe sport culture and practices. Our suite of safe sport policies is: accessible in forms that are easy to understand; have been informed by stakeholders’ consultation; and are communicated to the Esports Community. We regularly review our policies, gain endorsement of changes and advise our secretariat of changes.

We are committed to Safe Sport

Through our Safe Sport Framework, we document our clear commitment to keeping sport safe from harassment and abuse. We communicate our commitment to all stakeholders and give them access to a copy of our commitment statement.

Our staff and volunteers know the behaviour we expect

We ensure that staff and members of SGEA understand their role and the behaviour we expect in relation to keeping the Esports Community safe from harassment and abuse through application of the Code of Behaviour. We utilise clear position descriptions which clearly state relevant safe sport requirements. We have a Code of Behaviour, which is approved and endorsed from the Executive Committee that outlines our expectations for behaviour towards the Esports Community. Our staff are given a copy of and have access to the Code of Behaviour. Our staff indicate, in writing, that they have read and are committed to the Code of Behaviour.

We minimise the likelihood of recruiting a person who is unsuitable

We have appropriate measures in place to minimise the likelihood that we will recruit individuals who are unsuitable to work in sport. We have recruitment procedures that ensure:

- Our commitment to safe sport is communicated to potential applicants for positions
- Face-to-face interviews are held which includes safe sport related questions
- Two professional reference checks are undertaken
- Screening checks are undertaken, including identity, declarations of disciplinary or criminal record, qualifications or any relevant checks if available.

Induction and training is part of our commitment

We provide all staff with information during their induction / training about our commitment to keep sport safe including our policy, Code of Behaviour and safe sport reporting policy. We have a process for ensuring all staff complete safe sport training where available. We support ongoing education and training for our staff to ensure safe sport information is provided in an ongoing way.

We ensure that our staff have up to date information relevant to specific legislation applicable in Singapore or where they may travel to as a part of their duties.

We encourage the involvement of stakeholders

We involve and communicate with Esports Athletes, Coaches and Officials in developing a safe, inclusive and supportive environment. We provide information about:

- Our commitment to safe sport and communicating of rights
- The behaviour we expect of our staff and of themselves

- Our policy about responding to harassment and abuse

We have processes for encouraging two-way communication with the Esports Community. We seek their feedback and have a process for responding. We respect diversity and seek to facilitate effective communication and involvement.

Our staff and volunteers understand their responsibility for reporting harassment and abuse

Our policy for responding to harassment and abuse is approved and endorsed by the Executive Committee, and applies to all staff and volunteers. The policy states that:

- Involved parties must immediately report harassment or abuse and any concerns with policies, practices or the behaviour of staff and volunteers.
- Involved parties must meet any legislated mandatory or other jurisdictional reporting requirements
- Involved parties must follow a specified process when reporting harassment or abuse including who will receive reports
- Failure to report is serious misconduct

Our secretariat are given a copy of and have access to the policy and understand the implications of the policy for their role. We document any allegation, disclosure or concern regarding harassment and abuse and monitor responses to all allegations, disclosures or concerns.

We maintain and improve our policies and practices

We are committed to maintaining and improving our policies, procedures and practices to keep the Esports Community safe from harassment and abuse. We have assigned responsibility for maintaining and improving our policies and procedures to the Safe Sport Officer.

We monitor our staff to ensure appropriate practice and behaviour, and policies are followed. We communicate with our staff to ensure that they understand our policies and that the policies are effective in the workplace. We require our staff to disclose information affecting their suitability to work in sport. We review our records, checks and policies periodically.

We have formally reviewed our service delivery to identify and document potential risks of harassment and abuse to members of the Esports Community. We undertake formal reviews, at least



annually, to identify and document potential risks of harassment and abuse to members of the Esports Community. We have a procedure to undertake annual reviews, as part of our ongoing compliance with sport safe requirements.