



## Disciplinary Committee Decision

Ref: DC2020\_001 – Singapore Coach's Participation at FIVB Level III Coaching Course

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Date: 4 March 2020

### (i) Background

1. With regards to disciplinary case (ref. DC2020\_001\_Singapore Coach's Participation at FIVB Level III Coaching Course), the Association has raised the following charges against Mr TEO Teck Huat (Mr TEO):
  - having registered and attended the Fédération Internationale de Volleyball ("FIVB") Level III coaching course that took place in Cairo, Egypt from 7 to 14 September 2019 without the endorsement/ recommendation from the National Federation ("NF", and in this case, the VAS), had flagrantly disregarded the rules and regulations of the FIVB; and
  - having being aware of the clear requirement to obtain NF's endorsement for participation of the FIVB Level III coaching course, intentionally circumvented the local process, had acted in complete disregard of the authority of the VAS, and in doing so committed an act detrimental to the reputation of the VAS.

### (ii) Committee Considerations and Decisions

2. The Disciplinary Committee ("DC") had reviewed all available evidences, concluded on its findings as follows:
  - Mr TEO had registered and attended the FIVB Level III coaching course without endorsement/ recommendation from the Association and had flagrantly disregarded the rules and regulations of the FIVB. Evidences has shown that Mr TEO is fully aware of the Course Regulations to obtain NF's endorsement/ recommendation and had intentionally went direct to FIVB to obtain FIVB's endorsement, thus "side-stepping" the NF endorsement/ recommendation.
  - Based on FIVB's feedback, the exception process of direct FIVB endorsement, in place of obtaining the National Federation ("NF")'s endorsement of participating coaches, is when NF is uncontactable or non-operational. The Committee is of the view that Mr TEO abused the system by going directly to FIVB when he is fully aware of the existence of an endorsement/ recommendation process within the VAS.
  - Mr TEO failed to abide by the rules of the sport and to respect those in positions of authority. Mr TEO also failed to adhere to fundamental principles expected of coaches, i.e. to be honest, principled and honourable.

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Volleyball Association of Singapore

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### (ii) Committee Considerations and Decisions (cont'd)

3. The Disciplinary Committee ("DC") has imposed the following sanctions on Mr TEO:
- Expulsion as a member of the VAS with immediate effect and disallowed to be registered as a member for a period of three (3) years with effect from 4 March 2020.
  - Repeal of a right, being prohibition from participation, for a period of three (3) years with effect from 4 March 2020, in any official activity or events as a player, a coach, a team manager, and/or an instructor of volleyball within the sphere of the VAS.

### (iii) Rights to Appeal

4. An appeal may be filed against this decision exclusively before the VAS Appeals Committee in accordance with Article 7.6 of the VAS Disciplinary & Appeal Regulations (the "VAS Regulations"). The time limit to file an appeal to the Appeals Committee shall be fourteen (14) days from the receipt of this decision by the appealing party. In the event of an appeal, this decision shall remain in effect while under appeal unless the Appeals Committee orders otherwise.
5. Sanctions were communicated to Mr TEO on 4 March 2020 and deadline for appeal of the Committee's decision to the VAS Appeals Committee by 18 March 2020.



**Mr. Lim Hui Eng Vincent**

Chairman, Disciplinary Committee  
Volleyball Association of Singapore