



# Disciplinary Regulations

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## SECTION 1 SCOPE OF APPLICATION

### 1. Persons Subject to the Jurisdiction of the VAS

For the purpose of these Regulations, the following natural and legal persons (hereinafter in these Regulations the “Parties”) are subject to the jurisdiction of the VAS under the terms herein established:

- The VAS governing institutions (Council and Committees);
- Persons elected or appointed to a position in any VAS governing institution
- Persons holding an honorary title granted by the VAS;
- Natural and legal persons organising or involved in any way in the organisation of VAS competitions;
- VAS officials and referees;
- National leagues, clubs, teams and their administrators, team managers, players, coaches, technical and athlete support personnel, and referees;

## SECTION 2 ETHICS

### 2. Relation to the SportSG Core Values and FIVB Disciplinary Regulations

- 2.1 These Regulations were drafted on the basis of the SportSG Core Values of (i) Passion for Sports, (ii) Strength through Teamwork and (iii) Care for People. In case of discrepancy between this document and the SportSG core values, the SportSG core values prevail.
- 2.2 These Regulations were also drafted with reference to the Fédération Internationale de Volleyball (“FIVB”) Disciplinary Regulations (version 24 May 2019). In case of discrepancy between FIVB Disciplinary Regulations and this document, the more stringent requirement applies.

### 3. Fundamental Principles

- 3.1 Respect for the universal fundamental ethical principles, including: -
  - 3.1.1 Mutual understanding with a spirit of friendship, solidarity and fair play;
  - 3.1.2 Respect of the principle of the universality and political neutrality;
  - 3.1.3 Respect for international conventions on protecting human rights insofar as they apply to the VAS activities and which ensure in particular:
    - respect for human dignity;
    - rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status; and
    - rejection of all forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries;

3.2.5 Ensuring the Parties' conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

#### 4. Integrity of Conduct

##### 4.1 Obligation of care

4.1.1 The Parties shall use due care and diligence in fulfilling their mission. At all times, they shall act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism.

4.1.2 They shall refrain from any act involving fraud or corruption. They must not act in a manner likely to tarnish the reputation of the VAS or the sport of volleyball in general.

##### 4.2 Code of conduct

The Parties or their representatives shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the organisation of the competitions or their position within VAS, unless expressly provided in the VAS Constitution and Regulations.

##### 4.3 Gifts

4.3.1 Only tokens of consideration or friendship of nominal value, in accordance with prevailing local customs, may be given or accepted by the Parties. Such tokens may not lead to the impartiality and integrity of the Parties being called into question.

4.3.2 Any other form of token, object or benefit constitutes a gift which may not be accepted.

##### 4.4 Hosting principles

For hospitality shown to the Parties, as well as those accompanying them, a sense of measure must be respected.

##### 4.5 Conflicts of interest

The Parties must refrain from placing themselves in any conflict of interests. The Parties shall respect the following provisions concerning conflict of interests:

a) Before being elected or appointed, Parties shall disclose to the VAS any personal interests that could be linked with the duties they are about to undertake.

b) Conflicts of interest arise if a party has, or appears to have, private or personal interest(s) that detract from its ability to perform its duties with integrity in an independent manner. Private or personal interests include gaining any possible advantage for himself, his family, relatives, friends and acquaintances.

c) While performing their duties, Parties shall avoid any potential conflict of interest, i.e. any situation that could lead to a conflict of interest.

d) The Parties shall not perform their duties if they have a conflict of interest. Any such conflict shall be immediately disclosed to the VAS.

#### 4.6 Independence

4.6.1 The Parties, their agents or their representatives must not be involved with legal entities or persons whose activity or reputation is inconsistent with the principles set out in the VAS Constitution and Regulations.

4.6.2 The Parties shall neither give nor accept instructions to vote or intervene in a given manner with the organs of the VAS.

### 5. Integrity of Competitions

#### 5.1 Obligation of care

The Parties shall commit to combat all forms of cheating and shall continue to undertake all the necessary measures to ensure the integrity of sports competitions.

#### 5.2 Relationship with other documents

The Parties must respect the provisions of the World Anti-Doping Code, the Olympic Movement Code on the Prevention of the Manipulation of Competitions, as incorporated in these Regulations, and any other VAS Regulations.

#### 5.3 No advertisement policy

All forms of participation in, or support for betting, or all forms of promotion of betting are prohibited.

#### 5.4 Conduct unbecoming

Parties in all the disciplines of the sport of volleyball must not, by any manner whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play or show unsporting conduct.

### 6. Implementation

6.1 The Parties shall see to it that the principles and rules of the VAS Constitution and the present Section of the Disciplinary Regulations are applied.

6.2 The Parties shall inform the VAS Council of any breach of the present Section of the Disciplinary Regulations.

6.3 Violations of this Section shall be sanctioned in accordance with the sanctions listed in Article 9 below.

## SECTION 3 DISCIPLINARY

### 7. General Principles

7.1 Violations of the VAS Constitution, Regulations and decisions may be sanctioned as provided herein.

7.2 Violations of the FIVB Constitution, Regulations and decisions may be sanctioned as provided herein and in the respective provisions of said legal documents.

7.3 Violations of the Rules of the Game may be sanctioned. A violation of the Rules of the Game may also constitute a disciplinary offence, sanctionable also under these Regulations.

7.4 Unless otherwise specified, offences are sanctionable regardless of whether they have been committed intentionally or negligently.

7.5 In addition to personal responsibility, Affiliated Clubs (hereby known as "Clubs") are accountable, and may be sanctioned accordingly, for the conduct of their players, members, officials, and any persons exercising a function within the club and/or during the organisation of a match on behalf of the club.

7.6 With the exception of anti-doping rule violations, disciplinary proceedings may be initiated at the latest seven (7) years from the date the offence occurred or, in case of continuous offences, from the date the offence ended.

7.7 Clubs and their respective bodies shall apply the present Regulations for their competitions.

7.8 All sanctions imposed by the VAS on Clubs, teams and their administrators, team managers, players, coaches, technical and support personnel, VAS officials and referees and referees affiliated to the VAS shall also apply at a national level, unless otherwise decided by the VAS.

7.8 The otherwise applicable sanction may be increased (up to double) in case of a recurrence of the offence. Recurrence occurs if a sanction has to be imposed again within three (3) years of a previous offence of a similar nature.

## 8. Offences

### 8.1 Disciplinary offences are classified as follows:

- a) Simple offences: offences entailing a sanction under Article 9.1 below;
- b) Major offences: offences entailing a sanction under Article 9.2 below;
- c) Institutional offences: offences committed by affiliated club, and their officers, entailing a sanction under Article 9.3 below;

In case the VAS Constitution, Regulations and decisions do not stipulate a specific sanction for the violation of a rule contained therein, such violation shall be treated as a major offence.

## 9. Sanctions

### 9.1 The following sanctions may be imposed for a simple offence:

- a) Warning;
- b) Reprimand;
- c) Monetary fine up to SGD 1,000;
- d) Repeal of a right (for example a suspension, i.e. prohibition from participation, for a given period of time, in any official activity within the sphere of the VAS) up to six (6) months; or
- e) A combination of the above sanctions.

### 9.2 The following sanctions may be imposed for a major offence:

- a) Monetary fine of more than SGD 1,000;
- b) Repeal of a right (for example a suspension, i.e. prohibition from participation, for a given period of time, in any official activity within the sphere of the VAS) of more than six (6) months;
- c) Disqualification;
- d) Forfeit of match(es);
- e) Deduction of point(s); or
- f) A combination of the above sanctions.

- 9.3 The following sanctions may be imposed for an institutional offence committed by Clubs and their officers:
- a) Warning;
  - b) Repeal of a right (for example a suspension, i.e. prohibition from participation, for a given period of time, in any official activity within the sphere of the VAS);
  - c) Discharge from official position(s) within the VAS;
  - f) Expulsion as member of the VAS; or
  - g) A combination of the above sanctions.
- 9.4 Sanctions may be limited to one or more specific categories of matches or Competitions.
- 9.5 Pending resolution of a disciplinary matter, the VAS Council or the Disciplinary Committee may impose a provisional suspension.
10. Execution of Sanctions
- 10.1 The VAS decides the terms and time limits for payment of fines.
- 10.2 Clubs are jointly and severally liable for fines imposed on their team players and team delegation members, regardless of whether the person has left the affiliated club after the fine was imposed.
- 10.3 Fines must be paid to the VAS in its bank account no later than three (3) months after receipt of the notification of the imposed sanction, unless decided otherwise by the VAS.
- 10.4 Delayed payment shall involve a five percent (5%) per annum surcharge and prohibition from participation in Competitions until the entire fine has been paid.
- 10.5 Disqualification of players and coaches
- 10.5.1 Disqualification must be applied to the VAS and/or other competitions (as applicable) immediately following notification.
  - 10.5.2 If a coach or player participates in a match while he is suspended or disqualified, his team shall forfeit the match and the sanction will be doubled or restart, as decided by the body which imposed it.
- 10.6 Suspension
- 10.6.1 Suspension starts from the day after receipt of the written notification of the sanction unless decided otherwise by the decision-making body.

10.7 Forfeit of match or reversal of results

10.7.1 Forfeit of match, reversal of results or adjustment of the ranking of a Competition must be notified to the team(s) concerned by the Appeal Committee (or the VAS Representative) of the respective Competition, if such sanctions are imposed during the course of such Competition, or by the VAS, if such sanctions are imposed after the end of the Competition.

11. Non-Observance of Sanctions

Non-observance of sanctions imposed by the VAS shall be subject to the sanctions provided under Article 9.2 above.

12. Adopting Disciplinary Decision Taken by Organisations

12.1 The VAS Council may, either ex officio or at the request of an affected person, decide whether and to what extent disciplinary decisions taken by other organisations (e.g. fellow members of FIVB, other Singapore National Sports Associations, etc.) are to be applied at a National level.

12.2 The authority which issued the decision shall submit to the VAS all documentation relating to the case.

13. Violent Conduct

13.1 Any action, attitude or public statement displaying an improper use of physical or emotional force in order to injure, intimidate or defame the VAS, its guests or any of the persons listed in Article 1 herein is considered a violent conduct which shall be sanctioned in accordance with the seriousness of the violation.

13.2 Violent conduct in connection with a competition or in general a volleyball activity shall be sanctioned as a major offence. Sanctions shall be imposed on the persons involved and/or the Club accountable for such actions

13.3 If such incidents irremediably compromise the normal course of a match, the team held responsible for the public's conduct shall be additionally sanctioned with forfeiture of the match and no point for any of the sets or for the match.

13.4 Harassment, insult, verbal or physical abuse by a coach, player, team delegation member, official to or against a player or any other team member or official present, shall be sanctioned by the Disciplinary Committee with suspension for one or more matches or exclusion from the competition depending on the seriousness of the violation.

- 13.5 The Clubs and their organising committee of a competition must deal professionally and considerately with the VAS, its officials and the members of the sub-committee, referees, participating team delegations and guests.
- 13.6 Any commentary or remark expressed publicly through the media, detrimental to the image or the reputation of the VAS and its institutions or any of its officials is considered violent conduct.
14. Betting and Manipulation of Results
- 14.1 Betting and Manipulation of Results shall be sanctioned as a major offence, subject to the specific provisions set out below.
- 14.2 Clubs are liable with respect to their official representatives, and clubs with respect to their teams, for any conduct of their members that damages or could damage the integrity of matches and competitions or aims to provide any party with an unfair advantage in the ranking.
- 14.3 A Club declared responsible for such actions shall be sanctioned with forfeiture of the match results of their respective team, withdrawal of all ranking points earned through these matches and suspension for up to two (2) years from all VAS sanctioned competitions.
- 14.4 Individual persons found responsible for a violation under this Article shall be sanctioned with a suspension from participation in any official activity within the sphere of the VAS at national, continental and world-wide level for a period between five (5) years and a life ban.
15. Institutional Offences
- 15.1 Suspension and Expulsion of Affiliated Club
- 15.1.1 The grounds for suspension of a Club are:
- a) Debt to the VAS annual fee, notably for delay in payment of three (3) annual fees, warning thereof having been issued three (3) months before suspension.
  - b) Debt to the VAS higher than SGD 1,000 and arising from any cause other than the annual fee.
  - c) Breach of the VAS Constitution, Regulations, decisions or these Regulations.
- 15.1.2 Unless the VAS Council decides otherwise (e.g. authorising participation in VAS-sanctioned competitions), a suspended Club loses the rights as member of the VAS so long as it remains suspended and its teams and officials may not organise and/or

participate in official competitions or activities. In addition, a suspended Club is obliged to reimburse the VAS for all expenses incurred by the latter for the study of its case.

15.1.3 In order to recover its full affiliation, the said Club must have satisfied the financial obligations above, unless an exception is granted by the VAS.

15.1.4 The grounds for expulsion of a Club are:

- a) loss of status as an Affiliated Club, on the basis of findings from investigations and inquiries made by the VAS;
- b) debt to the VAS higher than SGD 1,000 and arising from any cause other than the annual fee (e.g. for non-payment of fines) warning thereof having been issued three (3) months before expulsion;
- c) repeated breach of the VAS Constitution, Regulations and/ or decisions.
- d) severe or repeated violation of the fundamental principles of the Constitution or breach of the fundamental ethical principles mentioned in Section I herein.

15.1.5 Quorum and voting requirements for the expulsion of a Club are the same as those stipulated for amendments to the Constitution.

## 16. Disciplinary Committee

16.1 The VAS Disciplinary Committee ("DC") is composed of one (1) Chairperson, three (3) members appointed by the VAS Council.

16.2 For simple and major offences, as a 3-members panel, appointed by the DC Chairperson. If a member is unavailable, resigns, has Conflict of Interest ("COI"), the VAS Council shall appoint without delay, a substitute for this case.

## 17. Disciplinary Procedure

### 17.1 Investigation

17.1.1 Any person listed under Article 1 who is alleged to have committed a violation of these Regulations must be informed of the alleged violations that have been committed, details of the alleged acts and/or omissions, and the range of possible sanctions. Notices shall be accomplished directly to the person concerned. In the event that the contact details of the person concerned are not known to the VAS, notices may be accomplished by delivery of the notice to the Club

and/or its representative (registered with the VAS) to which this person is affiliated or is a member of.

- 17.1.2 Upon request by the VAS, the concerned person must provide any information which the VAS considers may be relevant to investigate the alleged violation, including a statement setting out the relevant facts and circumstances around the alleged violation.

## 17.2 Rights of the concerned person

In all procedures linked to violations of the present Regulations, the following rights must be respected:

- 17.2.1 The right to be informed of the charges;
- 17.2.2 The right to a fair, timely and impartial hearing either by appearing personally in front of the DC and/or submitting a defence in writing. The following principles apply:
- a) Except for urgent matters (e.g. provisional suspension), a sanction may not be imposed before the person concerned has had the opportunity to be heard and to present his/her case.
  - b) The DC is free to decide whether the right to be heard may be exercised solely in writing (ordinary mail, email), or also orally. It may authorize the use of telephone or video conference.
  - c) Proceedings shall be conducted in English unless otherwise decided by the VAS.
- 17.2.3 The right to be accompanied and/or represented by a legal counsel. Parties shall be responsible for and bear the expenses of their representatives, experts, witnesses etc.

## 17.3 Burden and standard of proof

The VAS shall have the burden of establishing that a violation has been committed. The standard of proof in all matters under these Regulations shall be the balance of probabilities, a standard that implies that on the preponderance of the evidence it is more likely than not that a breach of these Regulations has occurred.

## 17.4 Hearing and decision-making process

- 17.4.1 The DC shall evaluate the evidence, take into consideration the specific conditions under which the events occurred, the previous conduct of the person(s)/or institution(s) concerned and generally all the circumstances in order to determine whether and to what extent a sanction is required.

The following principles apply:

- a) When determining the appropriate sanctions applicable, the DC shall take into consideration all aggravating and mitigating circumstances and shall detail the effect of such circumstances on the final sanction in the written decision.
- b) Substantial assistance provided by a Party that results in the discovery or establishment of an offence by another Party may reduce any sanction applied under these Regulations.

17.4.3 The DC is entitled to the benefit of legal counsel.

17.4.4 At the end of the deadline granted for the exercise of the right to be heard or following the hearing at which the right to be heard was also exercised orally, the DC will take its decision which will be notified to the concerned person. This decision will indicate the deadline and appeal process.

17.4.5 Decisions are taken by majority. In case of a tie, the Chairperson of the DC has the casting vote.

## 17.5 Confidentiality

17.5.1 The principle of confidentiality must be strictly respected by the DC during all the procedure; information should only be exchanged on a need to know basis. Confidentiality must also be strictly respected by any person concerned by the procedure until there is public disclosure of the case.

17.5.2 Decisions may be published on the VAS official website and/or the official VAS publications.

## 17.6 Appeal

An appeal may be filed against decisions imposing a sanction before the VAS Appeals Committee within a period of fourteen (14) days from notification of the decision. Decisions imposing a reprimand, a warning or a combination thereof, are final and not subject to appeal.

## 17.7 Provisional measures

17.7.1 The DC may impose provisional measures, including a provisional suspension, on Parties where there is a risk to the reputation of the sport or urgency, while ensuring respect for Articles 17.1 to 17.5 of these Regulations.

17.7.2 Where a provisional measure is imposed, this shall be taken into consideration in the determination of any sanction which may ultimately be imposed.

18. Composition of the Appeals Committee
  - 18.1 The VAS Appeals Committee ("AC") shall be composed of one (1) Chairperson and three (3) members appointed by the VAS Council.
  - 18.2 The AC hears cases in the following composition:
    - 18.2.1 For simple offences, through a member of the AC appointed by the AC Chairperson to act as a Sole Judge and exercise all the powers of the AC Chairperson for the specific case. If a member is unavailable, resigns, has Conflict of Interest ("COI"), the VAS Council shall appoint without delay a substitute for this case.
    - 18.2.2 In all other cases, as a 3-members panel composed of the AC Chairperson and two (2) members of the AC appointed by the AC Chairperson. If a member is unavailable, resigns, has Conflict of Interest ("COI"), the procedure of Article 18.2.1 in fine shall apply. If the number of members is still below three (3), the VAS Council shall appoint without delay a substitute for this case.
19. Procedure Before the Appeals Committee
  - 19.1 Appeals must be made in writing and must be received by the VAS Secretariat within fourteen (14) days from notification of the decision, failing which the appeal will be considered inadmissible.
  - 19.2 The appeal shall be accompanied by a copy of the decision appealed against and a bank certificate confirming payment of the administrative fee of SGD 50. Failure to pay the administrative fee within the deadline fixed by the VAS Secretariat will result in considering the appeal withdrawn. The administrative fee be will reimbursed in the event that the appeal is successful.
  - 19.3 The appeal does not have a suspensory effect, unless otherwise decided by the AC. In urgent cases, the AC Chairperson may decide to stay the execution of the decision appealed against pending a decision by the AC on the suspensory effect of the appeal. Prior to taking its decision, the AC may invite the respondent to submit its position.
  - 19.4 After receipt of the appeal and of the administrative fee, the AC Chairperson shall fix the deadlines for the filing of the reasons of the appeal and of the answer. In case of dispute, he shall also determine the language of the proceedings.

- 19.5 After review of the parties' submissions, the AC shall invite the parties to a hearing. It may authorize the use of telephone or video conference. If the parties do not request an oral hearing, the AC may decide the case on the basis of written submissions. Proceedings shall be conducted in English unless otherwise decided by the AC.
- 19.6 If a hearing is organised, the AC may make the organisation of such hearing dependent upon one or more of the parties paying to the VAS reasonable administrative costs. In any event, parties shall be responsible for and bear the expenses of their representatives, experts, witnesses etc.
- 19.7 Decisions are taken by majority. In case of a tie, the AC Chairperson has the casting vote.
- 19.8 Decisions may be published on the AC official website and/or the official AC publications.
- 19.9 Decisions of the AC is final.

## 20. Entry Into Force

These Disciplinary Regulations were approved by the VAS Council on 5 March 2020 and entered into force on 5 March 2020.