



APPENDIX A – WELFARE POLICY

Any coach, trainer, manager, agent, medical or para-medical personnel and/or family member, tournament guest, credentialed person or other similar associate of any player (together “Player Support Team Member”) and player shall conduct himself/herself in a professional manner at all times and in accordance with this ITF Welfare Policy.

a. Elements of the Welfare Policy.

i. Application

- a) Players and Player Support Team Members shall be familiar with, and agree to abide by, the ITF Welfare Policy.

ii. Unfair and/or Discriminatory Conduct

- a) Players and Player Support Team Members shall not engage in unfair or unethical conduct including any attempt to injure, disable or intentionally interfere with the preparation or competition of any player.
- b) Players and Player Support Team Members shall not discriminate in the provision of services on the basis of race, ethnicity, national origin, religion, age or sexual orientation.

iii. Abuse of Authority; Abusive Conduct

- a) Players and Player Support Team Members shall not abuse his or her position of authority or control, and shall not compromise the psychological, physical or emotional well being of any player.
- b) Players and Player Support Team Members shall not engage in abusive conduct, either physical or verbal, or threatening conduct or language directed toward any player, tournament official, ITF staff member, on-court official, coach, parent, spectator or member of the press/media.
- c) Players and Player Support Team Members shall not exploit any player relationship to further personal, political or business interests at the expense of the best interest of the player.

iv. Sexual Conduct

In order to prevent sexual abuse and the negative consequences resulting from the imbalance of a dual relationship, sexual conduct of any kind between any player and his/her Player Support Team members is discouraged.

In addition, the following conduct is specifically prohibited:

- a) Players and Player Support Team Members shall not make sexual advances towards, or have any sexual contact with, any player who is (1) under the age of 17, or (2) under the age of legal majority in the jurisdiction where the conduct takes place or where the player resides.
- b) Players and Player Support Team Members shall not sexually abuse a player of any age. Sexual abuse is defined as the forcing of sexual activity by one person on another person (i) of diminished mental capacity; or (ii) by the use of physical force, threats, coercion, intimidation or undue influence.
- c) Players and Player Support Team Members shall not engage in sexual harassment - for example, by making unwelcome advances, requests for sexual favours or other verbal or physical conduct of a sexual nature where such conduct may create an intimidating, hostile or offensive environment.
- d) Player Support Team Members shall not share a hotel room with a player who is (1) under the age of 17, or (2) under the age of legal majority in the jurisdiction where the hotel is located or where the player resides, unless such Player Support Team Member is the player's parent or is related to the player and authorised in writing by the player's parent. Penalties will apply to any underage player who is found to have violated this Hotel Room Policy. These penalties can include: forfeiture of points from the tournament(s) where the violation occurred and/or monetary fines equal to the amount of the hotel room rates and/or forfeiture of hotel per diem rates as applicable, for the tournament(s) where the violation occurred. Such penalty shall be in addition to any penalties that may be imposed on the Player support team member pursuant to sub-Section 3 below.
- v. Criminal Conduct – Players and Player Support Team Members shall comply with all relevant criminal laws. For greater certainty and without limiting the foregoing, this obligation is violated if a player or Player Support Team Member has been convicted of or entered a plea of guilty or no contest to a criminal charge or indictment involving (a) an offence involving use, possession, distribution or intent to distribute illegal drugs or substances, (b) an offence involving sexual misconduct, harassment or abuse, or (c) an offence involving child abuse. Further,

this obligation may be violated if a player or Player Support Team Member has been convicted of or entered a plea of guilty or no contest to an offence that is a violation of any law specifically designed to protect minors.

- vi. Anti-Doping Activity – Players and Player Support Team Members shall not commit any offence under the terms of the ITF’s Anti-Doping Programme or aid or abet in any way a player’s offence under that Programme.
- vii. Conduct in General – Players and Player Support Team Members shall not conduct himself or herself in a manner that will reflect unfavourably on the ITF, any tournament, event or circuit owned or sanctioned by the ITF (the “ITF Tournaments”), any player, official or the game of tennis.
- viii. Credentialed Persons – No person who has been given a credential by a Tournament, including members of the media, may at any time during the Tournament engage in abusive conduct directed towards any player, official, spectator or Tournament or ITF staff.

b. Violations/Procedures

- i. Any individual who believes that any player or Player Support Team Member has failed to meet his or her obligations under this Welfare Policy may file a written complaint with the ITF Executive Director responsible for the ITF Tournament in which the complainant participates. That complaint shall be signed and shall state specifically the nature of the alleged misconduct. Upon receipt of such a signed complaint, the ITF Executive Director shall promptly initiate a review of the matter. The ITF Executive Director may also initiate an investigation on the basis of a suspension or other disciplinary action taken against a player or Player Support Team Members by a national federation or other tennis organisation or a conviction or plea of guilty or no contest to a criminal charge or indictment as set out in Section v. above.
- ii. Upon review of the complaint and, where appropriate, additional investigation, the ITF Executive Director may determine that the complaint does not merit further action. If the ITF Executive Director determines that the complaint does merit further action, after giving the accused individual the opportunity to present his or her views to the ITF Executive Director or his/her designee, either in person or in writing, at the ITF Executive Director’s discretion, the ITF Executive Director may impose appropriate sanctions including (a) denial of privileges or exclusion of the person in question from any or all ITF Tournaments, or (b) such other sanctions including monetary sanctions as the ITF

Executive Director may deem appropriate. In addition, the ITF Executive Director shall have authority to issue a provisional suspension, pending the completion of the investigation and issuance of a final decision on the matter.

- iii. Decisions of the ITF Executive Director may be appealed to the Committee responsible for the ITF Tournament in which the complainant participates, unless such decision involves the imposition of a suspension greater than one (1) year or a fine in excess of US\$5,000, in which case the appeal of such ITF Executive Director decision shall be made to the Board of Directors of the ITF. In either circumstance, the appellate body shall decide whether to review the appeal based solely on the ITF Executive Director's investigation or whether to hold a full hearing in which the accused player or Player Support Team Member will be given the opportunity to present his/her views directly to the appellate body, in which case the appellate body shall issue directions for the efficient conduct of the appeal.
- iv. Any decision of the Executive Director and/or the Committee pursuant to this Welfare Policy may be communicated to those Member National Associations and ITF Tournament organisers deemed necessary by the Executive Director and/or the Committee.