



Namibian Electronic Sports Association

CODE OF ETHICS AND CONDUCT

The Namibian Electronic Sports Association (NESA) is the National Sports Association recognised by the Government of Namibia and the Namibia Sports Commission as being the controlling body for the various disciplines constituting 'Electronic Sports'.

The Code of Ethics and Conduct is a formal statement of the values and ethical standards that guide individuals in eSports. It is a set of principles and norms to which players can be held accountable when representing Namibia at any sporting event, or just participating in an eSports event as well as in their everyday duties. This can also be used as a point of reference in considering disciplinary affairs.

NESA AND ITS EXECUTIVE COMMITTEE UNDERTAKES TO:

1. Do its best to ensure that all athletes are given an equal opportunity to participate, regardless of gender, place of origin, race, sex, religion, political belief or economic status.
2. Ensure that coaches and officials are capable of promoting fair play as well as the development of good technical skills.
3. Promote and develop the game by sharing knowledge and experience.
4. Administer all issues relating to the sport in the best interest of the sport and not for personal gain.
5. Educate athletes to respect other cultures and beliefs.
6. Keep athletes and officials updated on protocol of other countries where they may compete.
7. Keep relevant information confidential.
8. Make sure that every athlete has a reasonable opportunity to perform to the best of his or her ability, within the limits of the rules.
9. Avoid or put an end to any situation that threatens the safety of the athletes.
10. Strive to maintain a healthy atmosphere and environment for competition.
11. Not condone/tolerate unacceptable conduct toward officials, athletes, spectators or members of the public.
12. Be consistent and objective in calling all infractions, regardless of an official's personal feelings toward a team or individual athlete.

13. Handle all conflicts firmly but with dignity.
14. Be open to discussion and contact with the athletes before and after the games.
15. Remain open to constructive criticism and show respect and consideration for different points of view.
16. Consistently display high personal standards and project a favourable image of the sport and officiating the sport.
17. Uphold the international standards when necessary.
18. Refrain from the use of tobacco products and alcoholic beverages in public when officiating and working with officials and athletes.
19. Refrain from the use of profane, insulting, harassing or otherwise offensive language or behaviour.
20. Never advocate or condone the use of drugs or other banned substances or practices.

IN THE CAPACITY OF A COACH, I AGREE TO SUBSCRIBE TO AND UNEQUIVOCALLY UPHOLD THE CODE OF ETHICS AND CONDUCT AND SPECIFICALLY AGREE TO THE FOLLOWING TERMS:

I will:

1. Treat everyone fairly within the context of his or her activity, regardless of gender, place of origin, race, sex, religion, political belief or economic status.
2. Ensure that confidentiality of players is maintained.
3. Teach the athletes how to manage conflict and stress and use good judgment in tough situations.
4. Be generous with praise and give the team/player positive inputs and feedback.
5. Encourage a constructive attitude toward competitions.
6. Provide an equal opportunity for all to learn skills and further themselves.
7. Encourage individuals to continue their participation in sport.
8. Be reasonable when scheduling games and practices.
9. Teach athletes to play fairly and to respect the rules, officials and opponents.
10. Ensure that all athletes get equal instruction, support and playing time.
11. Not ridicule or yell at any athletes for making mistakes or for performing poorly.
12. Within the limits of my control, I will make sure that equipment and facilities are safe and match the athletes' ages and abilities.
13. Remember that athletes need a coach they can respect and thereby set a good example.
14. Obtain the proper training and continue to upgrade my coaching skills.

15. Refrain from public criticism of fellow coaches, athletes, officials and volunteers.
16. Consider the athletes' future health and wellbeing as foremost when making decisions regarding an injured or ill athlete's ability to continue playing or training.
17. Recognize and accept when to refer athletes to another coach or sport specialist, allow the athletes' goals to take precedence over my personal goals.
18. At no time become intimately and/or sexually involved with any athlete.
19. Never advocate or condone the use of drugs or other banned performance enhancing substances or practices.
20. Never provide under aged athletes with alcohol or encourage its use.
21. To the best of my ability abstain from the use of tobacco products and alcoholic beverages in public when officiating and when I am in the presence of the athletes.
22. Refrain from the use of profane, insulting, harassing or otherwise offensive language or behaviour in the conduct of my duties.
23. In the case of minors, communicate and co-operate with the athletes' parents or legal guardians, involving them in management decisions pertaining to their child's development.

AS A MEMBER OF NESAS, I AGREE TO SUBSCRIBE TO AND UNEQUIVOCALLY UPHOLD THE CODE OF ETHICS AND CONDUCT AND SPECIFICALLY AGREE TO THE FOLLOWING TERMS:

I will:

1. Respect the rules and play in the spirit of the game.
2. Display high standards of behaviour that promote a positive image for the game.
3. Respect my opponents.
4. Respect the officials and their decisions.
5. Be gracious in victory and defeat and remember that winning isn't everything.
6. Give my team mates positive inputs and feedback.
7. Compete fairly.
8. Refrain from the use of profane, insulting, harassing or otherwise offensive language or behaviour on or off the field.
9. Strive to maintain a sense of self-control and dignity at all times.
10. Thank officials and opposing teams after every game/match.
11. Remember to maintain a sense of integrity.
12. Respect the facilities/equipment.
13. Do my best to try to be a true team player.

14. Never advocate or condone the use of drugs or other banned performance enhancing substances or practices.
15. Reject corruption, racism, violence and other dangers to the sport.
16. Help others to resist corrupting pressures.
17. Denounce those who attempt to discredit the sport.
18. Honour those who defend the sport's good reputation.
19. To the best of my ability abstain from the use of tobacco products and alcoholic beverages in public when representing my country or NESAS.
20. Never provide under age participants with alcohol.
21. Participate in all team testing and satisfy all team program-testing objectives pertaining to drug and high performance substance use.
22. Communicate and co-operate with registered medical practitioners/testing centre in the diagnoses, treatment and management of medical problems and respect the concerns these medical people have when they are considering my future health and wellbeing and when they are making decisions regarding my ability to continue to play or train.
23. Respect other athletes and officials' cultures and beliefs.

ACCEPTANCE OF CODE OF ETHICS AND CONDUCT

I hereby accept the Code of Ethics and Conduct as being drawn up to hold all sports persons accountable for their actions. I shall endeavour to not only follow the formal requirements of this Code of Ethics and Conduct, but also to show its relevance in my everyday behaviour as a NESAS member.