



ESPORTS WALES
CODE OF CONDUCT

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1 SUMMARY

We all have a responsibility, both in and out of the games, to promote high standards of behavior in our sport and uphold the values, spirit, and image of Esports Wales. In line with our strategic vision, our purpose is to ensure more people engage with esports, as often as possible, with more enjoyment and more success. Our strategic vision is to encourage Club officials to be true to the Esports Wales values and provide role model leadership within the community. We all want to ensure we protect our players, officials, volunteers, referees, and the image and values of esports.

- 1.1 There are separate Codes of Conduct relating to:
 - a. Players.
 - b. Coaches, team managers and Club officials.
 - c. Match officials.
 - d. Spectators; and
 - e. Social media and communications.

- 1.2 For breaches of the Codes of Conduct, the Disciplinary Panel may impose any appropriate punishment.
 - a. For a person, a reprimand, a financial penalty or suspension from playing, coaching and/or administration;
 - b. For a Club, sanctions, financial or other compensation, deduction of league points or relegation, exclusion or disqualification from any competition. Where a competition does not fall within the jurisdiction of Esports Wales a Club may be required to withdraw from that competition or be removed as a member of Esports Wales.

The imposition of any sanction and/or penalty shall be subject to the right to appeal in accordance with these Disciplinary Regulations.

- 1.3 A Code of Conduct Report/Complaint can be initiated by any of the following, to the Esports Wales Disciplinary Department:
 - a. a Club or Education/Community organisation.
 - b. match officials;
 - c. the team captain, manager or CEO of either of the two Teams participated in the Match during, or in relation to which, the alleged offence was committed;
 - d. the Integrity team.
 - e. The Club Secretary or a Senior Club Official (in his/her absence);
 - f. The Esports Wales Disciplinary Officer; or
 - g. a member of the Board of Directors.

- 1.4 All Reports must be completed via email to report@esportswales.org and set out as much detail as possible about the alleged offence and sent to the person designated to receive reports.
- 1.4.1 The reporter must ensure it is clear by whom the Report is being or has been made. Reports made under Articles 1.4.1.1 and 1.4.1.2 can initially be made verbally or by discord ticket or in-game communications, but a summary in writing must be sent to the Esports Wales Report within 24 hours of the verbal Report by the person to whom the verbal Report is made (usually the Match Referee).
- 1.4.1.1 a Level 1 or Level 2 Offence that is alleged to have been committed during a Match or Event, then the Report must be lodged without delay with the Match Referee (except in exceptional circumstances, at least prior to the start of the next Match involving the Player or Team against whom the Report is being made); or
- 1.4.1.2 a Level 1 or Level 2 Offence that is alleged to have been committed at any time or place other than during a Match or Event must be lodged with the Match Referee (or, where, for logistical reasons, it is impractical to lodge with the Match Referee, the Integrity team) as soon as reasonably practicable, and in any event, no later than forty-eight (48) hours after:
- 1.4.1.2.1 the commission of the alleged offence; or
- 1.4.1.2.2 the alleged offence was brought to the attention of the person lodging the Report;
- 1.4.1.3 a Level 3 or Level 4 Offence that is alleged to have been committed, then the Report must be logged with the Esports Wales Integrity team via email report@esportswales.org as soon as reasonable, and if practicable, no later than three (3) days after either: (a) the commission of the alleged offence; or (b) the alleged offence was brought to the attention of the person lodging the Report.
- 1.4.2 Where it is alleged that a Participant has committed more than one offence under the Code of Conduct, then a separate Report should be filed for each of the offences that are alleged to have been committed, unless, in the entire discretion of the person making the Report, the alleged offences occurred during the same incident or arose out of the same set of circumstances, in which case, the allegations can be made in one report.

1 CODE OF CONDUCT FOR PLAYERS

Promote and comply with the Laws of the tournament and Regulations

1.1 Players must:

- 1.1.1 adhere to the Tournament Rules, the ESIC Regulations, the Rules and Regulations of the Esports Wales, the rules of any competition (in and out of the games) in which their Club participates, and their Club's rules at all times;
- 1.1.2 comply with the Code of Conduct for Players;
- 1.1.3 comply with the Esports Wales's Anti-Doping Rules and all anti-doping regulations issued by corresponding international body and ESIC;
- 1.1.4 comply with the Esports Wales's Safeguarding Policy;
- 1.1.5 comply with the Anti-Corruption and Betting Regulations issued by Esports Wales and ESIC.

Any Player found not to have complied with the provisions set out within each of the Laws and Regulations stipulated above, may be subject to disciplinary proceedings and sanctions being imposed in 1.2 of the Esports Wales Codes of Conduct.

Promote High Standards of Behaviour

1.2 Players shall win and lose with dignity, shall uphold the values and spirit of the Game and shall take all possible steps to prevent the Game from being brought into disrepute.

1.3 Players shall:

- 1.1.1 speak to team-mates, the opposition, spectators, match officials and their coach/manager with respect in and out of the games; and
- 1.1.2 respect and observe the authority of match officials' and their decisions at all times.

Ethical and Professional Behaviour

1.2 Players shall conduct themselves at all times in an ethical and professional manner, observe the highest standards of integrity, and shall not engage in any conduct or any activity that may impair public confidence in the honest and orderly conduct of a match, tour, tournament or series of matches or in the integrity and good character of any person.

1.4 Players shall not:

- 1.4.1 Engage in behaviour which is prejudicial to the interests of the Esports Wales and/or the Games;
- 1.4.2 engage in offensive, insulting or abusive language or behaviour towards other players, match officials, opposition players, coaches, team managers, officials and spectators;

- 1.4.3 engage in bullying, intimidation or harassment of other players, match officials, opposition players, coaches, team managers, officials and spectators; or
- 1.4.4 engage in any behaviour that is likely to intimidate, offend, insult, humiliate or discriminate against any other Person on the grounds of age, disability, gender reassignment, race (including colour, nationality, ethnic or national origins), religion or belief, sex, sexual orientation.

Social Media and Communications

- 1.5 Players shall not engage in public criticism (whether via social media or social networking sites or otherwise) of any player, club, match officials, opposition players, coaches, team managers, club officials, spectators or any other Person which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the esports into disrepute.
- 1.6 Players shall comply with the social media and Communications Code of Conduct.

Promote the Codes of Conduct

- 1.7 Coaches, team managers and/or Club officials shall not encourage or incite any Person (including other volunteers/employees of their Club) to act in breach of the Codes of Conduct and shall take all possible steps to ensure that the Codes of Conduct and Codes of Practice are adopted and complied with.
- 1.8 Coaches, team managers and/or Club officials shall put measures in place to ensure that all spectators fully comply with the Code of Conduct for Spectators and take sufficient action if spectators are not upholding the standards of behaviour expected.

2 CODE OF CONDUCT FOR COACHES, TEAM MANAGERS AND CLUB OFFICIALS

For the purposes of this Code of Conduct, Club officials shall include any member or Person connected to a registered Club.

Promote and comply with the Laws of the Game and Regulations

2.1 Coaches, team managers and/or Club officials must:

- 2.1.1 adhere to the Laws of The Game, the corresponding international bodies Regulations, the Rules and Regulations of Esports Wales, the rules of any competition, in which their Club participates, and their Club's rules at all times;
- 2.1.2 Comply with the Code of Conduct for Coaches, Team Managers and Club Officials;
- 2.1.3 comply with the Esports Wales's Anti-Doping Rules and all anti-doping regulations issued by corresponding international bodies and ESIC;
- 2.1.4 comply with the Esports Wales's Safeguarding Policy;
- 2.1.5 comply with the Payment to Players Policy;
- 2.1.6 comply with the Anti-Corruption and Betting Regulations issued by corresponding international bodies; and
- 2.1.7 adopt the Esports Wales Coaches Code of Practice.

Any Coach, Team Manager or Club Official found not to have complied with the provisions set out within each of the Laws and Regulations stipulated above, may also be subject to disciplinary proceedings and sanctions being imposed by Esports Wales.

Promote High Standards of Behaviour s of Behaviour

2.2 Coaches, team managers and/or Club officials shall uphold the values and spirit of the Game.

2.3 Coaches, team managers and/or Club officials shall win and lose with dignity, shall uphold the values and spirit of the Game and shall take all possible steps to promote the reputation of the Game at all times and to prevent the Game from being brought into disrepute.

2.4 Coaches, team managers and/or Club officials shall:

- 2.4.1 speak to Players, the opposition, spectators, match officials, Club officials and other coaches/managers with respect in and out the games;
- 2.4.2 respect and observe the authority of match officials' and their decisions at all times;
- 2.4.3 take all reasonable steps to ensure that Players and/or other Club employees under their control respect and observe the authority of match officials' and their decisions at all times;
- 2.4.4 never enter the field of play without the referee's permission and shall always adhere to the published technical zone protocol.

Ethical and Professional Behaviour

2.5 Coaches, team managers and/or Club officials shall conduct themselves at all times in an ethical and professional manner and observe the highest standards of integrity and shall not engage in any

conduct or any activity that may impair public confidence in the honest and orderly conduct of a match, tour, tournament or series of matches or in the integrity and good character of any person.

- 2.6 Coaches, team managers and/or Club officials shall not:
- 2.6.1 Engage in behaviour which is prejudicial to the interests of the Esports Wales and/or the Game;
 - 2.6.2 engage in offensive, insulting or abusive language or behaviour towards other players, match officials, opposition players, coaches, team managers, officials and spectators;
 - 2.6.3 engage in bullying, intimidation or harassment of other players, match officials, opposition players, coaches, team managers, officials and spectators; or
 - 2.6.4 engage in any behaviour that is likely to intimidate, offend, insult, humiliate or discriminate against any other Person on the grounds of age, disability, gender reassignment, race (including colour, nationality, ethnic or national origins), religion or belief, sex, sexual orientation.
- 2.7 Club officials shall ensure that there is in force at their Club a fair and effective disciplinary policy applicable to Players, coaches, team managers, Club officials and other Club employees and shall ensure that it is applied consistently.

Social Media and Communications

- 2.8 Coaches, team managers and/or Club officials shall not engage in public criticism (whether via social media or social networking sites or otherwise) of any Club, match officials, opposition Players, coaches, team managers, Club officials, spectators or any other Person which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the Game into disrepute.
- 2.9 Coaches, team managers and/or Club officials shall comply with the Social Media and Communications Code of Conduct.

Promote the Codes of Conduct

- 2.10 Coaches, team managers and/or Club officials shall not encourage or incite any Person (including other employees of their Club) to act in breach of the Codes of Conduct and shall take all possible steps to ensure that the Codes of Conduct and Codes of Practice are adopted and complied with.
- 2.11 Coaches, team managers and/or Club officials shall put measures in place to ensure that all spectators fully comply with the Code of Conduct for Spectators and take sufficient action if spectators are not upholding the standards of behaviour expected.

3 CODE OF CONDUCT FOR MATCH OFFICIALS

Promote and comply with the Laws of the Game and Regulations

3.1 Match officials must:

- 3.1.1 adhere to the Tournament Rules, the corresponding international bodies Regulations, the Rules and Regulations of Esports Wales, the rules of any competition (in and out of the game), in which they participate;
- 3.1.2 comply with the Code of Conduct for Match Officials;
- 3.1.3 comply with Esports Wales Anti-Doping Rules and all anti-doping regulations issued by corresponding international body and ESIC;
- 3.1.4 comply with Esports Wales Safeguarding Policy; and
- 3.1.5 comply with the Anti-Corruption and Betting Regulations issued by Esports Wales.

Any Match Official found not to have complied with the provisions set out within each of the Laws and Regulations stipulated above, may also be subject to disciplinary proceedings and sanctions imposed by Esports Wales.

Promote High Standards of Behaviour High Standards of Behaviour

3.2 Match officials shall uphold the values and spirit of the Game and shall take all possible steps to prevent the Game from being brought into disrepute.

3.3 Match officials shall:

- 3.3.1 speak to Players, spectators, other match officials and coaches/team managers with respect in and out of the game;
- 3.3.2 support match official colleagues at all times;
- 3.3.3 set a positive personal example by promoting good behaviour and showing respect to everyone involved in the Game; and
- 3.3.4 respond in a clear, calm and confident manner to any appropriate request for clarification by the team captains and/or coaches when appropriate.

Ethical and Professional Behaviour

3.4 Match officials shall:

- 3.4.1 conduct themselves at all times in an ethical and professional manner and shall observe the highest standards of integrity and shall not engage in any conduct or any activity that may impair public confidence in the honest and orderly conduct of a match, tour, tournament or series of matches or in the integrity and good character of any person;
- 3.4.2 endeavour to apply the tournament rules fairly and to an agreed interpretation as specified by Esports Wales and to provide the style of play as determined by the Esports Wales when appropriate; and

- 3.4.3 deal with and report all instances of violence, aggression, unsporting behaviour, Foul Play and other misconduct.
- 3.5 Match officials shall not:
 - 3.5.1 tolerate offensive, insulting or abusive language or behaviour from players, coaches, team managers, and officials;
 - 3.5.2 engage in public criticism of other match officials, referee advisers, players, coaches, team managers, officials and/or spectators;
 - 3.5.3 engage in behaviour which is prejudicial to the interests of the Esports Wales and/or the Game
 - 3.5.4 engage in offensive, insulting or abusive language or behaviour towards players, other match officials, coaches, team managers, officials and spectators;
 - 3.5.5 engage in bullying, intimidation or harassment of players, other match officials, coaches, team managers, officials and spectators; or
 - 3.5.6 engage in any behaviour that is likely to intimidate, offend, insult, humiliate or discriminate against any other Person on the grounds of age, disability, gender reassignment, race (including colour, nationality, ethnic or national origins), religion or belief, sex, sexual orientation.
- 3.6 Match officials must wear the agreed kit and comply with the terms of any sponsorship agreement(s) as determined by the Esports Wales from time to time.
- 3.7 Match officials are expected to attend disciplinary hearings relating to matches or incidents in which they have been involved, whenever requested to do so. Where such attendance is not possible, the reason for non-attendance must be provided to the Esports Wales Disciplinary Department in advance of the relevant hearing.

Social Media and Communications

- 3.8 Match officials shall not engage in public criticism (whether via social media or social networking sites or otherwise) of other match officials, Players, coaches, team managers, Club officials and/or spectators which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the Game into disrepute.
- 3.9 Match officials shall comply with the Social Media and Communications Code of Conduct.

4 CODE OF CONDUCT FOR SPECTATORS

The Club, Education/ Community organisation and its coaches, team managers and all officials will be wholly responsible will be wholly responsible will be wholly responsible for the behaviour of their spectators. Any proven breach of the Esports Wales Codes of Conduct shall result in sanctions being imposed upon the Club, Education/ Community organisation by Esports Wales.

Every possible step should be followed by officials to ensure that the provisions of these Regulations are not breached.

- 4.1 Spectators must uphold the values of both the Club, Education/ Community organisation and the Esports Wales and at all times exhibit the highest standards of good behaviour.
- 4.2 Spectators must not enter the field of play immediately before, during or immediately after a match
- 4.3 Tournament organisers are required to provide a barrier (roped or otherwise), either permanent or temporary, and spectators must remain behind the barrier and adhere to the published Technical Zone Protocol at all times.
- 4.4 Spectators must not at any time throw objects onto the playing area.
- 4.5 Spectators must not engage in or tolerate offensive, insulting or abusive language or behaviour towards the match officials, Players, coaches, team managers, officials and other spectators.
- 4.6 Spectators must not engage in or tolerate physical abuse or behaviour towards the match officials, Players, coaches, team managers, officials and other spectators.
- 4.7 Spectators must not engage in any behaviour that is likely to intimidate, offend, insult, humiliate or discriminate against any other Person on the grounds of age, disability, gender reassignment, race (including colour, nationality, ethnic or national origins), religion or belief, sex, sexual orientation.
- 4.8 Spectators must not verbally or physically abuse Referees or other match officials before, during or after a match. The Referee's The Referee's The Referee's and other match officials' and other match officials' contribution to a matches is vital. Without referees there can be no matches is vital.
- 4.9 After a match, spectators must respect the Players and officials of both teams and must not under any circumstances approach them in anything other than a sporting and friendly manner
- 4.10 Spectators must not approach a referee or any other match official after the match to discuss the events of the match.

5 SOCIAL MEDIA AND COMMUNICATIONS CODE OF CONDUCT

For the purposes of the Social Media and Communications e Social Media and Communications include any member of a Club. Club officials shall include any member of a Club.

Clubs

5.1 Clubs must:

- 5.1.1 decide how the content of their Club's website and/or social network page ("Club's Media Output") will be managed within their Club.
- 5.1.2 delete/manage any inappropriate comments posted by their coaches, team managers, Club Players officials and/or spectators (or otherwise) on their Club's Media Output; and
- 5.1.3 ensure the person managing the Club's Media Output is fully aware of the guidelines in place, as well as the Esports Wales Codes of Conduct

Ensure the person managing the Club's Media Output is fully aware of the guidelines in place, as well as Esports Wales Codes of Conduct

- 5.2 A Player, coach, team manager or Club official shall promote their Club online in a positive way.
- 5.3 A Player, coach, team manager, Club official, match official and referee adviser shall not promote poor sportsmanship online
- 5.4 A Player, coach, team manager, Club official, match official and referee adviser shall not incite violence in or out of the game through the use of social media.
- 5.5 A Player, coach, team manager, Club official, match official and referee adviser shall not act in a way that is prejudicial to the interests of Esports Wales and/or the Games, including through the use of social media or social networking websites or otherwise.
- 5.6 A Player, coach, team manager, Club official, match official and referee adviser shall not publish or cause to be published in any medium (including via any social media or social networking websites or otherwise) or make any public criticism of any Club or any match official, coach, team manager, Club official, Player and/or employee or worker of his or another Club or any other Person which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the Game into disrepute.
- 5.7 A Player, coach, team manager, Club official, match official and referee adviser shall not publish or cause to be published in any medium (including via any social media or social networking websites or otherwise) or make any public criticism of any Club or any match official, coach, team manager, Club official, Player and/or employee or worker of his or another Club or any other Person which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the Game into disrepute.
- 5.8 For the avoidance of doubt, a reference herein to social media and/or social networking websites includes (but is not limited to) a reference to Facebook, WhatsApp, Snapchat, Twitter, emails and text messages.

6 OFFENCES

The following offences include all mentioned in article 1.1. They will be refer to as Participant for the following sections.

Comment: Where considered helpful, guidance notes have been provided in text boxes beneath the description of a particular offence. Such notes are intended only to provide guidance as to the nature and examples of certain conduct that might be prohibited by a particular Article and should not be read as an exhaustive or limiting list of conduct prohibited by such Article.

6.1 Level 1 Offences:

6.1.1 Abuse or changing (without approval) of gaming equipment/hardware or facilities provided for a Match or Event by a Member, Event, Tournament Host, Tournament Organizer, or Tournament Sponsor. For the avoidance of any doubt, there shall be no requirement that the Match Referee must first provide a warning to the offending person before a breach of this Article can be established.

Note: this includes any action(s) outside the course of Game play actions, such as deliberately breaking, attempting to break, hitting or kicking equipment, furnishings, facilities, advertising boards or other fixtures.

6.1.2 Disobeying or showing noticeable or disruptive dissent at the reasonable instructions or requests of Match Referees or other Official/s responsible for the smooth running and administration of Events by a Member, Event, Tournament Host, Tournament Organizer, or Tournament Sponsor.

6.1.3 Using language or a gesture that is obscene, offensive, or insulting during a Match or Event by a Member, Event, Tournament Host, Tournament Organiser, or Tournament Sponsor.

Note: (a) excessively audible or repetitious swearing; and (b) obscene gestures which are not directed at another person, such as swearing in frustration at one's own poor play or fortune. For clarity, this offence is not intended to penalise trivial behaviour. When assessing the seriousness of the breach, the Match Referee shall be required to take into account the context of the particular situation and whether the words or gesture are likely to: (a) be regarded as obscene; (b) give significant offence; or (c) insult another person. This offence is not intended to cover any use of language or gestures that are likely to offend another person on the basis of their race, religion, gender, colour, descent, national or ethnic origin. Such conduct is prohibited and comes under more serious levels of offence later in this Code.

6.1.4 Derogatory or negative statements about, public criticism of, or inappropriate public comments in relation to an incident occurring in a Match or any Player participating in any Match, or Player Support Personnel, Official, Team, Event, Tournament Host, Tournament Organizer, or Tournament Sponsor irrespective of when such criticism or inappropriate comment is made.

6.1.5 Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that brings Esports, the Game, Event, Esports Wales, Member, Event, Tournament Host, Tournament Organiser, or Tournament Sponsor into disrepute.

6.2 Level 2 Offences:

6.2.1 Showing serious dissent at a Match Referee's or the Integrity team's (or his delegate's) decision during a Match or Event.

- 6.2.2 Breach of Event clothing, equipment, commercial or media obligations during a Match or Event.
- 6.2.3 Derogatory or negative statements about, serious public criticism of, or inappropriate comment in relation to, an incident occurring in a Match or Event or any Player, participating in a Match or any Player Support Personnel, Official, Team, Event, Tournament Host, Tournament Organiser, or Tournament Sponsors, irrespective of when such criticism or inappropriate comment is made.
- 6.2.4 Inappropriate and deliberate physical contact between Players and/or Player Support Personnel and/or Officials during a Match or Event.
- 6.2.5 Behaving in a threatening manner or advancing towards another Participant or Official in an aggressive manner during a Match or Event.
- 6.2.6 Deliberate and malicious distraction or obstruction of another Participant during a Match.
- 6.2.7 Using language or gesture(s) that is seriously obscene, seriously offensive or of a seriously insulting nature to another Player, Player Support Personnel, Official or any other third person during a Match or Event.

Note: It is acknowledged that there will be verbal exchanges between Participants in the course of an Event. Rather than seeking to eliminate these exchanges entirely, Match Referees are required to deal with or report such conduct that falls below an acceptable standard. This offence is not intended to penalise trivial behaviour. When assessing the seriousness of the breach, the Match Referee or relevant official shall be required to take into account the context of the particular situation and whether the words or gesture are likely to: (a) be regarded as seriously obscene; or (b) give serious offence; or (c) seriously insult another person. This offence is not intended to cover any use of language or gestures that are likely to offend another person on the basis of their race, religion, gender, colour, descent, national or ethnic origin. Such conduct is prohibited and must be dealt with as a more serious level of offence in this Code.

- 6.2.8 Any attempt to manipulate a Match for inappropriate strategic or tactical reasons.

Note: Article 6.2.8 is intended to prevent the manipulation of Matches or Games for inappropriate strategic or tactical reasons (such as when a Player or Team deliberately loses a pool Match in an Event in order to affect the standings of other Players or Teams in that Event). Article 6.2.8 is not intended to cover any corrupt or fraudulent acts (including any use of inside information and/or related betting activity). Such conduct is prohibited under the Anti-Corruption Code and must be dealt with accordingly. The Team captain and/or manager of any Team guilty of such conduct shall be held primarily responsible (and subject to sanction) for any offence found to have been committed under this Article, but other Players in any Team may also receive sanctions under this Article.

- 6.2.9 Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that brings Esport, the Game, Event, Esports Wales or a Member into disrepute.

6.3 Level 3 Offences:

- 6.3.1 Intimidation of any Participant whether by language or conduct (including gestures).
- 6.3.2 Threat of assault on another Participant or any other person (including a spectator) during a Match or Event.
- 6.3.3 Cheating or attempting to cheat to win a Game or Match.

Note: Cheating to win is either a level 3 (as in this Article) or level 4 offence depending on the nature and seriousness of the cheating (in the entire discretion of the Match Referee, the Integrity team or their delegates). Without limitation, cheating can include: "Map Hack" (using external software to gain more vision than intended by the game mechanics)

"Aim Bot" (using external software to automatically hit opponents when firing a weapon)

"Ghosting" (getting additional information about the game, usually the opponent, from third party sources like stream viewers or the live audience)

Any external software that directly tampers with the game software to gain any kind of advantage in the game. Article 6.3.3 is not intended to cover any corrupt or fraudulent acts related to betting activity. Such conduct is prohibited under the Anti-Corruption Code and must be dealt with accordingly. The Team captain and/or manager of any Team guilty of such conduct shall be held primarily responsible (and subject to sanction) for any offence found to have been committed under this Article, but other Players in any Team may also receive sanctions under this Article.

6.3.4 Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that brings Esports Wales, the Game, Event, Esports Wales or a Member into disrepute.

6.3.5 Participants shall not misappropriate the assets of the Event, Tournament organiser, the team, or any sponsors, affiliates, other Participants, or viewers and attendees of the Event, whether directly or indirectly through or in conjunction with intermediaries or other third parties.

Note: Article 6.3.5 includes any action(s) that involve the unauthorized use, theft, or misallocation of resources, funds, or property belonging to the aforementioned entities.

6.3.6 Participants shall not obtain or attempt to obtain benefits for themselves or third parties through the misappropriation of assets or any other fraudulent means.

Note: Article 6.3.6 is intended to cover any conduct that seeks to gain advantage or benefits indirectly by using intermediaries or other third parties to misappropriate assets or engage in fraudulent activities.

6.3.7 Violation of any applicable law or regulation in the country in which the tournament is hosted, including laws relating to conduct in public places and criminal law.

6.3.8 Making, directly or indirectly, derogatory, discriminatory, critical or other statements or taking any action which is directed to or in reference to an individual, organization, country or group of people and which relates to appearance, ethnic, national or social origin, gender, language, religion, political opinion, wealth, birth, sexual orientation or a similar circumstance.

6.3.9 Offend the dignity or integrity of a country, individual or group of persons by contemptuous, discriminatory, or denigrating words or actions, on account of appearance, ethnic, national or social origin, gender, language, religion, political or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.

6.4 Level 4 Offences:

6.4.1 Threat of assault on a Participant during a Match or Event.

6.4.2 Physical assault of another Participant any other person (including a spectator) during a Match or Event.

6.4.3 Any act of violence in the Match or Event environment (including any hotel or other accommodation where more than one Player or Team is staying during or immediately either side of an Event).

6.4.4 Cheating or attempting to cheat to win a Game or Match.

6.4.5 Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that brings Esport, the Game, Event, Esports Wales or a Member into disrepute.

Note: Cheating to win is either a level 3 or level 4 (as in this Article) offence depending on the nature and seriousness of the cheating (in the entire discretion of the Match Referee, the Integrity team or their delegates). Without limitation, cheating can include: "Map Hack" (using external software to gain more vision than intended by the game mechanics)

"Aim Bot" (using external software to automatically hit opponents when firing a weapon)

"Ghosting" (getting additional information about the game, usually the opponent, from third party sources like stream viewers or the live audience)

Any external software that directly tampers with the game software to gain any kind of advantage in the game.

6.4.6 Participants shall refrain from any activity or behavior that might give rise to the appearance or suspicion of improper conduct.

6.5 General Conduct:

6.5.1 Acting in a way that is not honest and respectful and/or without integrity, and/or does not respect the principle of fair play at an Event at all times.

6.5.2 Giving or providing to any Participant, Event/Tournament Host, Tournament Organizer, or Tournament Sponsor any gift, payment, hospitality, or other benefit (whether of a monetary value or otherwise) either (a) for the purpose of procuring (directly or indirectly) any Corrupt Conduct, or (b) in circumstances that could bring the Participant, Esport, the Game, Event, Esports Wales, Event/Tournament Host, Tournament Organizer, or Tournament Sponsor into disrepute.

6.5.3 Failing to disclose to Esports Wales (without unnecessary delay)

6.5.3.1 any Corrupt Conduct, or

6.5.3.2 any conduct that could bring the Participant, Esport, the Game, Event, Esports Wales, Event/Tournament Host, Tournament Organizer, or Tournament Sponsor into disrepute.

6.5.4 Failing to disclose to Esports Wales (without unnecessary delay) all gifts (whether monetary or otherwise), hospitality, and/or other non-contractual benefits offered to a Participant that have a value of £500.00 or more.

There shall be no obligation to disclose any;

6.5.4.1 personal gifts, hospitality, and/or other non-contractual benefits offered by or on behalf of any relative of the Participant,

6.5.4.2 any food or beverage gifts, or

6.5.4.3 Event hospitality gifts in connection with Matches/Events the Participant is participating in.

Note: For the purposes of any disclosures made pursuant to either Article 6.5.2 or 6.5.3, such disclosures must be made to Esports Wales, which shall keep a register of all such disclosures, and will share, subject to the Integrity team's entire discretion and where

deemed necessary, the content of such register (or any part of it) with the relevant Esports Wales Member, being, potentially, the Game publisher, Match or Event organiser or promoter.

- 6.5.5 Failing to disclose to Esports Wales (without unnecessary delay) full details of any approaches or invitations received by the Participant to engage in Corrupt Conduct.
- 6.5.6 Failing to disclose to Esports Wales (without unnecessary delay) full details of any incident, fact, or matter that comes to the attention of a Participant that may evidence Corrupt Conduct by another Participant, including (without limitation) approaches or invitations that have been received by another Participant to engage in Corrupt Conduct.
- 6.5.7 Participants shall refrain from any activity or behavior that might give rise to the appearance or suspicion of improper conduct.
- 6.6 Where Esports Wales receives, observes or otherwise discovers information that displays, on the balance of probabilities, that an individual or group of individuals have acted or planned to act in a way which would contravene Esports Wales's Code of Conduct, Esports Wales may issue a 'Rejection Order' to its membership.
- 6.7 A Rejection Order must essentially contain:
 - 6.7.1 An outline of the behaviour that is in alleged breach of the Code of Conduct;
 - 6.7.2 An outline of the information received and assessed by Esports Wales as evidence of the conclusion;
 - 6.7.3 A disclosure of the Rejected Participants relevant to the Rejection Order;
 - 6.7.4 A start date for the enforcement of the Rejection Order;
 - 6.7.5 An end date for the cessation of the Rejection Order; and
 - 6.7.6 Any other information that the Commissioner considers to be necessary or relevant to the Rejection Order.
- 6.8 In setting the start and end dates relevant to a Rejection Order, the Commissioner must consider the ordinary sanctioning principles disclosed in the Code of Conduct in a manner consistent with sanctioning action undertaken by Esports Wales relating to member events.
- 6.9 In a situation where an Esports Wales Member wishes to permit entry of a Rejected Participant into a tournament, it must notify Esports Wales of this permission and the reasons for it in writing within 5 business days of making such a concession.
- 6.10 In facilitating a Rejection Order, Esports Wales must make a reasonable endeavour to inform the Rejected Participant of the existence of the Rejection Order.
- 6.11 In a circumstance where a Rejected Participant wishes to contest the Rejection Order, they may write to the Commissioner at report@esportswales.org.

7 REPORTING AN ALLEGED OFFENCE

- 7.1 Offences can only be reported by those stated in article 1.3.
- 7.2 All Reports must be completed via email clearly designated “Report under the Code of Conduct” and set out as much detail as possible about the alleged offence. The reporter must ensure it is clear by whom the report is being or has been made. Reports made under Articles 7.2.1.1 and 7.2.1.2 can initially be made verbally or by instant messenger or in-game communications, but a summary in writing must be sent to the Integrity team within 24 hours of the verbal Report by the person to whom the verbal Report is made (usually the Match Referee).
- 7.2.1 Where the Report is lodged by any of the individuals authorised under Article 7.1 in relation to:
- 7.2.1.1 a Level 1 or Level 2 Offence that is alleged to have been committed during a Match or Event, then the Report must be lodged without delay with the Match Referee (except in exceptional circumstances, at least prior to the start of the next Match involving the Player or Team against whom the Report is being made); or
 - 7.2.1.2 a Level 1 or Level 2 Offence that is alleged to have been committed at any time or place other than during a Match or Event must be lodged with the Match Referee (or, where, for logistical reasons, it is impractical to lodge with the Match Referee, the Integrity Commissioner) as soon as reasonably practicable, and in any event, no later than forty-eight (48) hours after: (a) the commission of the alleged offence; or (b) the alleged offence was brought to the attention of the person lodging the Report; or
 - 7.2.1.3 a Level 3 or Level 4 Offence that is alleged to have been committed, then the Report must be lodged with the Integrity team as soon as reasonable, and if practicable, no later than three (3) days after either: (a) the commission of the alleged offence; or (b) the alleged offence was brought to the attention of the person lodging the Report.
- 7.3 Where it is alleged that a Participant has committed more than one offence under the Code of Conduct, then a separate Report should be filed in accordance with this Article 7 for each of the offences that are alleged to have been committed, unless, in the entire discretion of the person making the Report, the alleged offences occurred during the same incident or arose out of the same set of circumstances, in which case, the allegations can be made in one report.

8 NOTIFICATION PROCEDURE

Where a Match Referee makes or receives a Report, he/she must promptly provide a copy of the Report, together with a Notice of Charge (where he/she determines in their absolute discretion that there is a case to answer) to the following individuals:

- 8.1 the Participant/s named in the Report, or, where appropriate, the relevant Team Captain; and
- 8.2 the Team Manager (if there is one) of any relevant Participant is named in the Report.
- 8.3 the Notice of Charge shall specify that the Participant shall have the following three options:
 - 8.3.1 he/she may admit the offence charged and accede to the suggested sanction specified in the Notice of Charge (which sanction shall be strictly at the Match Referee's discretion, but at all times within the appropriate range for the level of Offence by reference to the Disciplinary Procedure). In such circumstances, and provided that such admission has been received by the Match Referee prior to the commencement of any hearing offered in the Notice of Charge, the hearing before the Match Referee shall not be required and no further action shall be taken, save that Esports Wales shall promptly issue a public statement confirming: (a) the commission of an offence under the Code of Conduct; and (b) the imposition of the applicable sanction specified in the Notice of Charge as accepted by the Participant; or
 - 8.3.2 he/she may admit the offence charged but dispute the suggested sanction specified in the Notice of Charge, in which case the matter shall proceed to a hearing in accordance with the Disciplinary Procedure; or
 - 8.3.3 he/she may deny the offence charged, in which case the matter shall proceed to a hearing in accordance with the Disciplinary Procedure.
- 8.4 Where the Integrity team receives a Report, he/she must promptly conduct a review to determine whether the Participant named in the Report has a case to answer.
- 8.5 If the initial review of the Report reveals that there is no case to answer, then the Integrity team shall notify the person who filed the Report of that fact, and the matter shall not proceed any further.
- 8.6 If the initial review of the Report reveals that there is a case to answer, then the Integrity team shall promptly provide a copy of the Report, together with a Notice of Charge to the following individuals:
 - 8.6.1 the Participant named in the Report; and
 - 8.6.2 the Team Manager (if there is one) of any Participant named in the Report; and
 - 8.6.3 the CEO/s (or his/her designate/s) of the Member/s during whose Game and/or Event the alleged offence took place.
- 8.7 The Notice of Charge shall specify that the Participant have the following options:
 - 8.7.1 he/she may admit the offence charged and accede to the suggested sanction specified in the Notice of Charge (which sanction shall be strictly at the Integrity team's discretion, but at all times within the appropriate range for the level of offence as set out in the Disciplinary Procedure). In such circumstances, and provided that such admission has been received by the Integrity team prior to the commencement of the hearing at the time/place specified in the Notice of Charge, the hearing shall not be required and no further action shall be taken, save that Esports Wales shall promptly issue a public statement confirming: (a) the

commission of an offence under the Code of Conduct; and (b) the imposition of the applicable sanction specified in the Notice of Charge; or

8.7.2 he/she may admit the offence charged but dispute the suggested sanction specified in the Notice of Charge, in which case the matter shall proceed to a hearing in accordance with the Disciplinary Procedure; or

8.7.3 he/she may deny the offence charged, in which case the matter shall proceed to a hearing in accordance with the Disciplinary Procedure.

9 DISCIPLINARY PROCEDURE

The procedure to be used to deal with allegations of offences under this Code of Conduct is the Esports Wales Disciplinary Procedure which can be found on the Esports Wales website.

10 STANDARD OF PROOF AND INVESTIGATIVE POWERS

- 10.1 Unless otherwise described herein, the standard of proof in all cases brought under the Code of Conduct shall be whether the Match Referee, Integrity team or Disciplinary Panel (as appropriate) is comfortably satisfied, bearing in mind the seriousness of the allegation that is made, that the alleged offence has been committed. This standard of proof in all cases shall be the balance of probabilities.
- 10.2 The Match Referee, Integrity team or Disciplinary Panel shall not be bound by judicial rules governing the admissibility of evidence. Instead, facts relating to an offence committed under the Code of Conduct may be established by any reliable means, including admissions.
- 10.3 The Match Referee, Integrity team or Disciplinary Panel may draw an inference adverse to the Participant who is asserted to have committed an offence under the Code of Conduct based on his/her refusal, without compelling justification, after a request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person or telephonically as directed by the Match Referee, Integrity team or Disciplinary Panel) and/or to answer any relevant questions.
- 10.4 Investigative Powers and Procedures
- 10.4.1 Any allegation or suspicion of a breach of the Code of Conduct, whatever the source, shall be referred to the Integrity team for investigation.
- 10.4.2 Esports Wales and its officers may at any time conduct an investigation into the activities of any Participant that they believe may have committed an offence under the Anti-Corruption Code or the Code of Conduct. Such investigations may be conducted in conjunction with, and/or information obtained in such investigations may be shared with, Members and/or other relevant authorities (including criminal, administrative, professional and/or judicial authorities). All Participants and Members must cooperate fully with such investigations, failing which any such Participant shall be liable to be charged with a breach of the Anti-Corruption Code or the Code of Conduct. Esports Wales shall have discretion, where it deems appropriate, to stay its own investigation pending the outcome of investigations being conducted by other relevant authorities.
- 10.4.3 As part of any investigation, Esports Wales or its officers may at any time (including after a Notice of Charge has been provided to a relevant Participant) make a written demand to any Participant (a "Demand") to provide to Esports Wales, in writing, by answering interrogatories, and/or by answering questions in person at an interview (as Esports Wales or its officers elect), with any information that Esports Wales or its officers reasonably believe may be relevant to the investigation, including (without limitation) (a) copies or access to all relevant records (such as current or historic telephone records, bank statements, Internet services records and/or other records stored on computer hard drives or other information storage equipment

or any consent forms related thereto); and/or (b) all of the facts and circumstances of which the Participant is aware with respect to the matter being investigated. Provided that any such Demand has been issued in accordance with this Article, and subject to any applicable principles of national law, the Participant shall cooperate fully with such Demand, including by furnishing such information within such reasonable period of time as may be determined by Esports Wales or its officers. Where appropriate, the Participant may seek an extension of such deadline by providing Esports Wales or its officers with cogent reasons to support an extension, provided that the decision to grant or deny such extension shall be in the discretion of Esports Wales or its officers, acting reasonably at all times.

10.4.4 Any information furnished to Esports Wales or its officers (whether pursuant to a specific Demand or otherwise as part of an investigation) will not be used for any purpose other than in accordance with the Anti-Corruption Code and the Code of Conduct and will be kept strictly confidential except when:

10.4.4.1 it becomes necessary to disclose such information in support of a charge of breach of the Anti-Corruption Code or the Code of Conduct;

10.4.4.2 such information is required to be disclosed by any applicable law;

10.4.4.3 such information is already published or a matter of public record, readily acquired by an interested member of the public, or disclosed according to the rules and regulations governing the relevant Match; and/or

10.4.4.4 it becomes necessary (because the information gathered may also amount to or evidence infringements of other applicable laws or regulations) to disclose such information to other competent authorities (including any applicable police, taxation, fraud, criminal intelligence or other authorities), whether pursuant to formal information-sharing agreements or otherwise.

10.4.5 All Participants must cooperate with Esports Wales or its officers in relation to any proceedings brought against any other Participant for Corrupt Conduct in breach of the Anti-Corruption Code or the Code of Conduct, including (without limitation) through the provision of a witness statement(s) in respect of information in the possession of the Participant and/or attending, for the purposes of providing truthful oral evidence, any disciplinary hearing convened before an Anti-Corruption Tribunal under the Anti-Corruption Code or the Code of Conduct, where requested by Esports Wales, failing which the non-cooperating Participant shall be liable to be charged with a breach of the Anti-Corruption Code or the Code of Conduct. It shall not be a valid basis for failing or refusing to cooperate or a valid defence to any such subsequent charge for a Participant to invoke any privilege against self-incrimination.

10.4.6 If, at any time, Esports Wales or its officers determine that there is an offence then the Participant shall be sent written notice of the following (the "Notice of Charge"):

10.4.6.1 that the Participant has a case to answer;

10.4.6.2 the specific offence(s) that the Participant is alleged to have committed;

10.4.6.3 details of the alleged acts and/or omissions relied upon in support of the charge;

10.4.6.4 the range of sanctions applicable under the Anti-Corruption Code or the Code of Conduct if the charge is admitted or upheld;

- 10.4.6.5 (where applicable) the matters relating to Provisional Suspension; and
- 10.4.6.6 that if the Participant wishes to exercise his/her right to a hearing before the Anti-Corruption Tribunal (whether to contest liability or sanction or both), he/she must submit a written request for a hearing that explains how the Participant responds to the charge(s) and (in summary form) the basis for such response. To be effective, the request must be received by Esports Wales or its officers as soon as possible, but in any event within fourteen (14) days of the Participant's receipt of the Notice of Charge.

11 SANCTIONS

- 11.1 where the Match Referee, Integrity team or Disciplinary Panel finds a Participant not guilty of the offence, then it remains open to him/her, at his/her discretion, to find the Participant guilty of an offence of a lower level than that with which he/she has been charged. For example where a Participant has been charged with (but been found not guilty of) a Level 2 Offence, the Match Referee may, instead, find the Participant guilty of the Level 1 Offence and impose an appropriate sanction; and
- 11.2 where a fine is imposed against a Player, then such fine shall be deducted directly from the prize money due to the Player and redistributed amongst all other players/teams eligible for prize money in the relevant Match/Event. In all other cases and in respect of costs awards and cases involving Participants other than Players, fines and costs awards must be paid to Esports Wales by the Participant within ten (10) working days of the finding of guilt. However, Esports Wales will consider any request from any Participant to make the payment of such fines and/or costs over a prolonged period of time on the grounds of financial hardship. Should any fine and/or costs award (or agreed part-payment or instalment thereof) not be paid within such deadline or by the time of the next agreed payment date, the Participant may not play or otherwise participate or be involved in any capacity in any Match or Event until such payment has been satisfied in full. Any money paid to Esports Wales pursuant to this clause will be donated to a registered charity at the discretion of the Esports Wales Executive Board.
- 11.3 Once any period of suspension has expired, the Participant will automatically become re-eligible to participate in Matches provided that he/she has paid, in full, all amounts forfeited under the Code of Conduct, including any fines, compensatory awards or award of costs that may have been imposed against him/her.

12 APPEALS

The procedure for appeals against decisions made under this Code is set out in Disciplinary Procedure. It should be noted that there is no appeal from decisions in relation to a first Level 1 Offence.

13 RECOGNITION OF DECISIONS

- 13.1 Any sanctions, hearing results or other final adjudications under the Code of Conduct shall be recognised and respected by all Members of Esports Wales, Participants and any person with personal responsibility under this Code automatically upon receipt of notice of the same, without the need for any further formality. Each of Esports Wales and its Members shall take all steps legally available to it to enforce and give effect to such decisions.

14 AMENDMENT AND INTERPREATION

The Code of Conduct may be amended from time to time by the Executive Board of Esports Wales, with such amendments coming into effect on the date specified by Esports Wales.

14.1 The Code of Conduct shall come into full force and effect on 1st July 2026 (the 'Effective Date'). It shall not apply retrospectively to matters pending before the Effective Date.

14.2 If any Article or provision of this Code of Conduct is held invalid, unenforceable or illegal for any reason, the Code of Conduct shall remain otherwise in full force apart from such Article or provision which shall be deemed deleted insofar as it is invalid, unenforceable or illegal.

14.3 The Code of Conduct is governed by and shall be construed in accordance with English law.