



IPSF-PERSILAT
SAFE SPORTS



OBJECTIVES OF THE IPSF SAFE SPORT POLICY

The main goal of the IPSF Safe Sport Policy is to guide members of the International Pencak Silat Federation (IPSF) in consistently and ethically navigating complex moral choices.

This Code outlines core ethical values and benchmarks that reflect the principles upheld by the International Olympic Committee (IOC), ensuring universal relevance across the global Pencak Silat community under IPSF leadership.

All IPSF members commit, always and in all circumstances, to uphold and ensure adherence to the following guiding principles:

1. **Accountability & Responsibility:** Members are accountable for their actions and decisions, embracing responsibility as a cornerstone of ethical conduct and leadership within the sport.
2. **Collaboration & Teamwork:** Members shall work together cooperatively, fostering strong relationships through effective communication, mutual support, and unified efforts toward shared goals.
3. **Commitment & Excellence:** A steadfast dedication to the sport, one's teammates, and continuous improvement drives individuals to pursue excellence and contribute meaningfully to the collective mission.
4. **Fairness & Equity:** All members must uphold fairness in actions and decisions, ensuring equal opportunities, respectful treatment, and the protection of individual rights for everyone involved.
5. **Integrity & Honesty:** Members shall act with honesty, consistency, and strong moral character, demonstrating truthfulness and respect in all interactions and decisions.
6. **Respect & Inclusivity:** Members shall treat all individuals with dignity regardless of background, ability, age, gender, or belief, creating a welcoming and inclusive environment for everyone.
7. **Compassion & Support:** Members are encouraged to show empathy, kindness, and understanding, supporting others through challenges and fostering a caring, human-centered community.
8. **Education & Personal Growth:** Members shall commit to lifelong learning, continuously developing both sport-specific skills and personal capabilities through knowledge-sharing and proactive development.
9. **Safety & Well-being:** Members must champion safe practices, prevent harm, promptly report risks, and prioritize the physical and emotional welfare of all participants.



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10. Sustainability & Transparency: Members shall promote environmentally responsible practices to protect the future of the sport and ensure all actions, decisions, and processes are open, clear, and accessible to all stakeholders.

These principles collectively form a comprehensive framework that guides members in their interactions, decision-making, and overall conduct within the sport.

THIS SAFE SPORT POLICY ALSO DELINEATES:

An expanded outline of the IPSF Code of Ethics, focusing on the aspects of infringements, sanctions, and the judicial framework:

1. Nature and Scope of Infringements:

- 1.1. Clearly define what constitutes an infringement of the Code of Ethics.
This can include, but is not limited to, unethical behaviors, violations of policies, discrimination, harassment, cheating, abuse of power, and any actions that undermine the integrity of the sport.
- 1.2. Specify the circumstances under which infringements may occur, outlining both intentional and unintentional violations and recognizing varying degrees of severity (minor, moderate, severe).
- 1.3. Address the applicability of the Code of Ethics, including how it extends to all members, participants, coaches, officials, and volunteers within the organization.

2. Sanctions Applicable for Infringements:

Establish a range of sanctions that can be applied based on the severity of the infringement. Potential sanctions could include:

- 2.1. Verbal Warning: For minor infractions or first-time offenses.
- 2.2. Written Warning: For repeated minor infractions or more serious violations.
- 2.3. Suspension: Temporary removal from participation in the sport for a designated period or until certain conditions are met.
- 2.4. Probation: A monitored period where the member's behavior is closely observed, following a significant violation.
- 2.5. Expulsion: Permanent removal from the organization for severe breaches of the Code or repeated violations.

Provide guidance on how decisions regarding sanctions are made, ensuring they are proportionate, fair, and consistent.

3. Organization, Functions, and Procedural Framework of Judicial Bodies:



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- 3.1. Describe the structure of the judicial bodies responsible for adjudicating infringements, including:
 - 3.1.1. Judicial Committee: Overview of its composition, such as members with legal expertise, experienced practitioners, and representatives from various stakeholders within the sport.
 - 3.1.2. Disciplinary Panel: Specifics about how this panel is formed, its roles and responsibilities in evaluating accusations of misconduct.
- 3.2. Outline the process for reporting violations, including:
 - 3.2.1. Channels for confidential reporting that protect whistleblowers.
 - 3.2.2. Procedures for investigating allegations, including timelines, guidelines for evidence collection, and rights of the accused.
 - 3.2.3. State the steps involved in a hearing or adjudication process, ensuring fairness:
 - 3.2.4. Notification of the accused, presentation of evidence, opportunities for defense, and the decision-making process. Detail the appeal process for decisions made by the judicial bodies, ensuring members have the right to contest findings or sanctions they believe are unjust.
 - 3.2.5. Emphasize the commitment to transparency and confidentiality throughout the adjudication process, reinforcing trust in the judicial mechanisms.

By detailing these elements from the IPSF Code of Ethics, IPSF-PERSILAT Safe Sport Policy not only establishes a clear framework for expected behaviors but also provides guidance on how to address and rectify violations, ensuring fairness and justice within the organization.

SAFE SPORTS POLICY APPLICATION AND SCOPE

1. All Matches Organized by the IPSF. All participants, officials, and supporters involved in IPSF-organized matches are expected to uphold the principles always outlined in this Code, maintaining the integrity and spirit of the sport.
2. All Functions or Courses Conducted by the IPSF. This Code applies to all educational and training events organized by IPSF, including seminars, workshops, coaching clinics, and licensing courses, ensuring that ethical standards are upheld in the development of skills and knowledge.
3. Instances Where a Match Official Suffers Physical Harm or Other Adversity: Any incidents resulting in harm or adversity to Match Officials during competitions shall be thoroughly investigated. Appropriate measures shall be taken to ensure the safety and well-being of officials, including preventive training and reporting mechanisms



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4. Breaches of the Statutory Objectives of the IPSF. Specific attention shall be given to infringements involving forgery, corruption, or doping. Member organizations and individuals found participating in, facilitating, or ignoring such actions will be subject to immediate sanctions, including potential expulsion.
5. Unethical Conduct Outside Official Capacities. Conduct deemed unethical by individuals bound by this Code, regardless of the context—whether online, social settings, or other spheres—will be considered an infringement. This includes behaviors that undermines the reputation of IPSF or its members.
6. Violations of IPSF Regulations. Any violations of IPSF regulations that are not addressed by other governing bodies or authorities fall within the jurisdiction of this Code and will be treated with equal seriousness. This includes matters involving competitive fairness, equipment standards, and behavior expectations at events.
7. Promotion of Positive Sport Culture*. All members and affiliated individuals are encouraged to promote a positive environment that emphasizes respect, support, and sportsmanship. Initiatives aimed at fostering community engagement, outreach, and mentoring young practitioners are highly encouraged.
8. Incidents Involving Harassment or Discrimination*. Any allegations of harassment or discrimination based on age, gender, race, religion, or disability shall be taken seriously and addressed promptly. IPSF will maintain a zero-tolerance policy regarding such behavior, ensuring a safe and inclusive environment.
9. Conflicts of Interest*. All members must avoid situations with the personal interests conflict with professional duties. Disclosure of potential conflicts is required. Members found to have violated this provision will face appropriate consequences.
10. Third-Party Conduct*. The provisions of this Code extend to any third parties associated with IPSF events, including sponsors, media representatives, and volunteers. All parties are expected to comply with the ethical standards outlined herein.

Reporting Mechanisms. IPSF will create accessible and secure channels for reporting alleged violations of this Code. All reports will be treated confidentially, and individuals may report issues without fear of retaliation (The procedure in the IPSF-PERSILAT Integrity Reports)

Continuous Review and Revision. This Code is subject to regular review to ensure its relevance and effectiveness. Feedback from members will be solicited to improve the ethical standards and governance of IPSF.



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By establishing a clear and comprehensive scope of application for the Code of Ethics, IPSF reinforces its commitment to integrity, transparency, and accountability across all aspects of its operations and events.

A. PERSONS SUBJECT TO THE PROVISIONS OF THIS POLICY.

1. Member Federation: All national federations affiliated with IPSF that represent the interests of Pencak Silat in their respective countries shall be bound by this Code.
2. Members of Member Federation and Their Affiliated Entities: All individuals associated with Member Federations, including board members, staff, and any affiliated organizations, are required to adhere to the principles set forth in this Code.
3. Clubs: All clubs recognized by IPSF that are engaged in the promotion and development of Pencak Silat are subject to the provisions of this Code, including any club members, coaches, and administrators.
4. Officials: All designated officials, including referees, judges, and administrative personnel involved in the governance and oversight of competitions and events organized by IPSF, are bound by the Code.
5. Athletes: All athletes participating in competitions, training camps, or any events organized by IPSF are required to comply with this Code and uphold its ethical standards.
6. Match Officials: All individuals serving as match officials during IPSF-organized events must follow the Code, maintaining integrity and impartiality in their roles.
7. Intermediaries: Any agents or intermediaries representing athletes, officials, or clubs in dealings with IPSF or during IPSF events are subject to this Code.
8. Individuals Elected and/or Appointed by the International Federation of Pencak Silat (IPSF): All individuals holding positions of authority or responsibility within IPSF, including elected officials and appointed members of committees, are bound to adhere to this Code.
9. Individuals Granted Authorization by IPSF: Any individuals or entities authorized by IPSF to participate in or oversee matches, competitions, courses, or other events organized by IPSF are required to follow the provisions of this Code.
10. Candidates Participating in IPSF Elections: Individuals seeking election to any position within IPSF, whether at the local, national, or international level, must agree to uphold this Code from the moment of their candidacy.
11. Spectators: all spectators attending IPSF events or competitions are expected to exhibit respectful and fair conduct, aligning their behaviors with the principles of this Code as representatives of the Pencak Silat community.
12. Upon Cessation of an Individual's Role: IPSF reserves the right to investigate any alleged misconduct that arises during an individual's tenure, even after their role is concluded. The IPSF Disciplinary and Ethics Committee will evaluate the case and may:



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- a. Suspend Proceedings: During investigations, depending on the circumstances and severity of allegations.
- b. Issue a Substantive Determination: The Committee may provide a ruling on the matter that could include sanctions or disciplinary measures if the Code is found to be breached.
13. Administrative Personnel and Support Staff*: All administrative staff and support personnel who work within the organization of events, competitions, or IPSF activities are required to comply with this Code.
14. Volunteers*: Individuals volunteering at IPSF events or functions are also subject to this Code, ensuring they contribute to a safe and respectful environment.
15. Affiliated Coaches and Trainers*: Coaches and trainers associated with any athletes, clubs, or federations under IPSF must adhere to the ethical standards established in this Code, fostering a commitment to integrity in training and competition.

By detailing these various stakeholders encompassed by the Code, IPSF establishes a clear expectation of conduct and responsibility across all levels of participation, ensuring a cohesive environment committed to the values embedded in the sport of Pencak Silat.

B. TYPES OF SANCTIONS

1. Culpability: Subject to any specific provisions, the doctrine of strict liability is applicable. Thus, violations are subject to penalty regardless of the perpetrator's intent, recklessness, or negligence. This means that individuals can be held accountable for infractions even if there was no malicious intent involved in their actions.
2. Involvement: Any individual who willfully engages in prohibited conduct, whether as a perpetrator or accessory, shall be liable for sanction. The judicial authority shall consider the level of culpability of the involved parties and may adjust the sanctions prescribed for the primary infraction accordingly. This applies to anyone who contributes to, encourages, or allows misconduct, emphasizing collective responsibility.
3. Team Misconduct: Any team in which multiple individuals engage in threatening or harassing behaviors toward Match Officials or other individuals during a Match shall be deemed to have committed an offense. Such an offense is considered more severe in instances of age fraud. This sanction reflects not only the actions of individuals but also the overall environment fostered within the team.
Discrimination: Any individual who demeans the dignity of a person or collective group through contemptuous, discriminatory, or defamatory conduct related to race, skin color, gender, disability, language, age, physical appearance, religion, political beliefs, socioeconomic status, birth, sexual orientation, or ethnic, national, or



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social origin has committed an offense. This is a critical category that seeks to uphold the principles of respect, equality, and dignity among all participants

4. **Rehabilitation Measures:** In addition to penalties, teams may be required to undertake rehabilitation measures, such as mandatory training programs on sportsmanship, ethics, and anti-discrimination to restore their standing and ensure understanding of acceptable conduct.
5. **Suspension of Team Members:** Individual members of the team may face suspensions from future matches or events as part of the sanction, particularly if they played a significant role in the misconduct. This ensures that consequences are also felt on a personal level.
6. **Public Disclosure of Sanctions:** The sanctions imposed may be publicly disclosed to maintain transparency and accountability. This can include announcements on official platforms, ensuring the integrity of the organization is upheld.
7. **Ineligibility for Awards or Recognition:** The team may be rendered ineligible for any awards, accolades, or recognitions during the period of sanction, reinforcing the seriousness of the misconduct.
8. **Restrictions on Future Participations:** Additional restrictions may be placed on the team regarding participation in local, national, or international events, further emphasizing the consequences of their actions.
9. **Diminished Points or Ranking Penalties:** In competitive contexts, point deductions could occur, or a reduction in team rankings may be applied because of the misconduct.
10. **Social Media Ban:** Teams may be prohibited from engaging in social media promotion or representation during the sanction period, limiting their ability to communicate or market themselves until they comply with the requirements.
11. **Monitoring and Compliance Procedures:** Enhanced monitoring and compliance measures may be enforced during the sanction period, requiring regular reporting to the governing body regarding adherence to conduct standards.
12. **Community Service or Outreach Programs:** In some cases, the team may be required to engage in community service or participate in outreach programs aimed at promoting sportsmanship and positive behavior in the community.
13. **Financial Restitution:** If the misconduct resulted in financial harm to others (for example, fines imposed on officials or organizers), the team may be required to make restitution as part of their penalties.
14. **Review Period for Future Sanctions:** The team must undergo a review after the sanction period to assess improvements in behavior and commitment to the guidelines set forth by IPSF before being reinstated to full activity.



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By incorporating a diverse range of sanctions, IPSF aims to discourage misconduct comprehensively while fostering a culture of respect, accountability, and integrity throughout the sport of Pencak Silat.

C. SANCTIONS APPLICABLE TO INDIVIDUALS

The following sanctions may be imposed upon individuals:

1. Issuance of a Warning: A formal notification indicating that the individual's behavior is unacceptable and must be corrected to avoid further consequences.
2. Monetary Fine: A financial penalty imposed on the individual as a consequence for their misconduct, which may vary in amount depending on the severity of the offense.
3. Issuance of a Caution: A formal caution issued to the individual, serving as an admonition that repeated offenses may lead to more severe sanctions.
4. Expulsion from the Organization: Permanent removal of the individual from their affiliations with the organization, resulting in the loss of membership rights and privileges.
5. Prohibition from Accessing the Team Dressing Room and/or Team Bench: A ban preventing the individual from being in restricted areas associated with the team, thereby limiting their ability to engage with team members and activities.
6. Prohibition from Entering a Designated Venue: A restriction placed on the individual, barring them from attending specific venues related to events or competitions organized by IPSF.
7. Prohibition from Participation in Any Activities Sanctioned by IPSF: A comprehensive ban preventing the individual from engaging in any events, competitions, or training sessions that are officially sanctioned by the organization.
8. Revocation of a Title or Award: The annulment of any titles, awards, or recognitions previously granted to the individual because of their misconduct.
9. Suspension from Activities*: A temporary ban from participating in any organizational activities for a specified period, allowing the individual time to reflect and correct their behavior.
10. Mandatory Educational Programs*: Requirement for the individual to complete specific training or educational programs related to ethics, conduct, or the principles of Pencak Silat.
11. Public Apology*: Obligation for the individual to publicly acknowledge their misconduct and apologize to the organization and affected parties.



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12. Probationary Period*: Placement of the individual on a probationary status where their behavior will be closely monitored, with the risk of further sanctions if additional violations occur.
13. Community Service*: Requirement for the individual to perform a certain number of hours of volunteer work, contributing positively to the community as a form of restitution.
14. Restrictions on Future Participation*: Establishing limits on the individual's ability to participate in future events, programs, or competitions for a designated time frame.
15. Behavioral Contract*: The creation of a formal agreement outlining expected behaviors and consequences for future infractions, which the individual must sign and adhere to.
16. Withdrawal of Support or Sponsorship*: Termination of any sponsorships or financial support provided to the individual by the organization or affiliated entities.
17. Ineligibility for Future Awards or Titles*: A period during which the individual is barred from being nominated for any awards, titles, or recognitions within the organization.
18. Referral for Disciplinary Action by External Authorities*: In cases where the misconduct also violates legal or statutory regulations, referral of the matter to appropriate external authorities or organizations for further investigation and possible penalties.

By elaborating on the various sanctions applicable to individuals, the organization aims to ensure a comprehensive approach to maintaining standards of conduct, accountability, and integrity within its community.

D. SANCTIONS IMPOSED UPON MEMBER FEDERATIONS AND CLUBS

1. Issuance of a Warning: A formal warning may be issued to a Member Federation or Club for minor infractions or first-time violations of the Code. This serves as a notice to the entity to correct their behavior and adhere to ethical standards in the future.
2. Monetary Fine: Monetary fines may be imposed for more serious violations or repeated infractions. The amount of the fine will be determined based on the severity of the violation and the entity's financial capacity.
3. Annulment of the Outcome of a Match: If a match is found to have been conducted in violation of the Code, its outcome may be annulled, meaning it will be treated as if it never happened. This sanction can affect rankings, titles, and qualification for future competitions.
4. Disqualification from an Ongoing Competition and/or Exclusion from Future Competitions: A Member Federation or Club may be disqualified from an ongoing competition for serious violations. Additionally, exclusion from future competitions-



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can be enforced for severe breaches, ensuring continued non-compliance is addressed.

5. Forfeiture of the Match: A Member Federation or Club could be required to forfeit a match because of violations, leading to a loss of points or ranking for their respective athletes or teams.
6. Directive to Replay a Match: In situations where errors or violations significantly impact the fairness of a match, IPSF may direct that the match be replayed to ensure the integrity of the competition and provide a fair opportunity for all participants.
7. Revocation of a Title or Award: Titles, awards, or accolades granted to a Member Federation or Club may be revoked if it is determined that these were earned through violations of the Code or other unethical behaviors.
8. Confiscation of Assets: In cases of serious misconduct, particularly involving financial improprieties, IPSF may take measures to confiscate assets related to the infringement, including any profits gained through unethical practices.
9. Withdrawal of the License to Participate in IPSF Competitions: A Member Federation or Club may have its license to participate in IPSF-sanctioned competitions revoked due to persistent violations, effectively barring them from any official participation until re-evaluated.
10. Public Censure or Reprimand*: Public acknowledgment of a violation may be issued, which explains the reasons for the sanctions taken against the Member Federation or Club, thereby ensuring transparency and accountability within the sport.
11. Mandatory Education or Training*: Member Federations or Clubs found in violation of the Code may be required to undergo specific training or educational programs focused on ethics, governance, and proper conduct in sports.
12. Probationary Period*: A probationary status may be imposed during which the Member Federation or Club is monitored for compliance with the Code. Any further violations during this period may lead to more severe sanctions.
13. Referral to Legal Authorities*: In cases involving criminal activities such as corruption or fraud, IPSF may refer the matter to the appropriate legal authorities for further investigation and action.

By delineating these potential sanctions, IPSF establishes a framework that ensures accountability among Member Federations and Clubs, thereby maintaining the integrity and ethical standards of Pencak Silat. Each sanction is designed to address the severity of the infringement while promoting a culture of fairness and compliance within the sport.

D. FORGERY AND FALSIFICATION

Any individual who engages in the following actions within the realm of IPSF activities:

1. Forging a Document: The act of creating, altering, or reproducing a document with the intent to deceive or mislead others regarding its authenticity or origin. This
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includes documents such as participation forms, medical certificates, or identification papers.

2. Falsifying a Legitimate Document: The process of altering or misrepresenting an existing document to present false information as true. This could involve changes to official records or submissions that could impact eligibility or competition results.
3. Utilizing a Forged or Altered Document: The act of knowingly using a document that has been forged or falsified for any purpose related to IPSF activities, including but not limited to competition registration, recruitment of athletes, or compliance with regulations.
4. Impersonation*: Assume the identity of another individual to gain access to IPSF events or to defraud others. This includes competing under a false name or utilizing someone else's credentials without their consent.
5. Conspiring to Commit Forgery*: Engaging in agreements or arrangements with one or more individuals to engage in acts of forgery or falsification. This includes planning, facilitating, or providing resources necessary to commit such acts.
6. Possession of Forged Documents*: Having in one's possession any forged or altered document that could potentially be used in IPSF activities, regardless of whether it has already been used or presented.
7. Aiding and Abetting Forgery*: Aiding, guidance, or support to another individual in the act of committing forgery or falsification. This includes facilitating the creation of forged documents or helping to submit them.
8. Submitting False Information*: Deliberately providing inaccurate or misleading information on official forms, applications, or reports related to IPSF activities, including results submissions and eligibility declarations.
9. Failure to Disclose Forged Documents*: Not reporting the existence or use of forged or altered documents when required to do so, thereby contributing to the perpetuation of dishonest practices.
10. Fraudulent Misrepresentation*: Misrepresenting one's qualifications or accomplishments by providing false documents or information to secure an unfair advantage in competitions or selections within IPSF.
11. Collaboration with External Parties*: Working with individuals outside of IPSF to forge documents or engage in fraudulent activities related to participation or representation in events, thereby undermining the integrity of the organization.
12. Retaliation Against Whistleblowers*: Engaging in actions intended to intimidate or retaliate against individuals who report or disclose instances of forgery or falsification, thereby attempting to silence potential informative sources.



Penalties may include:

- a. Revocation of Titles or Awards: Any awards or accolades achieved during the period in which forgery or falsification occurred may be rescinded.
- b. Increased Monetary Fines: The severity and recurrent nature of violations may result in increased penalties upon subsequent offenses.
- c. Expulsion from IPSF Activities: In severe cases, the individual(s) involved may be permanently banned from all IPSF events and activities.
- d. Criminal Charges: Depending on the nature and scope of the forgery, legal action may be pursued outside of IPSF's jurisdiction, potentially resulting in criminal charges.
- e. Obligatory Restitution: Individuals or teams may be required to repay any financial gains realized through their fraudulent actions, ensuring accountability for their misconduct.

Through these expanded definitions and corresponding penalties, IPSF underscores its commitment to integrity and fairness, emphasizing the serious repercussions for individuals who attempt to undermine the principles of the organization through forgery and falsification.

E. DOPING

The commission of any Anti-Doping Rule Violation, as defined within the applicable IPSF Anti-Doping Regulations adapted from World Anti-Doping (WADA) Code

Penalty: As stipulated in the IPSF Anti-Doping Regulations adapted from the WADA Code and WADA Results Management

F. FAILURE TO RESPECT DECISIONS

1. Remittance of Monetary Sum: Failure to fully or partially remit a monetary sum when expressly instructed to do so by an authorized body, committee, or instance of IPSF will be considered a violation of this Code. Such noncompliance may result in disciplinary action, including fines, suspensions, or other sanctions as deemed appropriate by the governing body.
2. Non-Financial Directives: Non-compliance with a non-financial directive issued by a recognized body, committee, or instance of IPSF is viewed as a serious offense. This includes refusing to implement necessary changes, failing to adhere to operational requirements or neglecting any other directive that is essential for the functioning and integrity of Pencak Silat. Such actions may result in sanctions, including but not limited to warnings, fines, or exclusion from events.



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3. Adherence to Disciplinary Rulings: Should an individual fail to adhere to a disciplinary ruling made by a referee, leading to their expulsion from a Match, they shall be deemed to have committed an offense. This breach not only undermines the authority of match officials but also jeopardizes the integrity of the competition, leading to appropriate disciplinary measures. Such measures may include suspensions, additional fines, or other penalties deemed necessary to uphold the rules.
4. Non-Compliance with Competition Outcomes*: If a Member Federation or Club fails to respect the outcomes of competitions as determined by the officiating body, including any associated consequences (such as points deductions, disqualifications, or title revocations), it will be considered a serious violation of the Code. Sanctions may be imposed to rectify any unfair advantage gained through such non-compliance.
5. Ignoring Mediation or Arbitration Decisions*: Failure to respect decisions made through mediation or arbitration processes established by IPSF will also constitute a violation. Parties involved must comply with resolutions made during these processes, and failing to do so may result in additional disciplinary action.
6. Retaliation against Officials or Bodies*: Any form of retaliation, intimidation, or abuse directed at officials, committee members, or authorized bodies of IPSF following a decision will be considered a grave offense. Such actions undermine the integrity of the sport and will lead to severe sanctions, which can include expulsion from competitions or further disciplinary actions.
7. Failure to Address Issues Raised by IPSF*: Member Federations and Clubs must take proactive steps to address any concerns or issues raised by IPSF regarding non-compliance. Ignoring these communications or failing to take appropriate action may result in sanctions for negligence or irresponsibility.

By establishing these provisions regarding the failure to respect decisions made by IPSF and its authorized bodies, the Code reinforces the necessity of compliance and accountability within the sport, thus promoting fairness and integrity in Pencak Silat competitions and operations. The non-compliant entity will be provided with a final deadline, as determined by the judicial authority, to satisfy the monetary obligation or comply with the non-financial directive.

G. UNLAWFULLY INFLUENCING MATCH RESULTS

Any individual who, either directly or indirectly, by action or omission, unlawfully influences or manipulates the outcome or any aspect of a Match or competition, or conspires or attempts to do so by any means, shall be deemed to have committed an offence.



This includes any solicitation or support for such influence or manipulation, regardless of whether it is for personal benefit or the benefit of others. There shall be no violation if the individual seeks to gain an advantage solely within the parameters of the Match.

Any party bound by this policy who fails to cooperate fully with IPSF's efforts to address, and report suspected manipulation of a Pencak Silat Match or competition to the secretariat of the IPSF Disciplinary and Ethics Committee shall be considered to have committed an offence.

H. OBLIGATIONS OF MEMBER FEDERATION AND CLUBS

Member Federation and Clubs shall:

1. Diligently Verify the Age of Players: Member Federations and Clubs are obligated to verify the age of all players by utilizing identity cards and other official documentation presented at competitions that have age restrictions. This ensures compliance with competition eligibility requirements and maintains the integrity of the sport.
2. Ensure Compliance of Management Personnel: Member Federations and Clubs must ensure that no individuals under prosecution for misconduct (such as doping, corruption, or forgery) or those convicted of a criminal offense within the preceding five (5) years participate in their management. This promotes ethical governance and protects the reputation of the organization.
3. Monitor Disciplinary Actions: Federations and Clubs are responsible for proactively monitoring and managing any disciplinary actions, including cautions and/or suspensions, affecting their Players and Officials. They must ensure that all registered and/or competing Players and Officials are eligible to participate in competitions.
4. Provide Training and Education*: Member Federations and Clubs are required to provide education and training programs regarding ethical practices, rules, and regulations governing Pencak Silat to their members, coaches, and officials. This fosters a well-informed community and promotes adherence to the Code of Ethics.
5. Report Violations Promptly*: They must ensure that any violations of this Code, or any actions that may impact the integrity of the sport, are reported promptly to IPSF. Timely reporting helps maintain transparency and accountability within the sport.
6. Promote a Safe Environment*: Member Federations and Clubs are responsible for creating and maintaining a safe environment for all participants, including implementing policies and procedures to prevent harassment, abuse, and



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discrimination within their programs.

7. Support Anti-Doping Initiatives*: Commit to supporting the fight against doping by adhering to anti-doping regulations set forth by IPSF and any applicable national or international governing bodies. This includes educating their members about the dangers of doping and ensuring compliance with testing protocols during competitions.
8. Ensure Financial Transparency*: Member Federations and Clubs must maintain financial records in a transparent manner and ensure all financial dealings adhere to the ethical standards outlined in this Code. Regular audits may be required to verify compliance and integrity in financial practices.
9. Engage in Community Development*: Member Federations and Clubs are encouraged to engage in initiatives that promote the development of Pencak Silat at the grassroots level. This includes organizing outreach programs and encouraging participation among diverse communities.
10. Facilitate Fair Competition*: Ensure that all competitions organized under their jurisdiction are conducted in a fair and equitable manner. This includes enforcing rules consistently, ensuring impartial officiating, and providing equal opportunities for all participating athletes.
11. Cooperate with Investigations*: Member Federations and Clubs must fully cooperate with any investigations initiated by IPSF or any authorized body regarding violations of the Code. This includes providing documentation, access to facilities, and necessary information.
12. Promote Good Governance Practices*: Ensure that governance structures within the Federation or Club align with best practices in transparency, accountability, and ethical conduct, fostering trust among members and stakeholders.
13. Follow Procedures for Club Transfers*: Establish and follow procedures regarding the transfer of athletes to ensure compliance with regulations, mitigate disputes and protect the interests of all parties involved in transfers.

By establishing these obligations, IPSF reinforces the importance of ethical conduct, transparency, and accountability within Member Federations and Clubs, creating a stronger foundation for the development and integrity of Pencak Silat.

Failure to adhere to any of these obligations constitutes an offence, and the judicial authority may impose any sanctions enumerated in this Code as deemed appropriate under the circumstances.

I. CORRUPTION

Any individual who offers, promises, or grants an unwarranted advantage to anybody or judicial entity of the IPSF, a Match Official, a Player, or an Official, whether on their own behalf or on behalf of a third party, with the intent to induce a violation of IPSF regulations or gain any improper advantage, shall be considered to have committed -



an offence. Similarly, any individual who solicits or accepts an unwarranted advantage from another individual with the intention of inducing a violation or gaining an improper advantage, irrespective of whether the advantage is ultimately realized, has committed an offence.

J. BETTING

Placing bets in relation to any Match or competition is an offence. This includes the solicitation or endorsement of such betting, whether for personal gain or the advantage of others.

The provision of any special knowledge or non-public information relevant to betting on any Match or competition, again regardless of intent to benefit personally or others, is also deemed an offence.

K. INTEGRITY OF CONDUCT

All parties are required to exercise due care and diligence in fulfilling their obligations. Each party must conduct themselves with the utmost integrity, ensuring that decisions are made impartially, objectively, independently, and professionally. All parties shall refrain from any acts involving fraud or corruption and must avoid actions that could tarnish the reputation of Pencak Silat.

Furthermore, no party or its representatives may, either directly or indirectly, solicit accept, or offer any form of remuneration or commission, nor any concealed benefit or service of any kind when negotiating agreements related to their duties. Gifts of nominal value, consistent with local customs, may be given or received; however, such gifts must not compromise the impartiality or integrity of the party, the IPSF, or Pencak Silat. Any other form of token, object, or benefit exceeding nominal value shall be construed as a prohibited gift and must be reported to the IPSF without delay.

It is expressly prohibited to give or receive cash. In instances of hospitality, decorum and moderation must be observed. All parties must avoid situations that may lead to a conflict of interest. Upon undertaking any activities for the IPSF or prior to being elected or appointed, a party bound by this Code is required to disclose any personal interests that might relate to their prospective activities.

Conflicts of interest arise when a party has, or appears to have, private or personal interests that could impair their ability to execute their duties independently and with integrity. Such interests may include potential gains for other individuals bound by this Code, family members, friends, or acquaintances. A party found to be in a potential or existing conflict of interest must refrain from performing their duties in such cases and must disclose any potential conflicts to the IPSF immediately. All parties must respect the physical and mental integrity of others and refrain from all forms of verbal, physical, and mental abuse. Harassment of any kind, including sexual harassment, is strictly -



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prohibited. Harassment may manifest in various forms and includes systematic, hostile, and repeated acts intended to isolate or ostracize an individual, thereby affecting their dignity. Sexual harassment may involve unwelcome sexual advances that have not been solicited.

Any determination of harassment will be based on whether a reasonable person would perceive the conduct as undesirable or offensive. Harassment, threats, promises of advantage, and coercion are expressly forbidden. Special consideration will be given to cases involving the harassment of minors, which shall be regarded as an aggravating factor. Failure to comply with these obligations constitutes an offence.

L. DUTY TO REPORT ANY INFRINGEMENT

All individuals bound by this Code have an affirmative obligation to report, without undue delay or prompting, any conduct of a third party that is inconsistent with this Code or any other IPSF regulation to the IPSF. Failure to comply with this duty to report constitutes an offence. Penalty: The specific penalty shall be determined based on the severity of the unreported conduct in instances where the offence is considered aggravated, additional sanctions as outlined in this Code may be imposed by the judicial authority.

M. CONFIDENTIALITY

Members of the judicial bodies are required to maintain confidentiality regarding all information disclosed during the performance of their duties, including the particulars of cases, the content of any deliberations, and all decisions rendered.

Only decisions that have been officially communicated to the relevant parties may be rendered public, including, but not limited to, publication on online platforms, with appropriate redactions as necessary. Any individual required to participate in or subject to a disciplinary investigation or proceedings must maintain confidentiality regarding such information unless explicitly instructed otherwise in writing by the chairperson of the judicial body. Breaches of this confidentiality obligation may result in sanctions. In the event of a breach of this confidentiality obligation by a member of a judicial body, said member shall be suspended from their position until the next IPSF Congress.

N. EXEMPTION FROM LIABILITY

Members of the judicial bodies and the secretariat shall not be liable for any actions or omissions in connection with disciplinary procedures conducted under this Code. Procedural Rules Specific to the IPSF Disciplinary and Ethics Committee Disciplinary proceedings may be initiated by the IPSF administration in the following circumstances:



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1. Ex officio: Disciplinary action may commence autonomously by the IPSF administration if they identify conduct that potentially violates established rules and regulations, irrespective of external prompting. This power allows the organization to uphold integrity proactively.
 2. Based on official reports: If official reports are submitted to the Disciplinary and Ethics Committee, which detail breaches of conduct during competitions or events governed by IPSF, these will serve as a foundation for initiating disciplinary proceedings. This includes reports from recognized authorities and affiliated bodies.
 3. Where a protest has been lodged in accordance with applicable competition regulations: Should a participant or team formally challenge a decision or action during a competition, and this protest adheres to the specified competition protocols, the Disciplinary and Ethics Committee will review the details and determine if further action is warranted.
 4. At the request of the IPSF President, IPSF Executive Committee, or the IPSF Secretary General: High-ranking officials within the IPSF organization can initiate proceedings when they observe or receive information regarding potential breaches of discipline or ethics. Such referrals ensure that serious matters receive appropriate attention and investigation.
 5. Based on documentation received from public authorities: If governmental or regulatory bodies provide information or documentation regarding misconduct by individuals or entities involved in IPSF activities, the Disciplinary and Ethics Committee may use this information as a basis for initiating disciplinary actions.
 6. Following the filing of a complaint: Individuals or organizations may lodge formal complaints regarding misconduct related to IPSF activities. These complaints will be reviewed and assessed by the committee to determine if they merit disciplinary proceedings.
 7. Any individual or entity may report conduct deemed inconsistent with IPSF regulations; such complaints must be submitted in writing: This provision encourages vigilance and responsibility among all stakeholders in IPSF by allowing them to report misconduct that they believe violates the organization's regulations. Written submissions help establish a clear record for analysis and future reference.
 8. Anonymous complaints may be considered*: While reports of misconduct are encouraged to be submitted in written format, the IPSF Disciplinary and Ethics Committee may also consider anonymous complaints if they contain sufficient evidence or credible information suggesting that a violation may have occurred. This process seeks to protect whistleblowers and ensure that unethical behavior is brought to light.
 9. Process for reviewing complaints*: Upon receiving a complaint, the Disciplinary and Ethics Committee will have a clearly defined process for reviewing the submitted information. This will include an initial assessment to determine if the complaint falls
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within the jurisdiction of the committee, and whether the information provided necessitates a full inquiry into the allegations made.

10. Timeliness of responses to complaints and reports*: The IPSF administration is committed to addressing complaints and reports in a timely manner, ensuring that any potential breaches of rules are investigated promptly. Timely determinations are critical in maintaining the integrity of the sport and the trust of its participants.
11. Confidentiality of proceedings*: To protect the rights of all parties involved, the Disciplinary and Ethics Committee will handle complaints and proceedings with a high degree of confidentiality, allowing for a fair and impartial investigation without undue influence or speculation from outside parties.
12. Right to appeal*: Individuals or entities that are subject to disciplinary actions will have the right to appeal decisions made by the Disciplinary and Ethics Committee. This right is fundamental to ensuring fair treatment and due process, allowing aggrieved parties the opportunity to contest findings or sanctions imposed against them.
13. Training and education on ethics*: The IPSF administration may undertake initiatives to provide education and training related to ethical conduct, both for officials and participants, aiming to raise awareness of IPSF regulations and the importance of maintaining high ethical standards in all activities.

By establishing these procedural rules, the IPSF Disciplinary and Ethics Committee aims to foster an environment of integrity, accountability, and respect within the organization and its competitions.

O. INVESTIGATION

Before initiating disciplinary proceedings, the secretariat shall conduct the necessary preliminary investigation, ex officio, based on the information received. If the Discipline Commission IPSF-PERSILAT concludes that there is no prima facie case, the preliminary investigation may be closed without the commencement of disciplinary proceedings. Conversely, if the Secretary General determines that a prima facie case exists, disciplinary proceedings shall be opened.

the Discipline Commission IPSF-PERSILAT may propose an administrative resolution to the party involved prior to the initiation of disciplinary proceedings, subject to relevant competition regulations.

If accepted, such an administrative resolution must be subsequently endorsed by the chairperson of the IPSF Disciplinary and Ethics Committee or a designated member and recorded by the IPSF. Should the chairperson decline to approve the administrative resolution, disciplinary proceedings shall proceed.

The Discipline Commission IPSF-PERSILAT is authorized to engage external resources to assist in any investigation. The party shall be duly informed that disciplinary proceedings



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have been initiated against them. Upon completing the investigation, if the secretariat determines that there exists a case, it shall forward charges of misconduct along with the full case file to the party, granting them an opportunity to be heard.

The contents of the full case file may be restricted pursuant to IPSF policy. If, after concluding the investigation, the IPSF-PERSILAT Disciplinary and Ethics Committee finds that no case exists, the disciplinary proceedings shall be closed. Disciplinary proceedings may also be terminated for various reasons, including an agreement reached between the parties or the declaration of bankruptcy by a party. If proceedings have been closed, the secretariat may reopen the investigation if new facts or evidence within the statute of limitations for prosecution comes to light. Disciplinary and Ethics Committee shall prosecute cases on behalf of the IPSF and holds the authority to engage external counsel for prosecution.

P. PROCEDURAL RULES FOR THE CHAIRPERSON OR MEMBER ACTING ALONE

The procedural rules governing the IPSF Disciplinary and Ethics Committee shall apply equally when the chairperson or a member act autonomously.

Q. APPEAL

An appeal may be filed with the IPSF Appeal Committee concerning any decision made by the IPSF Disciplinary and Ethics Committee