

## **U CODE OF CONDUCT FOR OFFICIALS**

The ATP, the Grand Slam Board, the ITF and the WTA (each, a “Governing Body” and together, “Governing Bodies”) as members of the Joint Certification Programme (the “Programme”) require a high standard of professionalism from all officials certified as National, Green, White, Bronze, Silver and Gold under the Programme (collectively, “Certified Officials”) and all other officials (together with Certified Officials, “Officials”) working at ATP, Grand Slam, ITF and WTA tennis tournaments and competitions (each, a “Tennis Event” and together, “Tennis Events”). All Officials are automatically bound by, and must comply with, this Code of Conduct for Officials (“Code”). The Governing Bodies shall continue to have jurisdiction over a retired Official under the Code and, as applicable, ATP, Grand Slam, ITF and WTA Tournament Regulations and Codes of Conduct (“Governing Body Rules”) in respect of matters taking place prior to his/her retirement.

This Code as issued by the Governing Bodies comes into force on 1 January, 2025 and supersedes all previous versions of the Code as from that date. The Code may be amended from time to time by the Governing Bodies.

### **A) Required Standards**

Unless otherwise specified, the following standards shall apply (a) while an Official is, or would be reasonably considered to be, acting in his/her/their capacity as an Official, and (b) at any other time where his/her/their conduct could reflect upon any of the Governing Bodies or could otherwise undermine the integrity/reputation of the sport, including, but not limited to:

- i. when at the official sites of a Tennis Event, including the venue and facilities, hotel, transportation, and other locations related to the Tennis Event;
- ii. when engaging with players, player support personnel, other Officials, Tennis Event personnel, spectators and Governing Body personnel in relation to a Tennis Event, whether or not at or during the Tennis Event;
- iii. when performing any duty set out in the Rules of Tennis, the Governing Body Rules, or the Duties and Procedures for Officials; and
- iv. when engaged by a Governing Body or Tennis Event to deliver ad hoc services such as delivering training, assisting with officiating administration, and any other officiating tasks.

1. Officials shall be in satisfactory physical condition to enable them to carry out their duties.

2. Officials shall have natural or corrected vision of 20-20 and normal hearing. In addition, International Chair Umpires (Bronze, Silver and Gold) shall submit a completed eye test form each year to the ITF officiating department and all other Officials (save for Referees and Chief Umpires who do NOT need to submit an eye test at any time) must submit a completed eye test form every three years to the ITF officiating department.

3. Officials shall be on time for all matches assigned to them.

4. Officials shall be aware of, understand, comply with, and, as applicable, enforce the Rules of Tennis, the Duties and Procedures for Officials, the relevant Governing Body Rules for the Tennis Events at which they are officiating, the Tennis Anti-Corruption Program, the Tennis Anti-Doping Programme, and all other policies applicable to Officials which may be introduced by the Governing Bodies from time to time (including, but not limited to, the Ban on Mobile Phone/Smart Watch Policy).

5. Officials shall conduct themselves in a respectful manner towards others when acting in their capacity as an Official.

6. Officials shall maintain a high level of personal hygiene and a professional appearance while acting in their capacity as an Official.

7. Officials shall not drink alcohol or use marijuana (including medical marijuana) or any other substance that may impair one's judgment in the 12 hours prior to any match that they officiate, and at all times while acting in their capacity as an Official.

8. Officials shall maintain complete impartiality with respect to all players and player support personnel and shall avoid any real or perceived conflicts of interest. Specifically, Officials shall not a) officiate in any match in which they have a real or perceived conflict of interest; or b) socialise with or become intimate with players, or enter into any relationship (business, personal or otherwise) or take any action on or off court that may call into question their impartiality as an Official. For the avoidance of doubt and notwithstanding the above, Officials may attend social functions at which players are present and may stay in the same hotels as players but shall not share a hotel room with any player of any age. Officials shall declare all potential, perceived, or actual conflicts of interest to their relevant Officiating Representative as specified at Regulation E)2. The Officiating Representative shall report the Official's declaration to the Programme. The Programme shall determine whether an actual conflict of interest exists.

Note: Examples of conflicts of interest include, but are not limited to, being: a current tennis player who competes in Tennis Events or a friend, relative or player support personnel of a current player who competes in Tennis Events; a National Tennis Coach; a National Tennis Team Captain; a Tennis Event director/organiser; or an employee, consultant, contractor or business partner/associate for a company that has a commercial interest in Tennis Events.

9. Officials shall not, at any time, discuss calls or decisions made by themselves or other Officials with anyone except those Officials directly, the Supervisor/Referee, the International Tennis Integrity Association ("ITIA") or the Officiating department of the appropriate Governing Body/Governing Bodies.

10. Officials shall comply at all times with applicable criminal laws. For the avoidance of doubt, and without limiting the foregoing, this obligation is violated if an Official is convicted of or enters a plea of guilty or no contest to a criminal charge or indictment for any criminal offence in any jurisdiction.

11. Officials shall complete the on-line Tennis Integrity Protection Programme and any other integrity education required by the ITIA or a Governing Body. Officials shall not be endorsed, employed, sponsored or otherwise engaged by any entity that directly offers and/or accepts wagers in connection with the outcome or any other aspect of any Tennis Event or any other tennis competition, including, without limitation, bookmakers and any person or entity who operates websites, applications, retail, credit,

telephone, online and/or mobile tennis betting services; casinos operating sports books with tennis betting; and lotteries operating sports books with tennis betting.

12. Officials shall not talk to, or have conversations with, spectators while officiating a match, except as is necessary during the ordinary course of officiating a match.

13. Officials shall not, at any time, participate in any media interviews or meetings with media from which their statements relating to tennis officiating can be printed, broadcast, posted on social media, or otherwise publicly disseminated, without the approval of the appropriate Supervisor/Referee if during a Tennis Event and, at all other times, the ITF officiating department.

14. Officials shall not, at any time, give, make, authorise or endorse public comments, including posting anything on any social media channels, which unreasonably attacks or disparages a Tennis Event, player, player support personnel, other Official, Tennis Event personnel, the ITIA, a Governing Body, or Governing Body personnel, and which the Official knows, or should reasonably know, will harm the reputation or financial best interests of, the Tennis Event, player, other Official, Tennis Event personnel, the ITIA, Governing Body, or Governing Body personnel, as applicable. Without prejudice to other provisions of this Code, responsible and measured expression of legitimate opinion shall not amount to a breach of this provision.

15. Officials shall not, at any time, engage in unfair, unprofessional, discriminatory, or unethical conduct, including, but not limited to, attempts to injure or intentionally interfere with other Officials, players, Tennis Event personnel, player support personnel, Governing Body personnel, and spectators, and reckless or negligent conduct that is likely to cause such injury or interference. All Officials shall also set a good example in their conduct to other Officials.

16. Officials shall not, at any time, engage in abusive conduct, either physical or verbal, or threatening conduct or language directed toward other Officials, players, player support personnel, Tennis Event personnel, Governing Body personnel, spectators or members of the press/media.

17. Officials shall not, at any time, abuse their position of authority or control and shall not harm or jeopardise or otherwise attempt to harm or jeopardise the psychological, physical, or emotional wellbeing of other Officials, players, Tennis Event personnel, player support personnel, or Governing Body personnel.

18. Sexual advances or sexual harassment or abuse of any kind towards other Officials, players, player support personnel, Tennis Event personnel, spectators, Governing Body personnel, or members of the press/media shall not be tolerated.

19. Officials shall make all Tennis Event-related requests to the Supervisor/Referee or Chief Umpire.

20. Officials shall commit to work at a Tennis Event until released by the Supervisor/Referee. If an Official has accepted an assignment to officiate at a Tennis Event, he/she/they shall not withdraw from that assignment prior to release by the Supervisor/Referee, without the permission of the relevant Officiating Representative. The relevant Officiating Representative may revoke an Official's assignment at any time, if in the reasonable opinion of the Officiating Representative, the Official's continued participation in the Tennis Event or Tennis Events poses a risk to the successful delivery of the Tennis Event/Tennis Events.

21. All Officials are under a continuing duty to disclose to the Programme any actual, suspected, or alleged breaches of the Code of which they are aware, whether breaches of their own or of another Official. Failure to so report is a breach of the Code.

22. Officials shall act honestly at all times.

23. Officials shall cooperate fully with any investigation and/or proceedings (a) under this Code (whether in relation to their conduct or that of another Official), and (b) under the Governing Body Rules for Tennis Events at which they are officiating, the Tennis Anti-Doping Programme and/or the Tennis Anti-Corruption Program. Further, Officials shall not (i) provide any inaccurate information, (ii) omit any relevant information which is requested, or (iii) deliberately mislead or attempt to mislead such bodies, their staff, or other Officials.

#### B) Investigation of alleged breaches

1. Alleged breaches of this Code by an Official that take place while the relevant Official is working at a particular Tennis Event (i.e., at any time during the period that the Tennis Event is ongoing, and not solely while the Official is on-site at the Tennis Event and matches are being played) shall be reported promptly to the relevant Officiating Representative (see Regulation E)2 below). The on-site Supervisor/Referee at the Tennis Event is responsible for determining whether to suspend or dismiss the Official(s) from that event, subject to the alleged breach (but shall not have power to suspend or dismiss the Official(s) from any other Tennis Event unless so directed by the Officiating Representative following either the imposition of a provisional suspension under Regulations B)7 and 8 below or as a result of an employment-related decision). Alleged breaches taking place at other times shall be reported in writing to the ITF officiating department, which will then liaise with the Officiating Representatives of the Governing Bodies in order to assign an Officiating Representative to the matter.

2. Upon the Officiating Representative becoming aware of a possible breach of this Code, he/she/they shall promptly review the matter and determine whether further investigation of the alleged breach is required. If so, the Officiating Representative shall investigate the alleged breach and provide written notice to the Official concerned informing him/her/them of the alleged breach under investigation and giving him/her/them a minimum of ten (10) days to provide any information or evidence requested by the Officiating Representative.

3. Officiating Representatives are entitled to share relevant information concerning an investigation with the ITIA (e.g., if the information suggests the possible commission of a breach of the Tennis Anti-Corruption Program or Tennis Anti-Doping Programme), the Governing Bodies, and, if the information suggests the possible commission of a crime or regulatory offence, other sporting regulators, external law enforcement agencies and/or equivalent regulators. Investigations under this Code may be stayed pending the progress or completion of an investigation by such bodies. Such stay will not affect the Officiating Representative's ongoing power to impose, vary or lift a provisional suspension in accordance with Regulations B)7 and 8 below (whether on the basis of information provided by the other relevant investigation or otherwise). Such stay may be lifted at any time at the discretion of the Officiating Representative. Any action (or failure to take action) by any such body shall be without prejudice to the

Officiating Representative's powers to investigate and pursue alleged breaches of this Code. For the avoidance of doubt, an alleged violation of the Tennis Anti-Corruption Program shall be investigated and handled by the ITIA and enforced under the Tennis Anti-Corruption Program. An alleged violation of the Tennis Anti-Doping Programme shall be investigated and handled by the ITIA and enforced under the Tennis Anti-Doping Programme. An alleged violation of the Governing Body Rules and/or terms of employment or engagement shall be investigated and handled by the relevant Governing Body.

4. An Official's duty to cooperate with investigations into an alleged breach under this Code shall include providing documents and information as reasonably requested by the Officiating Representative, and appearing as a witness upon request by the Disciplinary Panel or Appeal Panel at any hearing held in accordance with this Code. Failure to do so may be considered a breach of this Code in its own right.

5. Upon completion of the investigation (if any), the Officiating Representative shall determine whether the Official concerned has a case to answer. If the Officiating Representative determines that there is a case to answer, then the Officiating Representative shall send a written notice to the Official (the "Notice of Charge"), with a copy to the Disciplinary Panel, setting out:

- a) the alleged breach and a summary of the facts on which the charge is based;
- b) the evidence upon which the Officiating Representative would seek to rely at a hearing before the Disciplinary Panel;
- c) the potential sanctions applicable on the basis the charge is made out;
- d) the proposed sanction(s) for the commission of the charge;
- e) matters relating to provisional suspension described in Regulation B)7 below;
- f) the Official's entitlement to respond to the Notice of Charge within 10 days of receipt of the notice in one of the following ways;
  - i. to admit the charge(s), and accede to the sanctions specified in the Notice of Charge;
  - ii. to admit the charge(s), but to dispute and/or seek to mitigate the sanctions specified in the Notice of Charge, and to have the Disciplinary Panel determine the sanctions at a hearing; or
  - iii. to deny the charge(s), and to have the Disciplinary Panel determine the charge and (if the charge is upheld) any sanctions, at a hearing; and
- g) that in the event the Official wishes to exercise his/her/their right to a hearing before the Disciplinary Panel, that the Official shall also state how he/she/they responds to the Notice of Charge and explain (in summary form) the basis for such response.

Where the Officiating Representative determines that there is no case to answer under the Code, no further action will be taken against the Official concerned, who will be notified accordingly. A decision that there is no case to answer under the Code shall have no bearing on any investigation or proceeding under the Tennis Anti-Corruption Program, the Tennis Anti-Doping Programme, or the Governing Body Rules.

6. In the event that no response to the Notice of Charge is received by the specified deadline, the Official will be deemed to have admitted the charge(s), and to have acceded to sanctions specified in the Notice of Charge.

7. The Officiating Representative may provisionally suspend an Official's certification with immediate effect on such terms and conditions as the Officiating Representative considers appropriate at any point from receipt of an allegation of a breach of this Code up to the issuance of a decision, where he/she/they considers, in his/her/their sole discretion, that: (a) the Official has failed to cooperate with an investigation; (b) in the absence of a provisional suspension, the integrity and/or reputation of the sport could otherwise be seriously undermined and the harm resulting from the absence of a provisional suspension outweighs the hardship of the provisional suspension on the Official; and/or (c) a provisional suspension is necessary to allow the conduct of any investigation by the Officiating Representative, another sporting regulator or an external law enforcement agency to proceed unimpeded. A provisional suspension shall remain in force unless or until: (i) the Officiating Representative determines that an Official who was provisionally suspended for failure to cooperate with an investigation subsequently cooperates; (ii) the Officiating Representative determines that the Official will not be charged with a Code breach; (iii) on application by the Official pursuant to Regulation B)8, the Disciplinary Panel overturns a provisional suspension imposed by the Officiating Representative; (iv) the Disciplinary Panel issues a Decision including the sanction (if any) in the Official's case; (v) 90 calendar days have passed since the later of the imposition of a provisional suspension by the Officiating Representative or the dismissal of an appeal against the imposition of a provisional suspension unless the Officiating Representative determines that the provisional suspension remains justified in light of the foregoing considerations in Regulation B)7(a)-(c); or (vi) the Officiating Representative otherwise determines that the provisional suspension shall be lifted or varied having regard to the prevailing circumstances in light of the foregoing considerations in Regulation B)7(a)-(c).

8. If the Officiating Representative elects to impose a provisional suspension, he/she/they shall notify the Official concerned and, if already appointed, the Disciplinary Panel of the provisional suspension, and also notify the Governing Bodies, those member National Associations and/or other tennis organisations as are deemed necessary for the purpose of enforcement. Within 10 days of receipt of a written notice of a provisional suspension, the Official may apply in writing to have that provisional suspension lifted or varied, stating the reason(s) for the application. Where a Disciplinary Panel has already been appointed, the application must be made to the Disciplinary Panel. If no Disciplinary Panel has yet been appointed, the application should be made to the Officiating Representative, who will then take steps to establish a Disciplinary Panel as soon as practicable in order to determine the application. The decision of the Disciplinary Panel on that application will be final and binding. All parties irrevocably waive any right to any form of appeal, review, or recourse by or in any court of judicial authority in respect of such decision. If the Disciplinary Panel vacates or varies the provisional suspension, the Officiating Representative will promptly notify the Governing Bodies and any other National Associations and/or other tennis organisations that were originally notified of the provisional suspension, that the suspension has been vacated or varied. If an application against a provisional suspension is upheld, the Officiating Representative cannot later impose a provisional suspension against the Official unless there is new, relevant evidence or considerations that justify the imposition of a further provisional suspension pursuant to Regulation B)7. In the

event that a further provisional suspension is imposed, the Official may apply, pursuant to this Regulation B)8, to have the further provisional suspension lifted or varied.

### C) Hearings before the Disciplinary Panel

1. The Disciplinary Panel shall have the power to regulate its own procedure, including (without limitation) the power:

- a) to rule on its own jurisdiction;
- b) to extend or vary any time limit set out in this Code;
- c) to make appropriate directions (in advance of the hearing and/or the start of or during the hearing) with respect to the conduct of proceedings before it, provided always that no directions may be issued that override or conflict with any express provisions of this Code;
- d) expedite, adjourn or postpone proceedings as it sees fit;
- e) to consolidate a matter with any other matter (and/or order concurrent hearings) where the proceedings arise out of the same incident or set of facts, or where there is a clear link between separate incidents;
- f) if necessary or appropriate, to appoint expert(s) to provide specialist advice (including legal advice) to the Disciplinary Panel;
- g) to direct that the case be determined in whole or part in-person or remotely;
- h) to request persons or entities under the jurisdiction of a Governing Body to (i) provide any relevant information and/or documents in their possession, custody or control; and/or (ii) to appear at any hearing as a witness;
- i) to stay its own proceedings pending the outcome of an investigation and/or proceedings being conducted by the ITIA, a Governing Body, another sporting regulator, or an external law enforcement agency or equivalent regulator; and
- j) to proceed in the absence of a party at a hearing before the Disciplinary Panel, provided that the Disciplinary Panel is satisfied that the party received notice of the hearing (and in such circumstances the Disciplinary Panel will have discretion, where good cause is shown, to consider written submissions by or on behalf of such party and/or to adjourn the proceedings to a date when the party is able to attend).

2. The Officiating Representative shall provide the Disciplinary Panel with a copy of the evidence and submissions on which he/she/they and the Official concerned seek to rely.

3. In all proceedings before a Disciplinary Panel:

- a) The Disciplinary Panel shall determine whether a breach of this Code has been committed on the basis of written submissions and documentary evidence, except where the Disciplinary Panel determines that an in-person or remote hearing is necessary or the Official requests an in-person or remote hearing. Any hearings will be conducted on a private and confidential basis, attended only by the parties to the proceedings and their representatives and witnesses (save that the outcome of the proceedings or the decision of the Disciplinary Panel may be published if a Governing Body sees fit).
- b) The burden shall be on the Officiating Representative to prove a breach of the Code on the balance of probabilities. The decision of the Disciplinary Panel

will be by majority vote (with the Chair having a casting vote in the event of a tie).

- c) Facts may be established by any reliable means. It shall be for the Disciplinary Panel to decide what weight to put on evidence that is put before it.
- d) Each party shall be given due notice of the case that is made against him/her/them and a fair opportunity to address that case, including an opportunity to present evidence and to challenge any evidence that is offered against him/her/them.
- e) The non-attendance of any party at a hearing of which due notice was given will not prevent the Disciplinary Panel from proceeding with the hearing in that party's absence, whether or not written submissions have been made by or on behalf of that party.
- f) Where a party considers that an urgent decision is required in respect of a particular matter, that urgency shall be communicated to the Disciplinary Panel at the earliest opportunity, together with an explanation of the reasons for the urgency. It shall be for the Disciplinary Panel to decide whether the matter will be progressed urgently, and as to whether any interim ruling should be made pending a final ruling in the matter.
- g) Where a breach of the Code is admitted or found to have been committed, the Disciplinary Panel may impose the sanction for such breach that it considers just and proportionate in all of the circumstances of the case. Such sanction (which may in the Disciplinary Panel's discretion be suspended in whole or in part for a specified period, and vacated at the end of such period if there have been no further breaches in the interim) may include: (i) reprimand and warning as to future conduct; (ii) suspension of certification for a limited period; (iii) permanent suspension of certification; and (iv) withdrawal of access to and accreditation for any tennis event organised, authorised or sanctioned by the Governing Bodies or by any National Association. In the event the Disciplinary Panel imposes a suspension of certification for a limited period, the Disciplinary Panel shall also determine whether the Official's certification will be reinstated, demoted, or withdrawn upon completion of the period of suspension.
- h) The Disciplinary Panel may refer any allegation and/or any information or documents received during the course of its business to the ITIA, a Governing Body, another sporting regulator, or an external law enforcement agency and/or equivalent regulator where it considers it appropriate to do so.
- i) All proceedings will be conducted in English. Any party wishing to rely on materials written in a language other than English must produce certified English translations of such materials at that party's own cost (unless the Disciplinary Panel determines otherwise). Any party wishing to speak in a language other than English must pay for independent simultaneous translation.
- j) English law shall govern.
- k) The Disciplinary Panel will issue a reasoned decision in writing. Where a matter is urgent, the Disciplinary Panel may first report the decision orally or in summary, with written reasons to follow as soon as practicable thereafter.



- 1) The Disciplinary Panel's decision shall be final and binding on all parties, subject only to the rights of appeal set out in Regulation D) below. The decision shall be provided to the Official, the Officiating Representative, the Governing Bodies, the Official's National Association, and any other tennis organisation it considers appropriate. The Disciplinary Panel's decision will state, or the Officiating Representative will otherwise provide to the Official, contact details for all parties with a right to appeal the decision in accordance with Regulation D)1 below.
4. Any decision of the Disciplinary Panel imposed on the basis of a conviction of, or a plea of guilty or no contest to, a criminal charge or indictment for any offence in any jurisdiction as set out in Regulation A)10 of this Code, and/or (b) any facts established by a decision of a court or professional disciplinary tribunal of competent jurisdiction that is not the subject of a pending appeal shall be final and binding and not subject to appeal.

#### D) Appeals

1. Decisions of Disciplinary Panels may only be challenged by way of appeal to the Appeal Panel. The appeal may only be brought by one of the following persons, and must be filed with the Appeal Panel no later than twenty-one (21) days after the receipt of the Disciplinary Panel's written reasoned decision:

- a) the Official;
- b) the Officiating Representative; and
- c) a Governing Body

(in each case, the "Appellant").

2. The notice of appeal must:

- a) specify which of the following ground(s) of appeal the Appellant seeks to rely on:
  - i. Irrationality (e.g. the decision being outside the range of what a reasonable person may decide).
  - ii. Procedural impropriety (e.g. the procedure that was followed in reaching the decision was so unfair as to be contrary to natural justice).
  - iii. Error of law (e.g. that the decision was based on an error of law)
  - iv. That the sanction was unduly lenient or excessive.
- b) state clearly which part(s) of the decision (i.e. the finding(s) and/or sanction imposed by the Disciplinary Panel) is being appealed; and
- c) provide a summary of the facts and arguments said to support the appeal.

3. Where the Appellant fails to specify which part(s) of the decision is being appealed, the Appeal Panel shall require the Appellant to clarify which part(s) of the decision is/are being appealed and provide the Respondent with an opportunity to respond prior to determining the subject matter of the appeal.

4. Save where they are contradicted or pre-empted by provisions of this Regulation D), the provisions of Regulation C) shall apply to proceedings before the Appeal Panel, *mutatis mutandis* (i.e. with any amendments deemed to have been made that are necessary to take account of the different context).

5. The decision being appealed will remain in full force and effect pending any determination of the appeal unless the Appeal Panel orders otherwise.

6. In all cases that do not fall within Regulation D)7 below, an appeal to the Appeal Panel shall not take the form of a *de novo* hearing but instead shall be limited to consideration of whether the decision being appealed was erroneous by reference to one of the stated grounds of appeal. Without limitation, a decision may be erroneous if any imposed sanction is unduly lenient or excessive.

7. In exceptional circumstances and where required in order to do justice (for example to cure procedural errors in the original proceedings), appeals to the Appeal Panel may take the form of a rehearing *de novo* of the issues raised in the proceedings, i.e. the Appeal Panel shall hear the matter over again, from the beginning, without being bound in any way by the decision being appealed. Where it sees fit, however, the Appeal Panel may remit the matter to the Disciplinary Panel for re-hearing.

8. Decisions of the Appeal Panel shall be final and binding on all parties. No further right of appeal shall apply to them. All parties irrevocably waive any right to any form of appeal, review or recourse by or in any court of judicial authority in respect of such decisions, insofar as such waiver may validly be made. Without prejudice to the foregoing, any challenge to or claim in respect of a decision of the Appeal Panel resolving an appeal shall be submitted to the exclusive jurisdiction of the English courts, applying English law.

#### E) Miscellaneous

1. Except as set forth in Section X, any sanction imposed under this Code shall automatically be recognised and enforced by all National Associations and any other tennis organisation.

2. For the purpose of this Code, the Officiating Representative shall be identified as follows:

- a) for cases involving Officials other than Bronze, Silver and Gold Badge Officials, the Officiating Representative shall be the ITF Head of Officiating or their nominated designee; and
- b) for cases involving Bronze, Silver and Gold Badge Officials, (i) where the alleged breach occurred while the relevant Official was working at a particular Tennis Event (i.e., at any time during the period that the Tennis Event at which the Official was working was ongoing, but not solely while the Official was on-site at that Tennis Event and matches were being played), the relevant Officiating Representative shall be the person so nominated by the sanctioning Governing Body of the relevant Tennis Event (which may be a single person who usually performs that role, or an alternative for a specific case, as the Governing Body sees fit); and (ii) where the alleged breach occurred at any other time, the appropriate Officiating Representative shall be agreed by the Governing Bodies' Officiating Representatives.

3. For the purpose of this Code:

- a) for cases involving Officials other than Bronze, Silver and Gold Badge Officials, the Disciplinary Panel will comprise the ITF Internal Adjudication Panel and the Appeal Panel will comprise the ITF Independent Tribunal, in each case appointed pursuant to the rules of the ITF Internal Adjudication Panel and the ITF Independent Tribunal respectively. For the avoidance of doubt, in circumstances where the ITF Head of Officiating is the Officiating

Representative responsible for submitting a Notice of Charge against an Official, the ITF Head of Officiating will not sit on the relevant Disciplinary Panel; and

- b) for cases involving Bronze, Silver and Gold Badge Officials, the Disciplinary Panel will comprise four (4) individuals, nominated by the Governing Bodies none of whom shall be the Officiating Representative responsible for submitting a Notice of Charge against an Official. Those persons shall between them choose one of them to chair the Disciplinary Panel. The Appeal Panel shall comprise of three (3) individuals appointed by the Executive Director of Sport Resolutions (UK) Limited.

4. Minor practical or technical points will not serve to invalidate the procedure or any decisions or findings made under this Code, so long as the principles of natural justice and fairness are not infringed.

5. If any part of this Code is ruled to be invalid, unenforceable or illegal for any reason, that part will be deemed deleted, and the rest of the Code will remain in full force and effect.

6. In the event that any incident or other matter occurs that is not provided for in this Code (whether it relates to conduct, jurisdiction, investigation, procedure, sanction or otherwise), then the Governing Bodies' Officiating Representatives, a Disciplinary Panel or an Appeal Panel (as appropriate) may take such action as considered appropriate in the circumstances, taking into account the specific circumstances of the individual case and the principles of natural justice and fairness.

#### F) Governing Law

1. These Duties and Procedures and any dispute arising out of or in connection with them (including any dispute or claim relating to non-contractual obligations) shall be governed by and construed in accordance with English law, without regard to the conflict of law principles thereof.

2. The Official agrees to submit any disputes or claims or other matters arising in relation to these Duties and Procedures (including any non-contractual disputes or claims) to the resolution of disputes process provided for under the Code to the exclusion of any other forum.

3. The foregoing shall not apply to any disputes or claims (including any contractual or non-contractual disputes or claims) in relation to Governing Body Rules, the Tennis Anti-Doping Programme, and the Tennis Anti-Corruption Program as applicable.

#### G) Reciprocity

1. The Officiating Representative(s) reserves the right to ask the Disciplinary Panel to affirm, adopt, modify, or reject a suspension or other sanction issued against an Official by a Governing Body or other relevant tennis organization pursuant to another disciplinary process, (for example an ITF member National Association) such that it applies to certification and/or accreditation for any, all or specific tennis events organised, authorised or sanctioned by the Governing Bodies.

2. Each Governing Body, as relevant, shall have the sole discretion whether to recognise and enforce any decision under this Code and to affirm, adopt, or extend a suspension or other sanction issued under this Code.