



Club Code of Conduct

S.E.A. Dragons Esports

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Approval status: Approved

1. Purpose and application

This Code sets out the standards expected of everyone representing S.E.A. Dragons, including players, coaches, analysts, managers, staff and volunteers. It applies during club activities, competitions, events and relevant online communications.

We want a competitive, enjoyable and respectful environment. The Code should be followed in both its wording and its spirit. Reasonable judgement may be used in day-to-day situations, but it cannot override safeguarding responsibilities, the law or tournament rules.

2. Conduct and sportsmanship

Members must treat teammates, staff, opponents, tournament officials and others with respect. Friendly banter, humour and occasional swearing are acceptable where appropriate; bullying, discrimination, intimidation, threats and targeted or repeated personal abuse are not.

Abuse of tournament officials, administrators, opponents or event staff is not tolerated.

Disagreements about rulings must be raised calmly through the proper channels. This applies in matches, voice chat, direct messages and on social media. Members should show good sportsmanship in both victory and defeat.

Coaches and staff are expected to set an example, give feedback constructively, apply expectations fairly and never misuse their position.

3. Fair play, rules and betting

Everyone must follow the rules, eligibility requirements and instructions of the competitions they enter. Cheating, unauthorised software, prohibited exploits, account impersonation, collusion, match-fixing and deliberate manipulation of results are forbidden. Ask a coach or tournament organiser before acting if a rule is unclear.

Members must not bet, directly or through someone else, on any match or competition involving S.E.A. Dragons or in which they have a direct club-related involvement. They must not use or share confidential team information for betting. Any approach concerning match-fixing or suspicious betting must be reported promptly to club management. Wider tournament and legal restrictions also apply.



4. Attendance and team responsibilities

Players must meet the formal training, match and meeting expectations set by their roster management. Schedules and attendance requirements should be communicated clearly. Players are expected to be punctual, prepared and to give as much notice as reasonably possible of any absence.

Education, work, health, family and other personal commitments will be considered fairly. Repeated unexplained absence, lateness or failure to meet agreed commitments may lead to a roster review. Coaches should normally discuss concerns with the player before escalating them.

5. Communication, privacy and club information

Members must use club channels and social media responsibly. They must not harass others, share personal information without authority, encourage online abuse or claim to speak for the Club without permission. Official communications must follow the Social Media & Communications Policy.

Internal plans, contracts, recruitment discussions and other non-public information should be handled responsibly. Senior leadership may determine confidentiality case by case; where uncertain, ask before sharing. Confidentiality never prevents a lawful disclosure or a safeguarding or misconduct report to an appropriate person or authority.

Members must not enter agreements, incur liabilities or make commitments on the Club's behalf without authorisation. Relevant conflicts of interest should be disclosed.

6. Safeguarding and welfare

The safety and welfare of members take priority over results. Everyone must follow the Club's Safeguarding & Welfare Policy, including rules for younger players, appropriate communications and reporting concerns. Safeguarding matters are handled under that policy rather than solely through ordinary discipline.

Head of Safeguarding & Player Welfare: Heather Greer. Normal reports: safeguarding@sea-dragons.com (shared safeguarding mailbox). For sensitive matters or concerns involving the General Manager, contact Heather privately at heatherg@sea-dragons.com. For concerns involving Heather, contact patrykb@sea-dragons.com. Do not copy a person who is the subject of the concern. Where both are implicated, follow the independent or external reporting routes in the Safeguarding & Welfare Policy.



7. Concerns and disciplinary action

Minor issues should normally be addressed through conversation and, where necessary, a warning and an opportunity to improve. Serious or repeated breaches may result in a written warning, temporary restriction or suspension, removal from a roster, or removal from the Club.

Suspension or removal will normally follow prior warnings, except where serious misconduct or immediate welfare, safety or integrity concerns justify protective action. The Club will consider the evidence, the circumstances and proportionality. A person facing an allegation should ordinarily have a reasonable opportunity to respond before a final decision.

The General Manager normally decides disciplinary matters, consulting senior leadership where appropriate and notifying them of significant decisions. No one should decide a complaint about their own conduct. Affected members may request a review by an uninvolved senior leadership member where practicable. Safeguarding referrals and applicable legal or contractual obligations take precedence.

8. Responsibility and review

Members are responsible for reading and following this Code. The General Manager oversees its application with senior leadership. Situations not specifically covered will be considered fairly against the principles above and any other relevant club policy. Changes will be communicated to affected members.