

# Ipswich Touch Association RULES OF COMPETITION & BY-LAWS TEENS COMPETITION

Location(s): Jim Finimore Oval, Old Toowoomba Road, Leichardt

Competition Dates: Term 4, 2025

Term 4 – 2025		
Nominations Open	16 <sup>th</sup> August, 2025	
Nominations Close	28th September, 2025	
Round 1	6 <sup>th</sup> & 8 <sup>th</sup> October, 2025	
Grand Finals/Last Round	1 <sup>st</sup> & 3 <sup>rd</sup> December, 2025	
Wash Out Games	TBA	
Monday Nights	Teen Girls	
Wednesday Night	Teen Boys	



# **Table of Contents**

SECTION 1: INTRODUCTION	
1.0 Purpose	4
2.0 Application of Competition Rules & By-Laws	4
SECTION 2: COMEPTITION STRUCTURE	
1.0 General Information	4
1.1 Competition Format	
2.0 Finals	4
2.1 Finals Format	
3.0 Determination of Competition Points	5
SECTION 3: COMMENCEMENT OF THE COMPETITION	
1.0 Nominations	5
2.0 Fees	5
3.0 Team Structure	6
4.0 Grading	6
4.1 Novice Divisions	
5.0 Team Uniform	6
5.1 Playing Shirt	
5.2 Playing Shirt Numbers	
5.3 Playing Footwear	
6.0 Competition Draw	7
7.0 Responsibilities	7
SECTION 4: PLAYER REGISTRATION AND ELIGIBILITY	
	0
1.0 Player Registration	8
2.0 Eligibility	8
2.1 Junior Eligibility	
2.2 Teens Eligibility	
2.3 Senior Eligibility	
2.4 Finals Qualifications	_
3.0 Restricted Players	8
4.0 Exemptions	9

9





SECTION 5: COMPETITION REQUIREMENTS	
1.0 Substitutions and Interchange (Sub Boxes)	9
2.0 Game Sign-On Sheet/ Score Card & Game Results	9
3.0 Game Ball	10
SECTION 6: PLAYING THE GAME	
1.0 Rules of the Game	10
2.0 Timing Regulations/ Game Time	10
3.0 Referees/ Match Officials	10
SECTION 7: WITHDRAWALS, FORFEITS & DISQUALIFICATIONS	
1.0 Withdrawals	11
2.0 Delays (Late Starts) & Forfeits	11
3.0 Game Rescheduled	11
3.1 Changes to the Draw	
3.2 Games Rescheduled on Game Day	
4.0 Disqualifications	12
SECTION 8: GENERAL	
1.0 Penalty for Non-compliance	12
2.0 Complaints, Protests & Appeals	13
3.0 Awards/ Prizes	13
4.0 Force Majeure	13
BY-LAWS	
Injuries, Health & Safety	14
Reports, Tribunals and Conduct	15







# **Rules of Competition**

### **SECTION 1: INTRODUCTION**

# 1.0 Purpose

 The aim of these Competition Rules and By-Laws is to provide all stakeholders with a clear and concise framework under which competitions are conducted by Ipswich Touch Association.

### 2.0 Application of Competition Rules and By-Laws

- Games will be played and refereed under the official Touch Football Australia (TFA) 8th Edition Playing Rules.
- ii. Alterations to the official TFA 8th Edition Playing Rules, to suit Ipswich Touch Association competitions, are specified in these Competition Rules and By-Laws, and the attached Appendices.
- iii. Where there is a difference between the official TFA 8th Edition Playing Rules and these Ipswich Touch Association Competition Rules and By-Laws, unless stated in this document, the Ipswich Touch Association Competition Rules and By-Laws will apply.
- iv. Any rule change will be communicated to Officials and Participants in a timely manner prior to implementation.

### **SECTION 2: COMPETITION STRUCTURE**

### 1.0 General Information

- i. These Regulations shall apply to all Ipswich Touch Association fixtures.
- ii. Ipswich Touch Association competitions shall comprise of Womens (A/B/Social); Mixed (A/B/C/Social) and Mens (A/B/C/D) grade competitions, pending team nominations.

### 1.1 Competition Format:

- o A round robin format will be used for preliminary games.
- Where pools are required, cross-over semi-finals will be played.

### 2.0 Finals

- After the conclusion of all competition round games, all divisions in the competition will have a finals series.
- ii. Eligibility for finals will be determined with reference to the ranking of each team on the competition points table.

### 2.1 Finals Format:

- Teams placed in the top four (4) places in any division (after all games are played and adjustments made) will take place in the finals series for that division.
- Positions for the finals will be determined by;
   Teams with the highest points at the completion of round games







If points are equal – For and against is consulted

If for and against are equal – Percentage of wins is consulted

If that is equal – Results and scores from round games against each other are reviewed

If drawn – Drop Off

- o All players playing in the finals series must qualify under Eligibility guidelines as outlined.
- The format will be dependent on the number of teams per division.
- o Drop Offs will be played for all finals matches where required.
- iii. In the event of extreme weather throughout the season and/or during the finals round, the finals format may need to be altered. The executive committee will make decisions as required in these events and communicate these decisions with team managers/coaches.

### 3.0 Determination of Competition points

i. The competition will be judged on a points system. General competition points are awarded as follows;

a.	Win	3 points
b.	Bye	3 points
C.	Loss	1 point
d.	Draw	2 points
e.	Loss by Forfeit (notice)	0 points
f.	Loss by Forfeit (no notice)	-4 points
g.	Win by Forfeit	3 points

### **SECTION 3: COMMENCEMENT OF THE COMPETITION**

### 1.0 Nominations

- i. Senior teams must nominate via the POWR platform, prior to the nominated cut-off date.
- ii. By nominating, teams agree to abide by the Conditions of Entry.
  - As of Season 2, 2025, teams must supply a representative to sideline referee when scheduled by ITA. This will occur 1 – 3 times throughout a season. Refer to Section 6 – 3.0 Referees/ Match Officials.
- iii. Late nominations will only be accepted at the discretion of the Competition Coordinator and will be dependent on teams already nominated.

### 2.0 Fees

- i. Each player nominated for the competition must pay the appropriate Team Fees. They are as follows;
  - a. Senior Player Fee is \$100 per season / competition, paid online via My Sideline
  - b. Junior Player Fee is \$50 per player / Skills Development Clinic as well as \$70 per player / season, paid online via My Sideline
  - c. All players are required to pay a Touch Football Australia (TFA) National Membership fee of \$22 annually (1st July each year)







- d. All players are required to pay a Qld Touch Football (QTF) Membership fee of \$30 annually (1st July each year)
- ii. It is the responsibility of each individual player to pay the TFA & QTF membership fees.
- iii. It is the responsibility of each individual player to pay their individual fees.
- iv. All Player Fees must be paid by Rd 1 of the competition via My Sideline.
- v. All players that have not paid their fees by Round 1 of the competition will be considered 'unfinancial and uninsured' until all fees are paid. As a result of being classified as an 'unfinancial player,' they are ineligible to compete in any TFA affiliated competition until all outstanding debts are paid.

### 3.0 Team Structure

- i. The structure of each team must comply with the Rule 5 of the TFA 8th Edition Playing Rules, unless these Regulations state otherwise.
- ii. A maximum of 6 players per team may be on the field at any one time during all Seniors games. In a mixed competition, a team must have a minimum of 1 male / maximum of 3 males; and at least 1 female player on the field at all times.
- iii. A minimum of 10 registered players is required for a team to be included in the competition.
- iv. A maximum total number of players that can play for a team during one competition game is 14.

### 4.0 Grading

- i. Teams or individuals must make every effort to nominate in the correct grade.
- ii. Pre-season games are used as an opportunity for Ipswich Touch Association to grade teams. Results from pre-season games do not contribute to the Competition Ladder for the season. Ipswich Touch Association reserves the right to use discretion when finalising the grading of teams prior to the start of the season.
- iii. In the interest of fair competition, Ipswich Touch Association reserves the right to, at any point during the season, refuse or alter a team nomination, or re-grade a team, in consultation with the team concerned.

### 5.0 Team Uniform

- i. Each Team entering the Ipswich Touch Association competition is required to wear a uniform. No person, including opposing team captains, a Referee, or Ground Controller may waive the requirement for players to comply with the player uniform Regulations set out within these Regulations.
- ii. Strict penalties will be imposed for all teams not wearing the correct uniform by week 4 of the competition, without consultation with and approval from an ITA representative.

### 5.1 Playing Shirt:

- Each player taking the field must wear a uniform representative of his/her Team.
- Playing shirts must bear an exclusive number.
- Where a uniform violation is identified, the opposition team may receive 1 touchdown for each non-complying player, up to a maximum of 5 touchdowns.







### 5.2 Playing Shirt Numbers:

- The number displayed on a player's playing shirt will be their team player number.
- A player's team player number must correspond with the team player number printed on the relevant Sign-On Sheet by, or on behalf of, the player and provided to the Ipswich Touch Association competition coordinator.
- Team player numbers must be;
  - a) At least 16cm in height
  - b) 1 or 2 digits
  - c) Placed on the rear of the jersey
  - d) In a contrasting colour to the colour of the team playing shirts
  - e) And legible to a Referee
- Shirts that have numbers taped on or drawn on will not be accepted.

### 5.3 Playing Footwear:

- A player must wear approved sports shoes at all times whilst on the field during a competition game.
- Football boots with screw-in studs are not permitted.
- A Referee may refuse to allow a player to wear the shoes he/she is wearing if the Referee considers the shoes put the safety of players at risk.

### 6.0 Competition Draw

- i. Competition Management will prepare a schedule of games (draw/fixtures) for each grades' competition and these shall be published on the <u>Search Touch Football Australia</u> and / or <u>www.ipswichtouch.com</u>
- ii. The Competition Coordinator may approve an alteration in the draw where circumstances require.

### 7.0 Responsibilities

- i. It is the responsibility of the Team and its delegate/team contact to ensure:
  - a. Its players are eligible
  - b. Its players have paid the competition fees
  - c. Its players, officials and associated spectators comply with the Code of Conduct at all times and are aware of the Responsibility Code
  - d. Its players comply with all uniform requirements
  - e. Its players are aware of the TFA 8th Edition Playing Rules
  - f. The Sign-On Sheet is signed prior to the beginning of the game / at the end of the game by all players to comply with National Insurance Scheme
- ii. Each player is responsible for:
  - a. Ensuring he/she is aware of and complies with the TFA 8th Edition Playing Rules.
  - b. Ensuring they sign their name and correct player number on the Sign-On Sheet for the game.
  - c. Ensuring their individual fees are paid prior to taking the field.







### SECTION 4: PLAYER REGISTRATION AND ELIGIBILITY

### 1.0 Player Registration

- i. Players must be registered through the Ipswich Touch Association Online Registration system, via My Sideline. Until a player is registered, they are not eligible to play in Ipswich Touch Association competitions.
- ii. Each team is allowed to register maximum of 20 players.
- iii. Minimum 10 players have to be registered online before the second round of competition.
  - a. If 10 players are not registered by round 1, an invoice will be issued to the team for the amount short of the required number of players.
- iv. New permanent players (not 'fill-ins') may be added to a team at any stage throughout the regular season but must be registered with that team prior to taking the field. This ensures that insurance and legal requirements are met. These new players may or may not be eligible to play in finals matches. This is determined by when the player registers with the team and the number of regular-round games they sign on for.
- v. A player may not register or play in more than one team on the same night of competition.
- vi. Unregistered players are not permitted to take part in any scheduled game. Any team that plays an unregistered player will be disqualified.

### 2.0 Eligibility

- 2.1 Junior Eligibility
- 2.2 Teens Eligibility
- 2.3 Seniors Eligibility

### 2.4 Finals Qualifications

- Players must play at least 5 competition round games to qualify for any finals series. This can be changed at the discretion of Ipswich Touch Association.
- Players must 'Sign-On' correctly in accordance with Registrations Regulations to have a competition round game recorded and added to their game tally.
- If a team receives a forfeit victory at any stage throughout the competition round game period, any players registered at the time of the forfeit will receive a game credited to their game tally.
- Rained out/cancelled games will be classed as a game and any players registered at the time
  of the cancelled game will receive a game credited to their game tally.
- If it is found that a player has participated in a finals game and has not been recorded as having played 5 competition round games, the team they played for will forfeit the game and will no longer be eligible to play in the finals series.

### 3.0 Fill In Players

- i. All players who take the field must be registered either as a player or a fill in player.
- ii. Registered players can be used from other competitions to fill in for teams.







- These fill-in players can only play in a competition higher than or equal to the competition they
  are registered in, unless approved by the Competition Coordinator prior to the game. For
  example, a player registered in a B Grade Ladies team can fill in for A Grade Ladies, B Grade
  Mixed, or A Grade Mixed.
- iii. Players registered as a Fill In Player can play a maximum of 3 games (in total regardless of which team/comp they fill in for). After 3 games the player must register for a team.
- iv. There is no competition fee charged for 'Fill In' players, but if this is their first season playing, there will be the Membership fee of \$52 payable (\$22 TFA Membership fee & \$30 QTF Membership fee).
- v. Fill In Players must be written on the scorecard. What team the player is registered in must be written beside the player's name

### 4.0 Exemptions

Applications for exemptions for finals qualifications, the ability to play for two teams in the same season, or for junior players to play in a senior competition, should be directed to the competition coordinator. Ipswich Touch Association reserves the right to accept or reject applications.

### **SECTION 5: COMPETITION REQUIREMENTS**

### 1.0 Substitutions & Interchange (Sub Boxes)

- i. All substitutions must occur as per Rule 5 of the TFA 8th Edition Playing Rules.
- ii. The only people allowed in the Player (Sub) Boxes are the 14 players participating in the game, the Coach, Assistant Coach, Sports Trainer, Manager and non-playing team members (that are registered).That is a maximum of 20 people.
- iii. All persons in the sub box must be wearing closed in footwear.

### 2.0 Game Sign-On Sheet/ Score Card & Game Results

- i. All players must sign the Sign-On Sheet, as well as writing their playing number.
- ii. If a player does not appear on the Sign-On Sheet, they must add their name to the sign on sheet. Player names must include a First Name and Surname and be written legibly.
- iii. If a player's signature or playing number is not on the Sign-On Sheet at the end of the game, they will be deemed to have not played in the game, with no avenue for appeal.
- iv. Teams found guilty of fraudulently signing on players will have any matches where the fraud occurred deemed as forfeited loss, with no accrual of games for finals purposes for any players.
- v. Players must have registered online to play.
- vi. Teams that have not had players register online will have their games recorded as a forfeit. If both teams have players that are not registered, the game will be recorded as a double forfeit with neither team receiving any points.
- vii. At the conclusion of the game, the Team Delegate/ and or Captain must sign the bottom of the Sign-On Sheet to acknowledge it is correct.







- viii. Each Team Captain must sign the Referee Score Card / Sign-On Sheet at the conclusion of the competition game, unless they disagree with the score recorded, players sent off, uniform penalties and/or any other factor which may influence the game result.
- ix. If a Team Captain disagrees with the score, they must not sign the Referee Score Card and lodge a
   Protest in accordance with these Regulations within 20 minutes of the conclusion of the game.
- x. If a Protest is not lodged within 20 minutes of the conclusion of the game, the score which is indicated on the Referee Score Card will stand.

### 3.0 Game Ball

i. All teams must use the official Touch Football Australia match ball provided in all games. If one is not provided, it is the responsibility of either participating team to supply a suitable game ball.

### SECTION 6: PLAYING THE GAME

### 1.0 Rules of the Game

i. The Ipswich Touch Association competition and all competition games will be played, administered, and governed by the TFA 8th Edition Playing Rules.

### 2.0 Timing Regulations/ Game Time

- i. Subject to the various TFA Policies such as the Extreme Heat Guidelines, Electrical Storm and Wet Weather Guidelines, and Air Quality Guidelines, competition games will ordinarily consist of two 20 minute halves with a 5 minute half time break.
- ii. The commencement and recommencement of play in competition games will be initiated by the Competition Coordinator.
- iii. The Referee will start and finish the game by the sound of a whistle.
- iv. Any disruption to a game will be managed under the appropriate Policy.

### 3.0 Referees/ Match Officials

- i. The Competition Coordinator will appoint a minimum of 1 Referee for each competition game.
- ii. Where, for whatever reason, appointed referees are not available for a game, each team is required to be able to supply 1 competent referee for either a full game or half a game depending on the circumstances, or until such time as appointed referee(s) are available.
- iii. An appointed Referee is the sole person who has the power to discipline a player, official or spectator during a game.
- iv. A Referee may discipline a player by:
  - a. A warning
  - b. A direction to the player to substitute (forced sub)
  - c. A direction to the player to leave the field for a period of time (sin bin)
  - d. A direction to the player to leave the field for the remainder of the competition game (send-off).
- v. Teams are required to supply a sideline referee occasionally (1-3 times) throughout the season, as scheduled by the Competition Coordinator.







- a. This is an unpaid role and forms part of every team's condition of entry.
- b. The team representative must not be someone who already referees at Ipswich Touch Association.
- c. If a team fails to provide a sideline referee when rostered, loss of competition points for that round may apply.
- d. The sideline referee will not be responsible for officiating on the field, but will assist the on-field referee/s with decisions including forward passes, the clearing or disputing of tries being awarded, offside positioning, etc.

### SECTION 7: WITHDRAWALS, FORFEITS AND DISQUALIFICATIONS

### 1.0 Withdrawals

 Where a team is disqualified or withdrawn from competition after final copies of the draw have been completed, all registration fees and bonds received will be retained by Ipswich Touch Association and a fine may be imposed.

### 2.0 Delays (Late Starts) & Forfeits

- i. If a Team is not ready to take the field by the time the siren signals the start of the game (assuming the other team is present), the following actions will be taken by the Referee:
- ii. One 1 touchdown is to be awarded for every 2 minutes the team is unable to take the field (minimum of 4 players)
- iii. If a team is later than 10 minutes, the game is to be declared a forfeit in favor of the team that is present.
- iv. If a Team receives a forfeit, they will receive 3 competition points (5-0 score line) and have all their registered players receive credits for 'playing' for finals qualification.
- v. Teams who forfeit games giving more than 12 hours notice before the scheduled start time of the game will receive no points.
- vi. Teams who forfeit less than 12 hours prior to the game start time will lose 4 competition points.
- vii. Any team that forfeits without notice on a total of 2 separate occasions may be removed from the competition at the discretion of the Ipswich Touch Association Competition Coordinator with no refund of playing fees.

### 3.0 Game Rescheduled

- i. Where a Team knows they will be unavailable on a particular date(s), they should make this known prior to the draws being made and the Competition Coordinator shall try to make necessary changes to accommodate.
- ii. After the draws have been released, the Competition Coordinator may approve the rescheduling of any games if the reasons are substantial. The Team requesting the change must provide evidence to demonstrate that the game could not otherwise be played by using players from other grades.







- iii. The Rescheduled game(s) may be played prior to the originally scheduled date and must be played prior to the completion of the regular round games for the competition.
- iv. A team may reschedule no more than 2 games per competition and no games in any finals series may be rescheduled.
- v. Once a change has been agreed by both teams and approved by the Competition Coordinator, it cannot be changed. If an agreement cannot be reached on a new game date and time, the game must go ahead as scheduled or the requesting team will forfeit the game.

### 3.1 Changes to the Draw

 The Competition Coordinator may reschedule any game or make changes to draws due to unforeseen circumstances (for example; changes to venue availability, issues with the venue, draw errors etc.) as necessary.

### 3.2 Games Rescheduled on Game Day

- As per the Extreme Heat and Electrical Storm and Wet Weather Guidelines, this may result in an abandoned or rescheduled game.
- No refund of fees is available. The game may be replayed at the discretion of the Ipswich Touch Association Competition Coordinator.
- If an agreement on when and where the game is to be replayed is not reached between the teams within 7 calendar days, the Ipswich Touch Association Competition Coordinator shall arbitrate a date, time and venue. A team failing to appear on the appointed occasion will forfeit to the other team.
- If a game is abandoned and has not been replayed prior to the completion of all regular round games, then the game will be declared a draw.

### 4.0 Disqualifications

- i. A team may be disqualified if:
  - a. The team plays a player from another team in the same grade
  - b. The team plays an ineligible player
  - c. The team, or any player within that team, is not financial
  - d. The team plays an unregistered player
  - e. The team plays a player using a false name
  - f. The team, any player or official within that team, or any follower/spectator associated with that team, fails to adhere to the Code of Conduct.

### **SECTION 8: GENERAL**

### 1.0 Penalty for Non-compliance

i. Unless otherwise stated, the penalty for non-compliance with these Rules of Competition & By-Laws will be at the discretion of the Ipswich Touch Association Competition Coordinator.







### 2.0 Complaints, Protests and Appeals

- i. A Team Delegate/Contact may lodge a complaint on behalf of his/her team with the Competition Coordinator following a competition game, or with Ipswich Touch Association at any time.
- ii. Complaints must be submitted no later than 48 hours after the alleged conduct occurs.
- iii. Complaints will be investigated by the Ipswich Touch Association Competition Coordinator in accordance with the TFA Disciplinary Regulations Manual.
- iv. A Team Delegate/ Contact may lodge a protest on behalf of his/her team with the Competition Coordinator immediately following a game.
- v. Protests concerning individual refereeing decisions will not be accepted.
- vi. Protests must be lodged within 20 minutes of the conclusion of the game.
- vii. Protests may be lodged in relation to;
  - a. Specific incident/s in a game considered by the Team Delegate to have fundamentally affected the outcome of the game
  - b. Player eligibility
  - c. Player shirts
  - d. Other matters
- viii. An Incomplete Protest Form, or protest deemed frivolous by Ipswich Touch Association (at its discretion) will not be accepted.
- ix. The game result of a competition game in which a protest has been lodged may be upheld, varied or declared void.
- x. Any decision made by the Ipswich Touch Association Competition Coordinator under these Rules of Competition & By-Laws may be appealed to the Regional Administrator. An appeal must be made in writing within 7 days of the original decision. Until such time as the appeal is heard, the original decision will stand.
- xi. A person who has been charged with any misconduct shall have the right of appeal, as per the TFA Disciplinary Regulations.

### 3.0 Awards/ Prizes

Winners shirts and/or other prizes will be given at the end of the season.

### 4.0 Force Majeure

- i. If Ipswich Touch Association is unable to perform, in whole or part in any obligation under these Regulations by reason of a Force Majeure event, Ipswich Touch Association is relieved of that obligation under these Regulations to the extent, and the period, it is unable to perform.
- ii. Ipswich Touch Association has no obligation to refund any team or individual competition fees paid if it is unable to perform by reason of a Force Majeure event.







# **By-Laws**

All below listed by-laws can be referred to in more detail within the various TFA Policies. Visit <a href="https://www.touchfootball.com.au">www.touchfootball.com.au</a> to download available policies.

### **INJURIES, HEALTH AND SAFETY:**

### First Aid and Insurance

A First Aid Kit will be available at the Administration Area. Ice is also available for the immediate treatment of injuries.

Please note that tape and strapping from the Medical Kit will only be made available for the treatment of injuries, and it is not to be made available for any other purpose.

All injuries must be reported to the Game referees with the details of the injury noted on the back of the scorecard. Players who wish to do so will then be directed to submit a claim online via the <a href="https://example.com/TFA National">TFA National</a> Insurance Scheme.

Touch Football Australia and Sportscover remain committed to providing the touch football community with a National Insurance Scheme for all registered members. Whilst the policy provides basic levels of cover for players and others participating in Touch Football, it is not all encompassing and does not seek to replace the need for private health and other insurances. The TFA National Insurance Scheme webpage and resources are provided so that Players and Affiliate Administrators throughout Australia may have immediate access to the policy benefits and procedures of the insurance program. Please visit the TFA Website for policy details.

### **Blood Rule**

Any player with a bleeding cut or abrasion is to leave the field immediately and have the cut or abrasion cleaned and covered. At this time any blood stained clothing must also be either cleaned or replaced before the player can return to the field.

### **Pregnancy**

For recommendations on participation for pregnant players, reference should be made to the <u>separate TFA</u>

<u>Member Protection Guidelines</u>. It is recommended that if a Pregnant player wishes to continue to play, they have their doctor to advise them of the risks associated, and write a letter notifying Competition Administration that they have been advised and agree to continue to play anyway.

### Drugs and Alcohol

Reference should be made to the separate TFA Drugs and Anti-Doping Policy.







### Hot and Wet Weather / Traffic and Parking

Reference should be made to the separate Risk Management Policy and Traffic Management Plan.

# REPORTS, TRIBUNALS AND CONDUCT:

### **Disciplinary Regulations**

The <u>TFA Disciplinary Regulations Manual</u> should be referred to for detailed Reporting, Tribunal Hearings and Appeals procedures.

### Code of Conduct/ Code of Ethics/ Responsibility Code

For detailed guidelines of how players, team officials and spectators should act at a Touch Football event, please refer to the <u>Code of Conduct/ Code of Ethics</u> and the <u>Responsibility Code</u>.



