

MSA Sim Racing code of conduct

This code of conduct represents Motorsport South Africa's (MSA's) sim racing guidelines and expectations in relation to the behavior and conduct of its committee members, officials, and other persons under its direction or representing MSA sim racing workgroup at any time and in any place ('Representatives'). This code of conduct is binding on all MSA sim racing workgroup representatives.

This code of conduct applies at MSA-sanctioned sim racing or other events such as social or sponsorship events, including foreign meetings and events when representing the MSA sim racing workgroup. It also applies to the sending of correspondence and the use of social media.

GUIDING PRINCIPLES

MSA and the MSA Sim Racing Workgroup have a proud history of non-discrimination and refrain from manifesting racial, political, gender, or religious discrimination in the course of their activities and require the same of their representatives.

MSA and MSA Sim Racing Workgroup, being a member of SASCOC, accept the code of conduct of SASCOC as provided for in its constitution.

MSA and the MSA Sim Racing Workgroup acknowledge that it is bound by the provisions of the Constitution of the Republic of South Africa and all other applicable national, provincial, and local laws and regulations and expects its representatives to conduct themselves within that framework.

MSA and MSA Sim Racing Workgroup acknowledge, in particular, the provisions of Section 9 of the Constitution and particularly the prohibition of direct or indirect discrimination against any person on the grounds of race, gender, sex, pregnancy, marital status, ethnic or social origin, color, sexual orientation, age, disability, religion, conscience, belief, culture, language, and birth.

OBLIGATIONS OF REPRESENTATIVES

MSA Sim racing workgroup's representatives acknowledge that they are required to act in accordance with the following principles:

Professionalism

MSA Sim racing workgroups' representatives

- Acknowledge that the MSA and MSA sim racing workgroup carries on the business of providing fair, safe, and socially responsible sim racing, an activity which is, therefore vulnerable if its media, public, or professional image is tarnished in any way.
- Agree to act professionally and represent MSA and the MSA Sim Racing Workgroup in a professional manner at all times.
- Must respect the rights dignity and worth of everyone involved in any sim racing and motorsport event;
- Must not engage in any form of harassment against any participant in MSA and MSA Sim Racing Workgroup activities, be it physical, mental, professional, or sexual harassment.
- Must serve as a positive role model for those they come into contact with in the sport;
- Should treat other officials with courtesy and refrain from interfering with their responsibilities.
- Must cooperate with organizers, team managers, and competitors;
- While being friendly with competitors, one must avoid any intimacy or inappropriate relationships.

- Must ensure that they are free of obligations to any other interest, and must avoid conflicts of interest.
- Must not be party to any actions which unfairly limit or restrain the access of others to officiating opportunities.
- must not publicly do or say (or omit to do or say) anything which is or may be detrimental, prejudicial, offensive, or unfavorable to MSA and MSA Sim Racing Workgroup, its sponsors, and persons related to it sponsors either legally or professionally, or which might generate unfavorable or undesirable criticism of them or any of their products, services or personnel.

Preparedness

MSA's representatives should be appropriately prepared for their duties in all aspects, including fitness, dress, promptness, and being appropriately equipped (this includes adequate knowledge of MSA's rules and regulations as appropriate).

Good Sportsmanship

MSA and the MSA Sim Racing Workgroup's representatives acknowledge that part of their activities is in the highly publicized and visible activity of motorsport and undertake to behave towards others in the spirit of fairness and in a sportsmanlike manner.

Honesty

MSA and the MSA Sim Racing Workgroup's representatives must not behave in a manner that exhibits bias or commit any premeditated breach of the law nor of any of MSA's GCRs and SSRs, or the supplementary regulations of any event or the privately imposed rules and regulations relating to any venue or event.

Gambling

MSA and the MSA Sim Racing Workgroup's representatives must not gamble or wager in relation to any event to which they are appointed or may have any influence over, or the outcome thereof.

Compliance with the law

MSA and the MSA Sim Racing Workgroup's representatives are expected to comply with all laws, statutes, rules, and codes of practice, regulations, or bylaws in force at any time, whether relating to MSA and the MSA Sim Racing Workgroup, motorsport in general, or any other applicable matter.

Road Safety

MSA is committed to a variety of initiatives to improve road safety within our country. All MSA and the MSA Sim Racing Workgroup's representatives are expected to drive courteously, and carefully, mindful of the rights of other road users and observing the law.

Consideration of MSA, event organizers, and key stakeholders

MSA and the MSA Sim Racing Workgroup's representatives must recognize the authority of, and comply with, the rules, regulations, determinations, resolutions, directions, or orders from time to time in force or made by all organizations and professional bodies that control motorsport or any other aspect of the sport from time to time, in particular, but not limited to, safety and disciplinary matters.

Environmental awareness

MSA expects its representatives to display a high level of environmental awareness and to take steps to ensure that their activities have as minimal an impact on the environment as possible. MSA and the MSA Sim Racing Workgroup's representatives should be guided at all times in this regard by the provisions of MSA's Environmental Code.

Respect for intellectual property

Without limiting their obligations, MSA and the MSA Sim Racing Workgroup's representatives must not do (or omit to do) or be involved in the doing of anything by which intellectual property rights owned by MSA may be lost or detrimentally affected. In addition, MSA and the MSA Sim Racing Workgroup's representatives shall not release documents or other information acquired during their duties without the authorization of MSA and the MSA Sim Racing Workgroup.

Appropriate appearance

MSA's representatives must exhibit an appropriate standard of dress, cleanliness, and appearance and when required to do so, wear and maintain in a clean and presentable condition the apparel/ uniform issued by MSA or its sponsors in its entirety and without modification.

Exercise common sense

MSA and the MSA Sim Racing Workgroup's representatives must recognize their conduct on behalf of MSA including, without limitation, at motorsport events, is by its nature hazardous and they must therefore exercise common sense at all times with regard to both their own personal safety and the safety of others.

Alcohol and Drugs

The GCRs of MSA prohibit all officials from the consumption of alcohol until such time as they have discharged all of their official duties in their entirety. MSA and the MSA Sim Racing Workgroup's representatives should, in addition, avoid inappropriate behavior such as the excessive use of alcohol or the use of recreational drugs. Representatives should also bear in mind that they cannot perform their duties to the highest standard when suffering the after-effects of overindulgence in alcohol.

Social media

Unless social media forms part of a representative's duties, attention should always remain focused on the representative's responsibilities. The use of mobile devices and the Internet should be saved for either a break or the end of the day.

The following represent broad guidelines for the use of social media by MSA's representatives:

- Put yourself in the other person's shoes
Take a moment to think before you post. If it was you someone was posting a picture or comment about, how would you feel?
- Once it's out there it's out there
Never assume that something you post online is private. Comments, photos, and status updates can all be copied, shown to friends, screen captured, and saved or sent on by others. Always assume the person you are posting about will see your post.
- If in doubt, leave it out
If you have to stop and think about it, it probably means you should not be posting it!
Remember, your online presence is part of your personal brand. What you say and do online affects how people perceive you.
- Social media should not be used to make disparaging or negative remarks about competitors, officials, volunteers, event organizers, promoters, or MSA and the MSA Sim Racing Workgroup.
There can be serious consequences for the misuse of social media. If you have an issue that needs resolving, there are appropriate channels to do this through. Start by making contact with the MSA head office.
- Never post photos or comments about a motorsport incident
It is vitally important that we all respect the privacy of individuals involved in accidents or

incidents, whether on or off the track. As such, refrain from posting photos, comments, or information on social media or other online forums about an accident or incident.

Remember the first point above: Put yourself in the other person's shoes.

- Use social media as a tool to promote and encourage the development of our sport
Social media, correctly and responsibly used for positive objectives, is an amazing platform. Use it to promote events, club activities, and membership. Use it to spread the word about our great sport and keep it positive.

Binding

Officials are bound to observe the provisions of this code of conduct as if it formed part of the regulations. Officials may be required when applying for any form of accreditation or any official license to sign an acknowledgment that they will observe the provisions of this code of conduct.