



MYANMAR ELECTRONIC SPORTS FEDERATION

LICENCE AS AN ASSOCIATION NO.119059194

မြန်မာနိုင်ငံအီလက်ထရောနစ်အားကစားအဖွဲ့ချုပ်

MYANMAR ESPORTS FEDERATION PLAYER WELFARE & ATHLETE PROTECTION POLICY

Version: March 5, 2024

The Constitution of the MYANMAR ESPORTS FEDERATION shall at all times be read and applied in conjunction with these policies.

Article 1. PURPOSE STATEMENT

The purpose of this Player Welfare & Athlete Protection Policy is to operationalize and strengthen athlete safeguarding obligations across all MESF-recognized activities.

This Policy:

1. Expands the Code of Conduct obligations under Article 11 of the Esports Athletes Policy.
2. Operationalizes Player Welfare obligations under Article 10(2) of the Esports Events General Policy.
3. Reinforces Anti-Doping requirements under Article 4 of the Esports Athletes Policy and Article 4 of the Esports Team Policy.
4. Aligns with Legal Compliance obligations under Article 8 of the Esports Athletes Policy and Article 8 of the Esports Events General Policy.
5. Establishes enforceable welfare monitoring mechanisms not previously defined.

Article 2. DEFINITIONS

Professional Player: As defined in Article 2 of the Esports Athletes Policy.

Professional Team: As defined in Article 2 of the Esports Team Policy.

Event Organizer: As defined in Article 3 of the Esports Events General Policy and Article 2 of the Esports Organizer Policy.

Tournament Certificate Holder: Entity holding a valid Tournament Certificate under Article 5 of the Esports Events General Policy.



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PRO CARD Holder: Athlete holding valid Professional Player ID Card under Article 5 of the Esports Athletes Policy.

Safeguarding Officer: Individual formally designated by Organizer or Tournament Certificate Holder to oversee welfare compliance.

Minor: Any participant under 18 years of age.

Welfare Violation : Any breach of this Policy, Article 11 of the Esports Athletes Policy, Article 10 of the Esports Events General Policy, or related safeguarding provisions.

Article 3. OBJECTIVES

1. To ensure enforceable protection mechanisms for all Professional Players and Teams.
2. To create uniform safeguarding standards across Athlete, Team, Organizer, and Event frameworks.
3. To eliminate regulatory gaps between participation eligibility and welfare enforcement.
4. To establish clear investigative timelines and sanction tiers.
5. To align MESF governance with international federation-level safeguarding standards.

Article 4. SCOPE OF APPLICATIONS

This Policy applies to:

1. All PRO CARD holders (Article 5, Esports Athletes Policy).
2. All Professional Teams holding Team ID Cards (Article 5, Esports Team Policy).
3. All Tournament Certificate holders (Article 5, Esports Events General Policy).
4. All Organizer ID Card holders (Article 4, Esports Organizer Policy).



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5. All national representatives selected under the Professional Athletes category (Article 2, Esports Athletes Policy).

Compliance is mandatory for lawful participation under Article 2 of the Esports Events General Policy.

Article 5. ANTI-HARASSMENT & ANTI-DISCRIMINATION ENFORCEMENT

Building upon Article 11(5) of the Esports Athletes Policy and Article 10(3) of the Esports Events General Policy:

5.1 Zero Tolerance Standard

The following are strictly prohibited:

- Sexual harassment
- Gender-based harassment
- Racial discrimination
- Religious discrimination
- Cyber harassment
- Public humiliation
- Threats or intimidation
- Retaliation against complainants

5.2 Mandatory Safeguarding Mechanism

Tournament Certificate Holders must:

- Appoint a Safeguarding Officer for each event.
- Publish a written complaint submission channel.
- Ensure anonymity option is available.
- Record all complaints in a confidential incident log.

Failure constitutes non-compliance under Article 8 of the Esports Events General Policy.



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Article 6. MINOR PROTECTION STANDARDS

Supplementing Article 9(3) of the Esports Events General Policy:

1. Written guardian consent mandatory for minors
2. No one-to-one isolated access between minor and adult staff without supervision.
3. Dedicated seating or player zones for minors where necessary.
4. Curfew enforcement for multi-day events.
5. Accommodation oversight protocols required where housing is provided.

Violation may trigger Team ID or PRO CARD suspension.

Article 7. MENTAL & PHYSICAL WELFARE STANDARDS

Expanding Article 10(2) of the Esports Events General Policy:

1. Maximum 10 hours total event presence per day for participants under 18.
2. Minimum 30-minute rest period for every 3 hours of match play.
3. Hydration and rest facilities must be accessible.
4. Medical emergency contact must be posted at the venue.
5. Forced participation under medical distress is prohibited.

Article 8. ANTI-DOPING INTEGRATION

Reinforcing:

- Article 4 of the Esports Athletes Policy
 - Article 4 of the Esports Team Policy
 - Article 10(9) of the Esports Events General Policy
1. Compliance with MESF standards required.
 2. Refusal to submit to testing constitutes violation.
 3. Provisional suspension may be imposed pending investigation.
 4. Anti-doping violations may invalidate Team ID eligibility.



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Article 9. INVESTIGATION PROCEDURE

This Article formalizes processes not previously defined.

1. Complaint acknowledgment within 48 hours.
2. Preliminary review within 7 days.
3. Full investigation completed within 30 days.
4. Standard of proof: Balance of probabilities.
5. Right to written submission granted to accused.
6. Safeguarding Officer must submit written report to MESF Compliance Authority.

Article 10.SANCTION FRAMEWORK

Sanctions apply to individuals, teams, or organizers.

Level 1: Minor

- Written warning
- Mandatory conduct training

Level 2: Moderate

- Fine
- Match suspension
- Temporary PRO CARD suspension

Level 3: Severe

- Multi-event suspension
- Team ID suspension
- National team ineligibility

Level 4: Aggravated

- PRO CARD revocation (Article 6 & 7, Esports Athletes Policy)
- Team ID revocation (Article 7 & 9, Esports Team Policy)
- Organizer sanction under Article 12(4) of the Esports Organizer Policy



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Article 11. WHISTLEBLOWER PROTECTION

- Confidential reporting protected.
- Retaliation is treated as a separate offense.
- Protective interim measures permitted.

Article 12. COMPLIANCE MONITORING

1. Welfare compliance review integrated into PRO CARD renewal under Article 6(5) of the Esports Athletes Policy.
2. Welfare compliance review integrated into Team ID renewal under Article 7(9) of the Esports Team Policy.
3. Tournament Certificate may be suspended for repeated violations under Article 8 of the Esports Events General Policy.
4. Random audits permitted by MESF.

Article 13. AMENDMENT

This Policy may be amended in accordance with:

- Article 12 of the Esports Athletes Policy
- Article 11 of the Esports Events General Policy
- Article 12 of the Esports Team Policy
- Article 13 of the Esports Organizer Policy