

**CODE OF CONDUCT**  
**SECTION XVII - CODE OF CONDUCT**

iii. Tournament Support Personnel Request for Hearing

Any Tournament Support Personnel charged with an offense for which a sanction was levied may request a hearing before the Board of Directors. The WTA must receive a request for a hearing within twenty-one (21) days following notification to the Tournament Support Personnel of the sanction.

c. Hearing Process and Timing

i. Notification of Hearing Time and Place

A Player or Tournament Support Personnel requesting a hearing (as outlined in sub-Sections a.iii and b.iii above) shall be given at least ten (10) days' notice of the time and place of the hearing. Attendance at the appeal hearing is not mandatory.

It is intended that the hearing requested take place as soon as possible. If he/she wishes to shorten the time required for notice, the Committee or Board of Directors will cooperate in good faith.

ii. Hearing Procedures

At the hearing, he/she may call witnesses testifying on his/her behalf and examine witnesses testifying against him/her. He/she may, if he/she chooses, be represented by counsel at the hearing. The Committee or Board of Directors may determine that an interpreter is required in the interest of fairness. If so, they may retain such person at the expense of the WTA. The Committee or Board of Directors, as appropriate, shall make a determination, which shall be supported by written findings.

d. Meetings of the Committee

The Committee shall be scheduled to meet in person or by teleconference at least two (2) times per year, at least one (1) meeting of which shall be scheduled to be held outside the United States, unless there are no matters scheduled to be heard at the time of any such meeting. All expenses of the Committee shall be borne by the WTA.

e. Notification of Decisions

Within thirty (30) days of its decision, the Committee or Board of Directors shall give written notice to the Player or Tournament Support Personnel of its decision and the penalty to be imposed, if any, regardless of