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## **IOA SAFE SPORT POLICY**

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## INTRODUCTION

The Indian Olympic Association (IOA) believes that all involved in sport including athletes, staff, officials and volunteers have the right to participate in sport, in a safe and inclusive environment free from all forms of discrimination, abuse, violence, neglect and exploitation. For U18s, these rights are paramount (United Nations Convention on the Rights of the Child). IOA is committed to creating an atmosphere in which all participants in the various activities and programmes may have a safe, rewarding and positive experience.

The aim of the IOA Safe Sport Policy is to promote good practice, provide athletes of all ages with appropriate safety and protection whilst involved in the activities of the Olympic movement in India, and to allow participants to make informed and confident responses to specific safeguarding and athlete/ child protection issues.

Everyone within the organisation must accept their duty of care to safeguard athletes of all ages and participants from harm and abuse by following procedures and by reporting any concerns about their welfare through established pathways.

### 1. Objective of the Policy:

- 1.1. Raise awareness of, and provide clarity on, what constitutes harassment and abuse; and
- 1.2. Provide a comprehensive framework for reporting incidents and case management of harassment and abuse.

### 2. Background:

Article 1.4 of the IOC Code of Ethics (version dated 2016) states: Respect for international conventions on protecting human rights insofar as they apply to the Olympic Games' activities and which ensure in particular:

- Respect for human dignity;
- Rejection of discrimination of any kind on whatever grounds, be it race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
- Rejection of all forms of harassment and abuse be it physical, professional or sexual, and any physical or mental injuries.

### 3. Scope of the Policy:

3.1. This Policy applies to all individuals and participants involved with the IOA, including:

- a. Athletes
- b. Coaches, technical support staff, medical personnel and athlete entourage
- c. IOA staff & consultants
- d. IOA Executive Council and Commission members
- e. Member Organisations
- f. All persons participating in IOA activities and programmes including representatives of member National Sports Federations, State Olympic Associations and other units.
- g. Agency, vendors/ suppliers, etc.
- h. Volunteers

3.2. Jurisdiction

- a. Representing IOA (NOC India/ CGA India) in international Games or competitions
- b. National Games
- c. Meeting, Events, and Programmes of the IOA or representing the IOA
- d. Workspace and work-related travel and stay
- e. In other cases, including in the event that: (i) an alleged incident of harassment or abuse has occurred between persons belonging to different organisations in IOA, (ii) an NSF/ SOA which has an appropriate procedure for safeguarding Athletes/Participants, does not, in the opinion of the IOA, safeguard such Athlete/Participants (e.g. by taking any disciplinary action) or (iii) does not have an appropriate procedure for safeguarding Athletes/ Participants, the IOA shall take action within its own competence to safeguard the concerned Athlete/ Participants, including taking any disciplinary action, if necessary.

#### **4. Definitions:**

The IOA has adopted the descriptions of the various forms of harassment and abuse as set out in the IOC Consensus Statement: harassment and abuse (non-accidental violence) in sport (2016).

Harassment and abuse can be expressed in (but not necessarily limited to) five forms which may occur in combination or in isolation. These five categories are a) psychological abuse, b) physical abuse, c) sexual harassment, d) sexual abuse, and v) neglect. These forms of abuse are defined here as:

- a. Psychological abuse — means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity, and self-worth.
- b. Physical abuse — means any deliberate and unwelcome act – such as for example punching, beating, kicking, biting and burning – that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., age-, or physique-inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices.
- c. Sexual harassment — any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Sexual harassment can take the form of sexual abuse.
- d. Sexual abuse — any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.
- e. Neglect — within the meaning of this document means the failure of a coach or another person with a duty of care towards the athlete to provide a minimum level of care to the athlete, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability. Harassment may be deliberate, unsolicited and coercive. Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person.

The IOC Consensus Statements 2008/2016 consider that harassment and abuse are on a continuum, and therefore should not be separated. Harassment and abuse may comprise a one-off incident or a series of incidents; in order to be actionable, harassment should be shown to be severe or repeated. Harassment and abuse may be in person or on-line (or by other means).

All ages and types of athletes are susceptible to the various forms of harassment and abuse. Studies have confirmed that elite, disabled, child and lesbian/gay/bisexual/trans-sexual (LGBT) athletes are at highest risk, that psychological abuse is at the core of all other forms and that fellow athletes can also be perpetrators. Homophobia includes antipathy, contempt, prejudice, aversion or hatred towards lesbian, gay or bisexual individuals.

There are particular risks in dealing with young people, and children; and evidence also suggests that girls are at greater risk of sexual violence, harassment and exploitation. Research has shown that no sport is exempt from the incidence of harassment and abuse, and no country is exempt.

The impacts of all forms of harassment and abuse on the athlete are often extensive and may be long term. They may persist long after the athlete has left the sport, and may lead to damage within family or other relationships.

#### **5. Awareness and Application:**

All those involved with the Olympic movement in India has a responsibility to learn how to recognise and respond to signs of harassment and abuse. It is also incumbent upon all those

involved to report and act on concerns. There may be times when abuse is reported from outside the sporting arena and concerned should report in accordance with the established process.

## **6. IOA Safeguarding Officer:**

The Safeguarding Officer is the principle person that receives reports concerning the welfare of Athletes/ Participants, coordinates the management of the reports and responds to queries in relation to this Policy. The Chairman of the IOA Sexual Harassment Prevention Committee/ IOA Safe Sport Committee would be the designated IOA Safeguarding Officer.

## **7. Violations:**

The following conduct constitutes a violation of this Policy:

- 7.1. Psychological Abuse
- 7.2. Physical Abuse
- 7.3. Sexual Harassment
- 7.4. Sexual Abuse
- 7.5. Neglect
- 7.6. Bullying — Includes actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone.
- 7.7. Complicity — Authorises, causes, or knowingly assists, encourages, aids and abets, covers up, or is otherwise complicit in, any act or omission by any person involving a violation of this Policy.
- 7.8. Inducement — Solicits, instructs, persuades or encourages any person to engage in conduct (whether by act or omission) involving a violation of this Policy.

## **8. Reporting and Procedures for addressing incidents of harassment and abuse:**

### **8.1. Reporting**

Anyone who has a concern about a possible incident of harassment or abuse that relates to IOA activities should report it. Individuals are encouraged to submit a report through the correct channels as per the process. Directly affected individuals as well as third-party individuals who have witnessed a possible incident of harassment or abuse can report the incident.

Any person who reports a possible incident of harassment or abuse in good faith shall not be subject to reprisal because of submitting a report; their identity shall be treated confidentially. These protections shall not apply to a person intentionally making false accusations.

### **8.2. Whom to Report:**

Alleged incident of harassment and abuse may be reported to the following persons designated by IOA:

- a. The IOA Safeguarding Officer  
(Chairperson of the IOA Sexual Harassment Prevention Committee/ IOA Safe Sport Committee)
- b. The Chef de Mission of the Games or IOA Executive Director or Director on duty at the Games/ Events/ Programme or Meeting.

### **8.3. How to Report:**

- a. Using the template form in Annexure 1
- b. By email to - [ioa@olympic.ind.in](mailto:ioa@olympic.ind.in)
- c. In person to the IOA Safeguarding Officer or designated persons as above-mentioned.

8.4. All reports through any reporting channel will be referred to the IOA Safeguarding Officer (SGO).

8.5. Confirmation of receipt shall be sent to the person submitting the report with information about next steps, except in the case of anonymous complaints.

- 8.6. The SGO shall take steps to ensure that the directly affected individual receives appropriate support.
- 8.7. Based on the particular facts as detailed in the report, the SGO will determine how to proceed with each case.
- 8.8. In any event, the IOA Medical Commission will be informed of the existence of an alleged case of harassment and abuse.
- 8.9. IOA Athletes Commission will be informed if the complaint involves an athlete.
- 8.10. The SGO shall review the report and determine whether the matter relates to a Participant under the IOA's jurisdiction.
  - a. If the report is considered to relate to a criminal offence, it shall be referred to the Police and relevant authorities. Disciplinary action/ sanctions in sports can be imposed although a report from Police or authorities is pending.
  - b. If the report is considered to be outside IOA's jurisdiction, it shall be referred to the appropriate person or organisation, e.g. a member National Sports Federation.
  - c. If the report is considered to be within IOA's jurisdiction, the SGO, shall carry out an investigation.
- 8.11. The SGO may also appoint an investigator or/ and one of the members of the IOA Sexual Harassment Prevention Committee/ IOA Safe Sport Committee to carry out an investigation and produce a detailed report, to an agreed timeline. They shall be responsible for carrying out an investigation of the reported incident, the preparation of a detailed report of the findings of the investigation and recommendations.
- 8.12. The investigation may involve requesting information from relevant individuals and organisations and may require oral or written statements from the relevant parties.
- 8.13. Where a copy of the report has been submitted to the Police or relevant authorities on the grounds of a suspected criminal offence, IOA shall work with the Police and/or that authority and take advice on how to proceed.
- 8.14. The investigation report and findings would be presented to the SGO for finality of the recommendations and decision.

## **9. Confidentiality:**

- 9.1. All matters pertaining to an alleged incident of harassment and abuse, including personal information of the concerned persons, other information gathered during investigations and results of investigations shall be regarded as confidential.
- 9.2. The IOA may disclose confidential information to appropriate persons or authorities if:
  - (a) a failure to disclose such information may cause harm to someone, or
  - (b) such information relates to a potential criminal act that comes to the attention of the IOA.
- 9.3. Notwithstanding the above, decisions pursuant to clause 10, including confidential information, shall be publicly disclosed by the IOA. When disclosing such decisions, the IOA shall: (a) not include any personal information of the victim without obtaining the victim's consent, and (b) anonymise personal information of other concerned persons in certain cases, taking into consideration the privacy interests of such concerned persons.

## **10. Sanctions:**

Where it is determined that a violation of the Policy has occurred, the SGO may decide suitable penalties or sanctions. A copy of the decision of SGO shall be simultaneously intimated to the complainant, victim and IOA office. In addition, the penalty imposed shall take into account the risk of repeated offence/harm and other mitigating factors. The sanction may include one or more of the following:

- 10.1. Formal warning and fine;
- 10.2. Temporary suspension;

- 10.3. Termination;
- 10.4. Permanent ban from IOA events, programmes and Games; or
- 10.5. Any other sanction considered appropriate in the circumstances.

The SGO may decide to recommend publication of the outcome of the judicial process and shall determine the appropriate level of disclosure, taking into account confidentiality.

#### **11. Appeal:**

Any appeal against a decision of the SGO may be submitted to the IOA Arbitration Commission within 21 days after the receipt of the decision, failing which the decision given shall be final and binding.

#### **12. Education and References:**

The IOC has developed a number of educational tools related to athlete safeguarding. They are free and accessible for all athletes and entourage members. IOA encourages all members, athletes and entourage members to work through the following module. Athlete Learning Gateway –

<https://www.olympic.org/athlete365/courses/safeguarding-athletes-from-harassment-and-abuse/>

#### **13. Members of IOA:**

IOA acknowledges the duty of care owed by members to protect, safeguard and promote the welfare of all athletes and participants in sports. IOA therefore strongly encourages all members to accept and adopt the general principles of safeguarding.

#### **14. Effective Date:**

This Policy is approved by the General body of IOA on 30 December 2019.

# Report form for incidents of harassment and abuse

## ANNEXURE 1

1. Your name:	2. Name of Organisation/ Role:
3. Your contact information: <i>Address:</i> <i>Postcode and State:</i> <i>Telephone number:</i> <span style="float: right;"><i>Email address:</i></span>	
4. Name of the person you have concerns about [the individual]:	5. The individual's date of birth:
6. The individual's position/role: athlete/coach/other [ <i>Please state</i> ]	
7. The individual's gender: <input type="checkbox"/> Male <input type="checkbox"/> Female	
8. If they are under 18 years, full name(s) of their parent(s) / guardian(s):	
9. Contact information (parents/ guardians): <i>Address:</i> <i>Postal code and State:</i> <i>Telephone numbers:</i> <span style="float: right;"><i>Email address:</i></span>	
10. Have the parents / guardians been notified of this incident? <input type="checkbox"/> Yes <input type="checkbox"/> No If YES please provide details of what was said/action:	
11. Are you reporting your own concerns or responding to concerns raised by someone else: <input type="checkbox"/> Responding to my own concerns <input type="checkbox"/> Responding to concerns raised by someone else If responding to concerns raised by someone else: <span style="float: right;"><i>Please provide further information below</i></span>	
12. Name of the person who has raised the concern to you:  <i>Position within the sport or relationship to the individual names above:</i>  <i>Telephone number:</i> <span style="float: right;"><i>Email address:</i></span>	
13. Date and times of incident:	
14. Details of the incident or concerns: <i>Include other relevant information, such as description of any injuries and whether you are recording this incident as fact, opinion or hearsay.</i>	
15. The individual's account of the incident (if known):	

16. Please provide any witness accounts of the incident:

17. Please provide details of any witnesses to the incident:  
*Name:*  
  
*Position within the club/organisation or relationship to the individual:*  
  
*Date of birth (if child):*  
*Address:*  
*Postcode and State:*  
*Telephone number:* \_\_\_\_\_ *Email address:* \_\_\_\_\_

18. Please provide details of any person involved in this incident or alleged to have caused the incident/  
injury:  
*Name:*  
  
*Position within the club/organisation or relationship to the individual:*  
  
*Date of birth (if child):*  
*Address:*  
*Postcode and State:*  
*Telephone number:* \_\_\_\_\_ *Email address:* \_\_\_\_\_

19. Please provide details of action taken to date:

20. Has the incident been reported to any external agencies?  
 Yes  
 No

If YES please provide further details:

21. Name of the organisation / external agency:  
  
*Contact person:*  
  
*Telephone numbers:*  
  
*Email address:*  
  
*Agreed action or advice given:*

<b>Your Signature:</b>		<b>Print name:</b>	
<b>Date:</b>			

Please give this form to the IOA Safeguarding Officer or Designated Person or email this report to -  
ioa@olympic.ind.in

**Anonymous reporting: reports may be submitted anonymously however please be aware that this  
may limit our ability to follow up on reports.**

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