

WORLD TRIATHLON

SAFEGUARDING POLICY

AGAINST

HARASSMENT AND ABUSE

IN TRIATHLON

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INTRODUCTION

World Triathlon is the world governing body for the sport of Triathlon and related Multisports. It is a non-profit-making organisation and does not pursue any objective for its own gains. It is an association created under art.60 and following the Swiss Civil Code and its seat is in Switzerland.

World Triathlon creates an atmosphere in which everybody who participates in Triathlon can have a safe, rewarding and positive experience.

Harassment and Abuse can occur in sport and can impact on Athletes' wellbeing, as well as World Triathlon. The IOC Consensus Statement of 2016 gives some examples of consequences of different forms of Harassment and Abuse in sport: both physical and emotional impacts on athletes but that could also damage the reputation of World Triathlon.

This is why World Triathlon strongly contributes to protect everyone involved in Triathlon. World Triathlon believes that all athletes, coaches, officials, staff and volunteers have the right to participate in sport, and in particular in Triathlon and related Multisports, in a safe and inclusive environment, free from all forms of harm, discrimination, abuse, violence and neglect.

As World Triathlon has been inspired by the IOC Safeguarding Toolkit and IOC Consensus Statement of 2007 and 2016, World Triathlon has developed its own Safeguarding by setting up procedures designed to protect everyone who takes part in all World Triathlon activities and events.

DEFINITIONS

- **Abuse** refers to the definition of any kind of abuse set out in section 2 and Appendix A of this Policy;
- **Adult** means athletes over 18 years old, men and women including athletes with impairments;
- **Athletes** means all athletes of all ages;
- **Continental Confederation** means the association of National Federations in a geographical area of the world;
- **Ethical Panel of the World Triathlon Tribunal** is the relevant body of the World Triathlon to lead the disciplinary procedure in case of violation of this World Triathlon Safeguarding Policy;
- **Executive Board** means the World Triathlon Executive Board;
- **Harassment** refers to the definition of any kind of Harassment set out in section 2 and in Appendix A of this Policy;
- **World Triathlon Rules** means all the applicable rules (latest edition) of World Triathlon such as the World Triathlon Event Organiser's Manual, World Triathlon Competition Rules, World Triathlon Disciplinary Rules, World Triathlon Constitution, World Triathlon Guidelines regarding authorised identification, World Triathlon Anti-Doping Rules and WADA Code, World Triathlon Athletes' Agreement, World Triathlon Qualification Criteria, World Triathlon ranking criteria and any other rules adopted and amended by World Triathlon from time to time and available for consultation via the download section of the World Triathlon's official website triathlon.org;
- **World Triathlon Safeguarding Policy** means this document concerning the protection against Harassment and Abuse in Triathlon;
- **Lead Welfare Officer** refers to the World Triathlon's Lead Welfare Officer, as set out in section 4 of this Policy;
- **LOC** means "Local Organising Committee" of a World Triathlon event;
- **National Federation** means the National Triathlon Federation, which is affiliated with World Triathlon;
- **Officials** means a member of the joint team of International Technical Officials, Continental Technical Officials and National Technical Officials at a World Triathlon's event;
- **Policy** means this World Triathlon's Safeguarding Policy;

- **Related Multisport** means those disciplines which are composed of three segments and at least two of the segments include sports from the triathlon components.
- **Safeguarding Policy's Guide** means the guide that World Triathlon provides in order to help the National Federation to create their own Safeguarding Policy,
- **Staff** means all people who are working for a fee for World Triathlon;
- **Triathlon** means a sport of individual or team character and motivation, which combines swimming, cycling and running skills in continuum;
- **Volunteers** means people working or assisting the LOC during an World Triathlon's event;
- **Young** means an athlete under eighteen (18) years old, male or female including athletes with impairments.

1. TO WHO AND WHEN DOES THIS POLICY APPLY?

- Without any distinction of: age, gender, race, religion, creed, ethnical origin, physical attributes, sexual orientation, athletic ability, socio economic status or other kind of unfair discrimination; the Policy applies to anyone who:
 - a) Currently is, or was at the time of a possible violation of this Policy, within the governance or disciplinary jurisdiction of the World Triathlon or who is seeking to be within the governance or disciplinary jurisdiction of World Triathlon;
 - b) Is an Athlete, coach, technical official, medical official, official or any entourage of the athletes at any level or category of the competitions of World Triathlon;
 - c) Is a World Triathlon member of staff or official;
 - d) Is a volunteer or a person who works for the LOC at any World Triathlon event;
 - e) World Triathlon identifies as being within its rules and jurisdiction;
- This Policy applies at any time during the season or at World Triathlon event.

2. WHAT IS HARASSMENT AND ABUSE?

- World Triathlon has adopted the description of the various forms of Harassment and Abuse as set out in the IOC Consensus Statement 2016;
- Harassment and Abuse can be expressed but not limited to, in five forms which may occur in combination or in isolation. These include:
 - a) Psychological abuse;
 - b) Physical abuse;
 - c) Sexual harassment;
 - d) Sexual abuse;
 - e) Neglect.
- The Appendix A of this Policy contains all the definitions from the IOC Consensus Statement 2016;
- 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. It can include a one-off incident or a series of incidents. It may be in person or online. 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.
- All Athletes are susceptible to being a target of the various forms of Harassment and Abuse.

3. NATIONAL AND CONTINENTAL FEDERATIONS

- Every National Federation of World Triathlon must play a part in ensuring that the environment of Triathlon is free from any kind of Harassment and Abuse;
- All National Federations shall introduce their own accessible and understanding safeguarding policy in accordance with:
 - a) Their applicable law;
 - b) World Triathlon's Safeguarding Policy;
 - c) The Safeguarding Policy' Guide provided by World Triathlon;

This policy shall be approved by the executive body of the National Federation.

- Each National Federation shall strongly communicate and promote education and prevention against any form of Harassment and Abuse in their federation;
- Each National Federation must immediately inform Lead Welfare Officers of any reported cases of Harassment and Abuse to happen in their federation. If needed or requested, Lead Welfare Officers could assist the National Federation in the different phases of the procedure.

4. LEAD WELFARE OFFICER

- Lead Welfare Officers should be two persons, preferably one man and one woman, who shall have a legal or medical knowledge; Each one of them will act individually or in collaboration, it is required
- The Executive Board appoint Lead Welfare Officers for a period of four (4) years;
- In order to respect the impartiality during the procedure, Lead Welfare Officers cannot be a member of the World Triathlon Tribunal.
- Lead Welfare Officers have the following role and duties:
 - a) To be the main point of contact for anyone reporting suspected Harassment and Abuse at any time;
 - b) To be the main point of contact for the National Federation about any request concerning the Safeguarding Policy;
 - c) To manage the reporting and investigation procedure set out in clause 7 of this Policy.
 - d) To inform the World Triathlon Tribunal in case of a disciplinary or ethical procedure;
 - e) To provide, if requested, a support to anyone who reports a case of possible Harassment and Abuse and/or to anyone who has been the subject of Harassment and Abuse.
 - f) To implement and uphold the World Triathlon's Safeguarding Policy;
 - g) To agree plans with the LOC and the host National Federation at World Triathlon's events;
 - h) To respect the confidentiality, as set out in section 6 of this Policy;
 - i) If Lead Welfare Officers are aware of any penal infraction without the relevant local authorities being contacted in accordance with the applicable law, it is their responsibility to contact them immediately.

5. APPLICABLE LAW / RELEVANT AUTHORITIES

- The World Triathlon Safeguarding Policy's applicable law are the World Triathlon's Rules;
- In case of any report to the relevant local authorities, the applicable law will be the national law of the country where the incident happened;
- Lead Welfare Officers will not investigate or attempt to resolve concerns when a penal infraction/criminal offence is suspected. Lead Welfare Officers must refer such cases to the relevant local authorities;
- In the event the Harassment and Abuse cannot be considered as a penal infraction by the relevant local authorities in accordance with the applicable law, Lead Welfare Officers will be allowed to investigate and engage in a disciplinary or ethical procedure in front of the World Triathlon Tribunal, as set out in clause 8 of this Policy;
- World Triathlon Tribunal can only engage in a disciplinary or ethical procedure after any sanction taken by the relevant local authorities in accordance with the applicable law.

6. CONFIDENTIALITY

- Lead Welfare Officers undertake to respect the confidentiality of all the information received at any phase of the procedure;
- All the information provided by the whistle blower shall be kept by the LeadWelfare Officers and are considered as confidential at any time;
- In the event the incident could be a penal infraction, the Lead Welfare Officers must share the collected information with the relevant national Authorities in accordance with the applicable law;
- Lead Welfare Officers are allowed to use the confidential information in cases where the disclosure is necessary to protect someone from the Harassment or Abuse that is being suffered.

7. REPORTING PROCEDURE

- World Triathlon strongly encourages all incidents or suspected Harassment or Abuse be reported, regardless of who the offender may be in order to foster well-being in Triathlon.

7.1. Whistle blowing

- World Triathlon strongly supports whistle blowers by providing a confidential reporting system and believes it is important for anyone who has concerns to speak out early in order to prevent and stop any damages inflicted on anyone;
- The whistle blower can be anybody who is aware or has concerns about any form of Harassment and Abuse as defined in section 2 of this Policy;
- In case it seems the victim of a Harassment and Abuse needs urgent medical or police attention, the whistle blower must immediately contact the appropriate services. If not, the incident shall be reported by following the reporting procedure, as set in section 7.2 of this Policy;
- The report must be presented to the Lead Welfare Officer, as set out in section 4 of this Policy and must respect the process established in section 7.2 of this Policy;
- The whistle blower has a right to conserve his/her anonymity and all the information he gives to the Lead Welfare Officer is strictly confidential, as set out in section 6 of this Policy;

7.2. How to report

- Anyone can report any incident or concerns to the Lead Welfare Officer who is the only appropriate person, as set out in section 4 of this Policy;
- The report can be freely made by any means. However, World Triathlon strongly recommends the whistle blower completes the report form provided in Appendix B of this Policy and sends by email (safesport@triathlon.org) the completed form to the Lead Welfare Officer;
- In case of non-use of the report form, it is very important that the whistleblower provides the following information, if possible:
 - a) Name, age, nationality and email address of the victim;
 - b) The nature of the violation;

- c) A summary of the incident with as much details as possible;
- In order to take the report into consideration, the information is the minimum requirement to engage in the investigation procedure or in case of a penal infraction, to alert the relevant local authorities if they have not already been aware of the incident;
 - All the information provided by the whistle blower shall be kept by the Lead Welfare Officer and is considered as confidential at all times. In the event the Harassment or Abuse are a penal infraction, Lead Welfare Officers must share the information collected with the relevant local authorities in accordance with the applicable law;
 - National Federations must report immediately to World Triathlon any case of Harassment and Abuse that they have been aware of and if needed could request help from Lead Welfare Officers.

7.3. Investigation procedure

- The investigation procedure can begin after a report of concerns about a case of Harassment and Abuse;
- Lead Welfare Officers are the only people who can take part in the procedure, in order to gather any additional information about the report;
- However, in case of suspicion of a penal infraction, it is not appropriate for Lead Welfare Officers to investigate. They shall contact immediately the relevant local authorities, in accordance with the applicable law;
- During the investigation procedure, Lead Welfare Officers must respect the confidentiality of the information, as set out in section 6 of this Policy;
- Where World Triathlon's rules and in particular this Policy have been breached, Lead Welfare Officers shall inform the World Triathlon Tribunal in order to engage in the disciplinary or ethical procedure, as set out in section 8 of this Policy.

8. DISCIPLINARY PROCEDURE

- In the event of Harassment and Abuse, as defined in section 2 of this Policy, the Ethical Panel of the World Triathlon Tribunal will be the only relevant body in order to take sanctions to punish any kind of infraction of the World Triathlon Safeguarding Policy;
- The members of the World Triathlon Tribunal cannot be Lead Welfare Officers;
- In case of Harassment and Abuse which penal infraction in accordance with the applicable law, the disciplinary procedure will start after any sanction taken by the relevant local authorities;
- The World Triathlon's Ethical Panel is only allowed to take sporting sanctions after any other sanctions taken by the relevant local authorities;
- These sanctions can only be taken during the disciplinary procedure if they respect the principle of impartiality, right of defence and equality.
- Sanctions and measures shall be proportional to the infringement of the World Triathlon Safeguarding Policy. The following factors shall be taken into consideration:
 - a) The nature of the violation;
 - b) The severity of the violation;
 - c) The number of the violation (it is one time or several repetitions);
 - d) The abused or harassed person (Young or Adult Athlete);
 - e) The relationship between the abused or harassed person and the abuser or harasser;
 - f) Any other relevant circumstances;
- The Ethical Panel of World Triathlon Tribunal can take the following sanctions and measures:
 - a) Financial sanction;
 - b) Loss of the license;
 - c) Competition ban;
 - d) Banishment of any National Federation;
 - e) Prohibition of training;

- The sportive sanctions taking by the Ethical Panel of the World Triathlon Tribunal will be published on World Triathlon's website as long as the sanction is applicable;

APPENDIX A – DEFINITIONS

The following definitions have been set out in the IOC Consensus Statement 2016:

- **Athletes with disabilities:** those who have long-term physical, mental, intellectual or sensory impairments that, on interaction with certain barriers, may hinder their full and effective participation in society on an equal basis with others;
- **Bullying or cyberbullying:** unwanted, repeated and intentional, aggressive behaviour usually among peers, and can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone;
- **Child and adolescent:** every human below the age of 18 years unless, under the law applicable to the child, majority is attained earlier. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10-19 years of age;
- **Hazing:** an organised, usually team-based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members;
- **Homophobia:** antipathy, contempt, prejudice, aversion or hatred towards lesbian, gay or bisexual individuals;
- **Neglect:** the failure of parents or care givers to meet a child's physical and emotional needs or failure to protect a child from exposure to danger. This definition equally applies to coaches and athlete entourages;
- **Negligence:** acts of omission regarding athlete safety. For example, depriving an athlete of food/or drink; insufficient rest and recovery; failure to provide a safe physical training environment; or developmental age-inappropriate or physique- inappropriate training methods;
- **Physical abuse:** non-accidental trauma or physical injury caused by punching, beating, kicking, biting, burning or otherwise harming an athlete. This could include forced or mandated inappropriate physical activity (e.g., age- inappropriate or physique-inappropriate training loads; when injured or in pain); forced alcohol consumption; or systematic doping practices;
- **Psychological abuse:** a pattern of deliberate, prolonged, repeated non-contract behaviours within a power differentiated relationship. This form of abuse is at the core of all other forms. Some definitions refer to emotional or psychological abuse interchangeably. In this document, we refer to psychological abuse in recognition that the psyche consists of more than emotions. It also consists of cognitions, values and beliefs about oneself, and the world. The behaviours that constitute psychological abuse target a person's inner life in all its profound scope;
- **Safe sport:** an athletic environment that is respectful, equitable and free from all forms of non-accidental violence to athletes;
- **Sexism:** is the belief that one sex or gender is superior to another. Sexism is

distinguished by prejudice or by discrimination based on person's sex or gender. Although sexism can affect anyone, women and girls are more often affected by sexism.

- **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;
- **Sexual harassment:** any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.

APPENDIX B

FORM OF REPORTING PR

FORM FOR REPORTING CONCERNS	
Whistle Blowers Information	
Name	
Age/Date of birth	
Nationality	
Addresses (Domicile and e-mail) Telephone	
Relationship to the victim	
Position on harassment:	<input type="checkbox"/> Witness <input type="checkbox"/> Someone reported you <input type="checkbox"/> Victim <input type="checkbox"/> Other (specify)
Victim's Information	
Name	
Age/Date of birth	
Nationality	
Addresses (Domicile and e-mail) Telephone	
Victim is:	<input type="checkbox"/> Athlete <input type="checkbox"/> Staff <input type="checkbox"/> Volunteers <input type="checkbox"/> Officials <input type="checkbox"/> Others (clarify)

Other specific information (Young athlete, Paratriathlete...)	
Detail of the harassment or abuse	
Nature of the incident:	<input type="checkbox"/> Psychological abuse <input type="checkbox"/> Physical abuse <input type="checkbox"/> Sexual harassment <input type="checkbox"/> Sexual abuse <input type="checkbox"/> Neglect <input type="checkbox"/> Other (specify)
Date, time, place, country of the incident	
Information about the harasser or abuser if possible (identity, contact...)	
The incident is:	<input type="checkbox"/> Suspicion of harassment or abuse <input type="checkbox"/> Recognised harassment or abuse
Explication of the incident (as accurate as possible)	
Any action taken before the report (relevant authorities):	<input type="checkbox"/> Yes (specify which one) <input type="checkbox"/> No
Other Information	
<i>All information in this document is strictly confidential and only the Lead Welfare Officer can read it.</i>	