



INTERNATIONAL BOBSLEIGH & SKELETON FEDERATION

# SAFEGUARDING POLICY AGAINST HARASSMENT AND ABUSE

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## INTRODUCTION

The International Bobsleigh & Skeleton Federation (hereinafter “IBSF”), is the religiously and politically neutral international non-governmental organization administering the sports of Bobsleigh (including Bob-on-the-Road) and Skeleton. The IBSF, originally the Fédération Internationale de Bobsleigh et de Tobogganing (FIBT), was founded in Paris on the 23rd November 1923, by the delegates of Great Britain, France and Switzerland and the representatives of Canada and the United States.

The IBSF is the “supreme authority” in all matters relating to international Bobsleigh and Skeleton. In that capacity, the IBSF asserts its authority over all current and future forms, variations and derivatives of the sport, including those forms, variations and/or derivatives modified or derived from its traditional form.

The IBSF cooperates with the International Olympic Committee (IOC), the International Paralympic Committee (IPC) and other International Federations on all matters related to the governance of sports and the Olympic Family. The IBSF recognizes and observes the Olympic Charter, and supports the ideal of Fair Play in sport.

The IBSF does not allow any kind of discrimination on improper grounds, in particular discrimination on grounds of race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status. 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.

IBSF creates an atmosphere in which everybody who participates in Bobsleigh and Skeleton can have a safe, rewarding and positive experience.

Harassment and Abuse can occur in sport and can impact on Athletes’ and Officials’ wellbeing, as well as IBSFs’. 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 IBSF.

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

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

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## 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.
- Ethics Committee of the IBSF is the relevant body of the IBSF to lead the disciplinary procedure in case of violation of this Safeguarding Policy.
- Executive Committee means the IBSF Executive Committee .
- Harassment refers to the definition of any kind of Harassment set out in section 2 and in Appendix A of this Policy.
- IBSF Rules means all the applicable rules (latest edition) of IBSF, e.g. the IBSF International Rules Bobsleigh, IBSF International Rules Skeleton Rules, IBSF International Bobsleigh Rules. These may be amended by IBSF from time to time and available for consultation via the download section of the IBSF [www.ibsf.org](http://www.ibsf.org) .

IBSF Safeguarding Policy means this document concerning the protection against Harassment and Abuse in IBSF.

Lead Welfare Officer refers the IBSF's Lead Welfare Officer, as set out in section 4 of this Policy.

LOC means "Local Organising Committee" of an IBSF event.

National Federation means the National Bobsleigh & Skeleton Federation, which is affiliated with IBSF.

Officials means a member of the joint team of any Jury or Material Controller and National Technical Officials at an IBSF event.

Policy means this IBSF's Safeguarding Policy.

Safeguarding Policy's Guide means the guide that IBSF 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 IBSF.

Volunteers means people working or assisting the LOC during an IBSF event.

Young means an athlete under eighteen (18) years old, male or female including athletes with impairments.

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## 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 IBSF or who is seeking to be within the governance or disciplinary jurisdiction of IBSF.
- 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 IBSF.
- c) Is an IBSF member of staff or official.
- d) Is a volunteer or a person who works for the LOC at any IBSF event.
- e) IBSF identifies as being within its rules and jurisdiction.

This Policy applies at any time during the season or at IBSF.

## 2 WHAT IS HARASSMENT AND ABUSE?

IBSF has adopted the description of the various forms of Harassment and Abuse as set out in the IOC Consensus Statement 2016.

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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, color, 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.



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### 3 NATIONAL FEDERATIONS

Every National Federation of IBSF must play a part in ensuring that the environment of Bobsleigh and Skeleton 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) IBSF's Safeguarding Policy.
- c) The Safeguarding Policy' Guide provided by IBSF.

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 the IBSF Lead Welfare Officers of any reported cases of Harassment and Abuse to happen in their federation. If needed or requested, the Lead Welfare Officers could assist the National Federation in the different phases of the procedure.

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### 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, as it is required. The Executive Committee 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 IBSF.

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 IBSF 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.



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- f) To implement and uphold the IBSF's Safeguarding Policy.
- g) To agree plans with the LOC and the host National Federation at IBSF'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 IBSF's Safeguarding Policy's applicable law are the IBSF'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 IBSF Ethics Committee, as set out in clause 8 of this Policy.

The IBSF Ethics Committee 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 Lead Welfare 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.



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## 7 REPORTING PROCEDURE

IBSF 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 Bobsleigh and Skeleton.

### 7.1 Whistle blowing

IBSF 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, IBSF strongly recommends the whistle blower uses the IOC's whistle blower hotline using the following link: [IOC Whistle Blower Hotline](#).

In case of non-use of the IOC's whistle blower hotline, it is very important that the whistle blower 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.



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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 IBSF 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 IBSF's rules and in particular this Policy have been breached, Lead Welfare Officers shall inform the IBSF Ethics Committee in order to engage in the disciplinary or ethical procedure, as set out in section 8 of this Policy.

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## 8 DISCIPLINARY PROCEDURE

In the event of Harassment and Abuse, as defined in section 2 of this Policy, the Ethics Committee of the IBSF will be the only relevant body in order to take sanctions to punish any kind of infraction of the IBSF Safeguarding Policy.

The members of the IBSF Ethics Committee 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 IBSF Ethics Committee is only allowed to take sporting sanctions after any other sanctions taken by the relevant local authorities.

These sanctions can only be taking during the disciplinary procedure if they respect the principle of impartiality, right of defense and equality.



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Sanctions and measures shall be proportional to the infringement of the IBSF Safeguarding Policy. The following factors shall be taken into consideration:

- d) The nature of the violation.
- e) The severity of the violation.
- f) The number of the violation (it is one time or several repetitions).
- g) The abused or harassed person (Young or Adult Athlete).
- h) The relationship between the abused or harassed person and the abuser or harasser.
- i) Any other relevant circumstances.

The Ethics Committee of IBSF may recommend 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.

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The sportive sanctions taking by the Ethics Committee of IBSF will be published on IBSF's website as long as the sanction is applicable.

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## APPENDIX A – DEFINITIONS IOC Consensus Statement 2016

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 behavior's 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 behaviors 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.