



SAFEGUARDING POLICY

Reviewed by World Skate Athletes' Commission and approved by World Skate Executive Board

1. Preamble

World Skate considers as a fundamental right of all individuals involved in its activities, to be able to participate in a safe and respectful environment and strongly believes that the welfare of its members is paramount.

World Skate acknowledges its responsibilities in this regard and is committed to creating and supporting an environment and a culture free from harassment and abuse. Behaviours and actions that constitute harassment and abuse will not be tolerated.

All forms of harassment and abuse constitute a violation of this Policy and of the [World Skate Code of Conduct and Code of Ethics](#).

Athletes, World Skate Management and Staff members, International Technical Officials, Representatives and Officers, Continental Areas and Member Federations Officers, Officials and Representatives, Volunteers and anyone else anyway involved in World Skate activities shall respect and comply with the principles provided for in this Policy.

2. Definition of Harassment and Abuse

World Skate rejects and punishes each and every form of harassment and abuse as a basic principle of integrity and, specifically, by means of the rules included in its Code of Conduct and Code of Ethics.

World Skate adopts the following definitions of forms of harassment and abuse (ref. to the [IOC Consensus Statement: Harassment and Abuse](#)):

- **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.
- **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. inappropriate training loads when injured or in pain), forced alcohol consumption, or forced doping practices.
- **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.
- **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.
- **Neglect** – 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.

To be defined as harassment and/or abuse, a conduct can be based on any grounds including race, religion, ethnic origin, gender, sexual orientation, age, disability, socio-economic status, athletic ability as well as any other ground which may be used to cause the incident.

It can include a one-off incident or a series of incidents and it may be in person or by other means, even online.

Harassment and abuse are often the result of an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual or by an entity against another person or group.

Most of the time harassment and abuse are strongly connected and may be one the result of the other or its consequence. Therefore, the two violations are often performed with a single conduct.

World Skate acknowledges that a huge number of athletes taking part in its events are minors, under the age of 18. Therefore, in order to provide a targeted protection to this specific category of individuals, World Skate undertakes to involve parents of minors in its activities and to keep the children safe, also by acting in accordance with the [International Safeguarding Children in Sport guidelines](#).

World Skate undertakes to treat potential harassment and abuse cases involving minors, using all due caution and by making the whole process as smooth as possible considering not only the sensitivity of the topic in general, but also the involvement of individuals who are facing the most important and challenging phase of their lives.

In case some of the definitions provided for in this Policy are not exhaustive or fully comprehensive in all meanings in terms of describing a conduct, an act or a fact, reference should be made to the law applicable to the case concerned.

3. Purpose of the Policy

This Policy aims to prevent harassment and abuse, to raise awareness of, and provide clarity on, what constitutes harassment and abuse as well as to set up the process for reporting incidents and case management.

4. Scope of the Policy

This Policy applies to all individuals and entities (Participants) involved in World Skate activities, such as:

- a) Athletes;
- b) National Technical Officials (Coaches, Doctors, Team Managers, Delegates, athletes' entourage and so on);
- c) World Skate Management, Staff Members, Officials, Officers and Representatives;
- d) International Technical Officials (Judges, Referees, competition staff etc.)
- e) Continental Areas and Member Federations Management, Staff Members, Officials, Officers and Representatives;
- f) World Skate Executive Board and Technical Commissions members;
- g) Anyone else anyway taking part in World Skate activities, such as Organizing Committee members, Volunteers, Event Staff members and so on.

5. Roles and Responsibilities

A. WORLD SKATE

World Skate shall be responsible for implementing this Policy, for communicating it to all individuals taking part in its activities and for reporting any incident of harassment and abuse which may occur. When required by any applicable law, World Skate shall report the competent authorities in case an abusing or harassing conduct violating the law is brought to its attention.

World Skate shall be responsible for ensuring that reports of harassment and abuse that are brought to its attention in accordance with the conditions of this Policy, are managed in a fair and responsible way; for providing appropriate support to individuals who may be concerned of an alleged incident of harassment or abuse.

World Skate shall also ensure respect of its own Rules and Regulations as well as it shall make sure that investigations will be carried out in accordance to the procedures included in its Statutes, By-Laws, Codes, Rules and Regulations, in order to impose appropriate disciplinary or corrective measures when there has been a violation of this Policy or of any other World Skate rules concerning harassment or abuse.

World Skate shall make sure that there will be a safeguarding plan and reporting procedure in place at all of its events.

Lastly, World Skate shall make its best efforts in order to provide educational resources and training opportunities to all participants.

B. CONTINENTAL AREAS AND MEMBER FEDERATIONS

Continental Areas and Member Federations shall define and implement their own policies and procedures to protect all individuals taking part in their activities. The mentioned policies and procedures shall be in compliance with World Skate Safeguarding Policy and shall be drafted having regard to the guidelines included in the [IOC Safeguarding Toolkit](#).

Continental Areas and Member Federations shall inform World Skate of any disciplinary sanctions concerning harassment and/or abuse, imposed to one or more of its members/participants.

C. INDIVIDUALS AND/OR ENTITIES (PARTICIPANTS) TAKING PART IN WORLD SKATE ACTIVITIES

Participants shall make their best effort to safeguard others against harassment and abuse and should take immediate action once an abusing or harassing conduct has been identified, even if no complaint has been submitted.

In the same way, Participants shall report their concerns to World Skate if they have any reason to believe that someone has experienced or is experiencing harassment or abuse.

Participants who have been addressed with disciplinary or any other kind of sanctions relating to harassment and/or abuse, shall inform World Skate in this regard.

6. Reporting, Investigation and Disciplinary Procedures

A. REPORTING

Anyone having concern of a possible harassing or abusing conduct during World Skate activities, should report it.

Anyone suffering from an abusing or harassing conduct, as well as third parties who have witnessed or experienced such episodes can report it to World Skate.

Reporting individuals shall be aware of the responsibility connected to the submission of false information punished under the rules of World Skate Code of Conduct and Code of Ethics.

Confidentiality shall be granted to the identity of reporting individuals.

As per Par. 8.C of [World Skate By-Laws](#) and Par. 5 of [World Skate Code of Conduct and Code of Ethics](#), all investigative procedures shall be carried out by World Skate DELA Department (Dpt.). Consequently, the DELA Dpt. shall be considered also as the body in charge of receiving reports concerning harassing and/or abusing conducts in violation of this Policy and of World Skate Code of Conduct and Code of Ethics.

In case an abusing and/or harassing conduct is carried out during an event or, in case anyone suffering from harassment and/or abuse decides to notify World Skate in this regard, a World Skate Representative shall be in charge of collecting reports and brief information regarding possible violations of this Policy. Reports and the information acquired shall be immediately submitted to the DELA Dpt. for its competence.

At this purpose, if the Prosecutor is not attending the event, he/she shall appoint a Safeguarding Representative among World Skate Management, Staff, Boards and Commissions Members for each World Skate event.

Candidates shall be trained about Safeguarding and shall solely acquire the report on behalf of the DELA Dpt.

Safeguarding Representatives can be chosen also among DELA Dpt. members.

The Safeguarding Representative chosen for the event concerned shall be communicated in due time and his/her contact shall be shared to all participants before the beginning of the event.

How to report:

- ✓ By sending the attached [report form](#) by e-mail to deladepartment@worldskate.org;
- ✓ By delivering the attached report form to the Prosecutor or to the appointed Safeguarding Representative (during an event);
- ✓ By sending a report by e-mail to deladepartment@worldskate.org or by reporting the facts in person to the Prosecutor or to the appointed Safeguarding Representative (during an event).

Reports anyway submitted must contain - at least - the following basic information:

- In case the report form is used, fields marked with * are mandatory.
- In case the report is submitted without using the report form, name, date of birth, gender, position or role, contacts and Country of the person submitting the report, as well as a brief description of the facts are mandatory.

In case of minors involved in the report, parents or legal guardians shall be involved, providing that doing so is not considered to represent a risk for such Minor's safety or welfare.

Reports can be submitted anonymously but this may affect the performance of a regular investigative procedure.

B. INVESTIGATION AND DISCIPLINARY PROCEDURES

The DELA Dpt., after having received a report, shall follow the procedures provided for in Par. 8.C.6 of World Skate By-Laws. Therefore, following the leadership of World Skate Prosecutor, a fair and all-embracing investigative procedure, in accordance with the provisions included in World Skate By-Laws, shall be carried out.

After the end of the investigative procedure and in case of a submission of the case to World Skate Executive Board, a decision on the case shall be taken. World Skate Code of Conduct and Code of Ethics shall be applied.

In accordance with Part I, Par. 2.B of World Skate Code of Conduct and Code of Ethics, DELA Dpt. shall investigate only Disciplinary and Ethics violations cases.

In case a conduct reported to the DELA Dpt. represents a criminal offence covered by any applicable law, World Skate shall immediately report the event to the competent authorities and proceed with its Disciplinary and Ethics procedure.

In case a conduct reported to the DELA Dpt. is out of World Skate jurisdiction (as outlined in World Skate Rules and Regulations); the report shall be forwarded to the appropriate and competent organization.

C. CONFIDENTIALITY

Any data and/or information shared with World Skate, concerning a possible abuse and/or harassing case, shall be treated as confidential and shall not be disclosed except when required by any applicable law or when the conduct concerned may represent a possible criminal violation under any applicable law and has to be disclosed to the competent authorities.

7. E-Learning

In order to ensure that athletes, their entourage and any other participants anyway involved in World Skate activities understand the basic principles related to this important and delicate subject, the IOC has developed a [Safeguarding e-learning course](#) on its [Athlete365 Platform](#).

8. APPROVAL AND ENTRY INTO FORCE

This Policy has been reviewed by World Skate Athletes' Commission and has been approved by World Skate Executive Board.

This Policy enters into force the day of its final approval by World Skate Executive Board.

ADDITIONAL RESOURCES:

- ❖ [World Skate Statutes](#)
- ❖ [World Skate By-Laws](#)
- ❖ [World Skate Code of Conduct and Code of Ethics](#)
- ❖ [IOC Code of Ethics](#)
- ❖ [IOC Consensus Statement: Harassment and Abuse](#)
- ❖ [REPORT FORM](#) (below).

REPORT FORM FOR HARASSING AND ABUSING CONDUCTS

FULL NAME*:	
DATE OF BIRTH*: (DD/MM/YYYY) ___/___/_____	
COUNTRY*:	
BELONGING ORGANIZATION:	
ROLE*:	
POSTAL ADDRESS:	
E-MAIL*:	PHONE NUMBER (PLEASE INCLUDE THE COUNTRY CODE):
IN CASE YOU ARE NOT THE INDIVIDUAL INVOLVED, PLEASE INDICATE THE NAME OF THE PERSON WHO HAS EXPERIENCED OR IS EXPERIENCING HARASSMENT AND/OR ABUSE:	
INDIVIDUAL'S ROLE*:	
INDIVIDUAL'S GENDER*: <input type="checkbox"/> Male <input type="checkbox"/> Female	
IN CASE OF A MINOR INDIVIDUAL INVOLVED, PLEASE INDICATE PARENTS/LEGAL GUARDIANS NAMES*:	
PARENTS/LEGAL GUARDIANS CONTACTS*: ADDRESS: COUNTRY: PHONE NUMBER: E-MAIL:	

ARE PARENTS/LEGAL GUARDIANS AWARE OF THE FACTS?

- Yes
- No

DATE OF THE FACTS (DD/MM/YYYY): ____/____/____

BRIEF DESCRIPTION OF THE FACTS*:

POSSIBLE WITNESSES OF THE FACTS AND OTHER USEFUL INFORMATION:

I consent to the collection, the processing and retaining of my personal and sensitive Data and/or Information collected by means of this form and/or by e-mail to [World Skate Privacy Policy and its Terms of Use](#), which I declare to have read, acknowledged and agreed.

Date _____, _____

(Signature)

Reports can be submitted anonymously but this may affect the performance of a regular investigative procedure.



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