



The International Waterski & Wakeboard Federation Limited

IWWF Safe Sport Policy

Adopted by the Executive Board 11th May 2021

The International Waterski & Wakeboard Federation Limited registered in England and Wales with company number 04906594

INTRODUCTION

- 1.1 The IWWF is the international federation responsible for the global governance of the water sport disciplines described under “Disciplines” on the IWWF Website (the “**Sport**”). It is also the organiser of various international Sport events. It is a not for profit company limited by guarantee and established under English company legislation.
- 1.2 The IWWF recognises that ensuring the welfare of all those participating in the sport is fundamental in its own right and embraces article 1.4 of the IOC Code of Ethics (version dated 2020) which recognises respect for international conventions on protecting human rights insofar as they apply to the Olympic Games’ activities and which ensure in particular:
 - (a) respect for human dignity;
 - (b) rejection of discrimination of any kind on whatever grounds, be it race, colour, gender, age, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status; and
 - (c) rejection of all forms of harassment and abuse.
- 1.3 The IWWF Universal Code of Ethics sets out the principles which govern all IWWF activities, decisions, processes and regulations and includes (item 4) the need for respect for human dignity, non-discrimination of any kind on whatever grounds and rejection of all forms of harassment which is vital for the good reputation of the sport and its long-term health and vitality at all levels. Accordingly, the IWWF expects all National Federations and Participants to maintain appropriate standards and behaviour in relation to their welfare and that of other people around them at all times.
- 1.4 The IWWF recognizes that National Federations have a duty of care towards Participants in their relative jurisdictions but also recognizes that there is a need for a framework to apply to Participants who are involved in IWWF Events. Accordingly, in relation to safeguarding matters there is a two tier structure both international and national to ensure the welfare of Protected Persons.
- 1.5 Certain defined terms are used in this policy including the definitions of Protected Persons, Participants, abuse and harm and their respective meanings which are set out in Appendix 1 to the IWWF Safeguarding Regulations.

2. IWWF COMMITMENT

- 2.1 The IWWF acknowledges its duty of care to promote the welfare of Participants, through its policies and procedures and is committed to ensuring that National Federations adopt appropriate safe sport policies which comply with the law of their local jurisdictions and comply with best practice.
- 2.2 The IWWF is committed to:

- (a) communicate that there is an established person/persons and pathway for reporting, to this end it has appointed the Safe Sport Committee (the members of which can be found on the IWWF website) and a Lead Safe Sport Officer with an additional Safe Sport Officer of the opposite gender to offer a choice when reporting an incident;
- (b) provide support and guidance in relation to IWWF Events through the reporting mechanism in the IWWF Safeguarding Regulations;
- (c) ensure all cases of poor practice that may be abuse and any allegations of harm /abuse are dealt with confidentially and are referred to other agencies if appropriate;
- (d) provide support to all concerned persons;
- (e) maintain a register of suspended, disciplined and disqualified persons.

2.3 The Lead Safe Sport Officer will:

- (a) take the lead role in the development and establishment of the IWWF's approach to safe sport;
- (b) take the lead role in the production and updating of the Safe Sport Policy and the IWWF Safeguarding Regulations and their dissemination throughout the organisation;
- (c) be the main point of contact for anyone reporting suspected harassment /harm or abuse and provide support to anyone who reports possible abuse, and to anyone who has been the subject of abuse;
- (d) in relation to any report of suspected harm or abuse, decide whether the matter comes within the jurisdiction of the IWWF under the IWWF Safeguarding Regulations or should be referred to the appropriate National Federation or local agencies.

2.4 The IWWF recognises that reports of harassment often contain extremely sensitive information, and Participants may fear coming forward with information. The IWWF reassures those who are concerned about a possible alleged incident of harassment and abuse or risk of harm that personal information will not be disclosed, except, for example, if the concerned person gives his/her prior consent, if disclosure is necessary to protect someone from the risk of harm, or if a potential criminal act comes to the attention of the IWWF.

2.5 Every member of the IWWF has a responsibility to play a part in ensuring that the sport environment is free from harassment and abuse. The IWWF encourages all incidents of harassment or abuse (or suspected harassment/abuse) to be reported, regardless of who the offender may be. The IWWF will not investigate or attempt to resolve concerns when

a criminal offence is suspected. Such cases will be referred to the relevant public authorities.

3. IWWF SAFEGUARDING REGULATIONS

- 3.1 The IWWF has adopted the IWWF Safeguarding Regulations which establishes a framework through which the IWWF may address matters concerning the abuse or harm, or possibility of harm, to Protected Persons in connection with IWWF Events (including IWWF Events to be held at a future date).
- 3.2 The IWWF Safeguarding Regulations apply to Participants (as defined) which includes any athlete, coach, trainer, manager, selector, official, doctor, physiotherapist or any other person who is employed by, represents or is otherwise affiliated to an athlete, team or squad that participates in an IWWF Event.
- 3.3 A Participant must not engage in any Prohibited Conduct (as defined) which broadly is any conduct that directly or indirectly harms the physical or mental welfare and /or safety of a Protected Person (or poses a risk of such harm).
- 3.4 Participants should familiarise themselves with the IWWF Safeguarding Regulations and ensure that they comply. There are potentially serious consequences for any breach of the IWWF Safeguarding Regulations including being suspended or banned from participating in IWWF Events.

4. NATIONAL FEDERATIONS

- 4.1 National Federations are responsible for safeguarding/ safe sport matters in their respective jurisdictions.
- 4.2 All National Federations should have a written safe sport policy, compliant with local law and best practice that is accessible to and easily understood by all participants in the sport and actively promoted. The safe sport policy should be approved and endorsed by the relevant management body of the National Federation and reviewed appropriately.
- 4.3 National Federations should ensure they are aware of what their obligations are in relation to mandatory reporting to public authorities or duty to warn within their country/region in compiling their safe sport policies. The IOC Toolkit 'Safeguarding Athletes from Harassment and Abuse in Sport' is a useful starting point in drawing up safe sport policies. National Federations are encouraged to include clear and easily understood procedures relating to:
 - (a) expected standards of behaviour and an obligation not to engage in any activity which constitutes abuse or harm;
 - (b) identifying signs of abuse or harm including appropriate definitions and or indicators of such behaviour (which so far as possible should be consistent with the definitions in the IWWF Safeguarding Regulations);

- (c) taking athletes (especially Young Persons) away on trips, tours or to competitions including in relation to transport arrangements, insurance cover, appointment of responsible persons to act in loco parentis (see paragraph 5 below) and venue safety;
- (d) the use of mobile equipment, information technology and social media and the internet;
- (e) the actions that should be taken on a step by step basis in the event of any incident, report or grounds for concern about abuse (including any relevant contact details for local police, social services departments etc);
- (f) identifying applicable laws regarding disclosure of information and reporting of suspicions of abuse where a legal requirement;
- (g) making and dealing with complaints about abuse by individual(s) subject to clear timescales and incorporating any disciplinary procedures (where appropriate) as well as appeal procedures;
- (h) providing appropriate support to the individual(s) who raise, report or disclose concerns or incidents of abuse (on an anonymous basis or otherwise);
- (i) ensuring the appointment of a Safe Sport Officer for the implementation and subsequent management and review of the safe sport policies and procedures (including ensuring that their identity and contact details are easily accessible);
- (j) assessing the suitability of all individuals that have contact with athletes (particularly Young Persons and Adults at Risk) through self-declarations and references;
- (k) ensuring that all individuals acting for and on behalf of and/or with support staff (whether as an employee, event official, coach, volunteer, parent helper, contractor, agent or otherwise) understand their role and responsibilities in respect of safe sport and any code of conduct and are provided with appropriate training opportunities regarding the policy, the code of conduct and how to recognize, identify and respond to signs of abuse, neglect and other safe sport concerns relating to athletes;
- (l) ensuring that staff and volunteers with special responsibilities in relation to safe sport receive appropriate training on recruitment practices, complaints and disciplinary processes and update their knowledge and understanding generally;
- (m) the secure storing of confidential, detailed and accurate records of all safe sport concerns;
- (n) ensuring that all safe sport arrangements (including training), procedures and policies are monitored, reviewed and updated as appropriate including where there is a major change in any relevant law or customs, guidance, experience or needs;

- (o) amending, as necessary, its constitution to reflect its responsibility for overseeing the adoption and implementation of safe sport guidance and ensuring its members are fully signed up to its constitution.

5. YOUNG PERSONS COMPETING AT IWWF EVENTS

- 5.1 National Federations must ensure that any Young Person it sends to compete at an IWWF Event must be accompanied by a responsible adult over the age of 18 years old who has agreed with the National Federation sending the Young Person to act in loco parentis ("**National Federation Responsible Adult**"). The National Federation Responsible Adult will be responsible for the Young Person during travel to and from as well as for the duration of the IWWF Event. A National Federation must appoint a National Federation Responsible Adult prior to the date of travel to the IWWF Event and notify in writing the organiser of the IWWF Event of his/her identity. Any failure to meet these requirements may result in the Young Person being denied the right to participate in the IWWF Event and being referred to the local social services/authorities. All costs associated with local social services interaction will be passed on to and be borne by the National Federation of the Young Person.