



IBU

IBU SAFEGUARDING POLICY - Summary

AIM AND OBJECTIVES/COMMITMENT

Safeguarding in sport is the process of protecting children and adults from harm by providing a safe space in which to play sport and be active. The policy aims to create a safe, supportive and healthy environment for the biathlon family. The document applies to everyone involved in Biathlon.

FORBIDDEN CONDUCT

Among others, in order to achieve Safeguarding, the following conducts are completely forbidden under the IBU policy:

Psychological Abuse

Any treatment which may diminish the sense of identity, dignity, and self-worth. Can be prolonged and/or repeated, contact/non-contact behaviours, including verbal assault, humiliation, intimidation, confinement and isolation.

Physical Abuse

Deliberately inflicting physical harm on and off the field of play. It can include hitting, kicking, pushing, biting, among other methods.

Sexual Abuse

Any sexually inappropriate behaviour, whether by coach, athlete or staff. Especially if the consent is obtained wrongly, under coercion or manipulation.

Sexual Harassment

Any unwanted or unwelcome sexual act. Can be verbal or non-verbal, implicit or explicit.

Neglect

Failure to care, leading to harm or danger for athletes. Not meeting basic physical and psychological needs.

Others

- Bullying
- Harassment
- Hazing
- Negligence

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RESPONSIBILITIES OF THE NATIONAL FEDERATION/MEMBER ORGANISATION UNDER THE POLICY

- Adopt and implement a Safeguarding Policy
- Identifying, collating, and adhering to applicable national and local laws regarding safeguarding
- Appointing necessary safeguarding officials
- Informing about the safeguarding policies to all stakeholders and promoting good safeguarding practices
- Providing appropriate training opportunities to all the stakeholders regarding the safeguarding policies and procedure
- Appointment of Safeguarding Officer:
 - *Who supervises the processes (information dissemination, reporting, investigation etc.) as described in this Policy at the NF/MO level*
 - *Receive reports/complaints regarding safeguarding violations/incidents*
- Appointment of Event Safeguarding Officer:
 - *person responsible for ensuring that the safeguarding policy is enforced and maintained at the events and competitions at NF/MO level*
 - *act as the first point-of-contact for anyone in need during the events and competitions*
- It is important that such Safeguarding officer(s):
 - *Have considerable expertise or possesses experience in the field of safeguarding;*
 - *Are certified by a recognised body with course(s) on safeguarding;*
 - *Should attend regular workshops/training sessions on safeguarding from recognised bodies/institutes/universities;*
 - *Be a known figure, especially when being appointed to local/MO levels;*
 - *Be approachable by athletes, especially children and other such person(s) for the purpose of reporting a forbidden conduct or violation of this Policy.*

REPORTING A SAFEGUARDING VIOLATION/INCIDENT

How to file a Report/Complaint

- Through reporting form available
- Or by email/phone/post
- Using assistance of Athlete Safeguarding/Support Counsel
- To the nearest/closest Protection/Welfare/Safeguarding Officer (if off-season)
- To the Event Safeguarding Officer (if during competition/event)
- Anonymously if necessary, though sharing details shall help BIU investigate better

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How to receive a Report/Complaint

- Maintain confidentiality and share information only on 'need-to-know' basis
- Receive report with utmost neutrality, without any emotional/personal interference, with a clear and open mind
- Without cross-questioning the complainant or providing suggestions or adding information by own
- Immediately inform the concerned senior Safeguarding Officer at the higher level
- Report directly to local statutory authorities/police, if the safety of the victim(s) is in immediate danger

INVESTIGATION PROCEDURES

- The process shall be guided by Chapter E of IBU Code
- However, since safeguarding concern creates not only a special situation, but also, requires utmost care and respect to the safety, health, dignity and well-being of the victim(s)/person(s) disclosing such safeguarding concern, certain recommendations have been provided

CLOSING REMARKS

- BIU shall recommend, develop and make available educational materials and and other practical information related to safeguarding education to assist the NFs and MOs and the stakeholders
- The responsibility for providing the necessary education and dissemination of information relating to the safeguarding policy shall mainly be of the NF/MO
- The relevant details of the contact persons at IBU level or at NF/MO level shall be inserted before releasing the policy by the respective organizations
- The policy shall be reviewed and updated every two years
- Appendix A contains a non-exhaustive list of Model Good Practices in relation to Safeguarding
- Appendix B contains a non-exhaustive list of Bad Practices in relation to Safeguarding, which are not allowed and should be immediately reported
- Appendix C contains a non-exhaustive list of qualifications, roles and responsibilities of the Safeguarding Officials under this Policy
- Appendix D contains a template for 'Safeguarding Incident Reporting Form' which should be adopted and disseminated by the NFs/MOs

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