

FORBIDDEN CONDUCT

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

1. Psychological Abuse

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

2. Physical Abuse

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

3. Sexual Abuse

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

4. Sexual Harassment

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

5. Neglect

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

6. Others

- ⚙ Bullying
- ⚙ Harassment
- ⚙ Hazing
- ⚙ Negligence