

Asian Athletics Safeguarding Policy

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1. Introduction

Asian Athletics is responsible for promoting, developing and protecting athletics within Asia in accordance with its constitution and for ensuring that it is a safe environment for persons in and related to athletics to develop their talents and achieve their goals be it as an athlete, instructor, coach, official, volunteer, manager, administrator or other sport personnel. This Safeguarding Policy ("**this Policy**") establishes the responsibilities of Asian Athletics and its affiliated Member Federations ("**Member Federations**") to ensure that everyone is able to participate in or contribute to athletics safely and to have a fun, enjoyable and positive experience within the sport in Asia.

Asian Athletics recognises that abuse may be conducted by and towards men or women, or children and that it happens in every area of the world, in every sector of society, sport and organisation. Asian Athletics does not consider itself to be immune from safeguarding incidents nor exempt from the responsibility to protect participants associated with athletics at every level and form of participation.

2. Scope of this Policy

This Policy applies to those persons ("**Applicable Persons**") listed in Rule 2.1 of Asian Athletics' Safeguarding Rules ("**Safeguarding Rules**") and include, without limitation Asian Athletics' athletes, officials, staff, volunteers, affiliates and any other person acting in a similar capacity at Asian Athletics. All those to whom this Policy applies must comply with this Policy, the Safeguarding Rules as well as the World Athletics' Safeguarding Policy. Any breaches of this Policy or the Safeguarding Rules by these individuals will be subject to potential sanctions under the applicable Safeguarding Rules and procedures.

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Asian Athletics has jurisdiction for safeguarding concerns and incidents as set out in the Safeguarding Rules and without limitation include:

- Involve an Applicable Person in such of their capacity in Asian Athletics;
- Take place at or during events or competitions staged or organized by Asian Athletics or staged or organized by a Member Federation and its local organizing committee under the auspices of Asian Athletics;
- Take place at any meeting, conference, gathering, training/education seminars or events arranged, provided or organized by Asian Athletics or under the auspices of the Asian Athletics; or
- Take place at an Asian Area Development Centre.

Asian Athletics is responsible for dealing with concerns as outlined above. If a concern is reported to Asian Athletics but does not fall within its jurisdiction, Asian Athletics will refer it to the appropriate Member Federation(s) to deal with. If a concern is reported to Asian Athletics and it appears that both Asian Athletics and Member Federation(s) have jurisdiction, then Asian Athletics and the appropriate Member Federation(s) shall discuss and determine how best should the concern be dealt with.

Member Federations are responsible for handling concerns which arise within their own territory and jurisdiction and must deal with them under the terms of their own safeguarding policy and rules and in accordance with the World Athletics' Safeguarding Policy. The World Athletics' Safeguarding Policy requires concerns to be investigated and administered using a fair and clear process imposing consistent and proportionate sanctions, measures or actions taken where appropriate.

3. Policy Statement of Commitment and Principles

This Policy is based on Asian Athletics' commitment to upholding and advancing the principles set out below.

- Everyone has the right to be treated with dignity and respect, and to be free from discrimination whether it is based on sex, race, age, ethnicity, ability, sexual orientation, gender identity, socio-economic status, beliefs, religious or political affiliation.
- Everyone has the right to participate, enjoy and develop personally through athletics in a safe, inclusive environment free from all forms of abuse, harassment or exploitation.
- Everyone has the right to have their voices heard particularly if raising a concern about their own or another person's welfare. Everyone should know who to ask for help when they have a concern about an individual's behaviour.

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- Everyone, particularly those involved in planning or delivering programmes for athletes under the age of 18, is responsible for the care and protection of those athletes, making decisions in their best interests as their welfare is paramount.

To achieve this Asian Athletics will:

- assist World Athletics by co-operating with World Athletics to train and educate Member Federations in order to help them to create fulfilling and safe environments for all those participating in athletics within their territory;
- educate all relevant members of Asian Athletics staff and volunteers about how to recognise and deal with safeguarding concerns and complaints;
- have member(s) of staff and/or volunteer(s) and/or officials who is/are responsible for dealing with safeguarding matters within its jurisdiction;
- procure that any competitions or events staged or organised by Asian Athletics adhere to this policy and the World Athletics' Safeguarding Policy and any additional guidance produced by World Athletics specifically for safeguarding at events and competitions;
- deal with any concerns, allegations and complaints which Asian Athletics has jurisdiction over (as outlined in Section 2 above) in a fair and transparent manner, confidentially and securely (to the extent permitted and required by law); and

4. Reporting of Concerns

Everyone is responsible for ensuring that no one suffers abuse, harassment or exploitation. Where Asian Athletics has jurisdiction, as outlined above, the matter will be referred to Asian Athletics Legal and Ethics Commission or the Safeguarding Officer(s) appointed for the particular event/competition or such other person(s) or body of person(s) as may be appointed by Asian Athletics to be responsible of Safeguarding issues for Asian Athletics. If Asian Athletics does not have jurisdiction, any concerns or suspicions that someone ("the alleged Victim") may have been subject to abuse, harassment or exploitation or about the behaviour of another person ("the alleged Abuser") either of whom is connected to a Member Federation of Asian Athletics will be reported to both the alleged Victim's and the alleged Abuser's respective Member Federations and their respective safeguarding officers for them to deal with appropriately.

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Asian Athletics must also provide any information relating to any safeguarding issues, concerns or suspicions to World Athletics where the nature of the issue, concern or suspicion relates to something that may be under the jurisdiction of World Athletics.

If an individual is at immediate risk of serious harm Asian Athletics will ensure that the appropriate Member Federation report the matter to local emergency services. Local laws may influence whether Asian Athletics requires the consent of an alleged Victim to report a matter to the police and other agencies, and whether a report to police is required even the alleged Victim refuses to give consent. If Asian Athletics has reason to believe that an alleged Abuser might put others at immediate risk a report will be made by Asian Athletics to the relevant Member Federation and the local authorities of the country where the alleged Abuser is resident or is affiliated/engaged with athletics. This will enable the Member Federation and/or the local authorities to take any appropriate action necessary to protect others in the territory.

5. Codes of Conduct

Asian Athletics may develop Codes of Conduct for use at Asian Athletics' events and competitions and for their own staff and volunteers including leaders, officials, members of Council, Committees, Commissions, Working Groups and Panels, administrators, coaches, technical officials and athletes. Codes of Conduct are designed to provide everyone within athletics with a guide to expected standards of behaviour.

If an individual is aware of any other person breaching the relevant Code of Conduct, then this should be referred to Asian Athletics as a concern for investigation and potential disciplinary action.

6. Review of this Policy

This Policy will be reviewed on a regular basis.

7. Monitoring

The monitoring of this Policy and its implementation will be conducted regularly as appropriate by Asian Athletics and the Asian Athletics Legal and Ethics Commission with the necessary expertise to perform this task.

Appendix

Definitions

Abuse, harassment and exploitation

Abuse, harassment and exploitation are described below. They can be perpetrated by both males and females and is often where one party is in a position of power over the other.

Psychological abuse is an unwelcome act and includes vilification, belittling, rejection, confinement, isolation, verbal assault, humiliation, intimidation, infantilisation or any other behaviour which may diminish an individual's sense of identity, dignity or self-worth. This is at the centre of most types of abuse as when these occur so does psychological abuse. This can often be seen as bullying or cyber-bullying.

Physical abuse is any intentional or unwanted act of, for example, kicking, beating, biting or burning which causes injury or physical harm. It can include the forced consumption of alcohol or systematic doping practices. It can also be any forced or inappropriate physical activity such as training which is unsuitable for the age or physique of the athlete. Forced or excessive training may escape notice in a sporting environment as the ambitions of both athletes and coaches, as well as peer pressure, may induce one or both to impose or take on excessive training loads and/or competition commitments. Dialogue among athletes and coaches aimed at setting mutually agreed and achievable performance goals can help define tolerable and acceptable training demands. It is up to coaches to temper ambitions that may run counter to an athlete's health and wellbeing.

Sexual abuse is any conduct of a sexual nature, either contact (penetrative or non-penetrative) or non-contact, where consent is not given, cannot be given, is coerced or manipulated. This can involve individuals looking at or making sexual images, watching sexual activities, encouraging others to behave in sexually inappropriate ways, or grooming a person in preparation for abuse.

Grooming is the process whereby an individual builds a relationship with a child encouraging them to trust them so that the groomer can manipulate and exploit them for their own advantage. Grooming an athlete's family, entourage and friends often leads those individuals to believe that the groomer is dependable and trustworthy enabling the groomer to have access to the athlete. By manipulating the person and exploiting the relationship they will make the person believe they have to comply with the groomer's demands. The power a groomer has over the child is frequently used to isolate them from friends and family who might otherwise warn or caution them from complying with the groomer's demands.

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Grooming can take place online as well as in person; online grooming is often much quicker often due to the groomer pretending to be younger and sometimes a different gender than they are in reality. Groomers may provide advice to a child as well as offering gifts or attention.

Harassment is unwanted or unwelcome behaviour which offends or can make the person feel humiliated or intimidated. Power harassment is where someone in a position of power over another individual, usually in a working relationship, uses that power to physically or psychologically harass another person in a lower position. Power harassment can include exclusion, inappropriate assignments (too little, too much or of a lower level that acceptable) as well as intrusive behaviour.

Sexual harassment is any unwanted or unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Examples of verbal sexual harassment include unwanted or intimate questions, which may be degrading, relating to body, clothes or one's private life, jokes with a sexual innuendo and proposals or demands for non-consensual sexual acts. These may be unwanted text messages, telephone calls, letters or other forms of communication with sexual content. Non-verbal examples may include staring, gesticulation, or sharing photographs or pictures with sexual allusions. Examples of physical sexual harassment are unnecessary physical contact with a sexual nature such as pinching, attempting to kiss, caress or touch.

Exploitation is when someone exercises control over another person and/or their assets for their own "personal gain", sometimes without the fully informed consent of the person. Personal gain may be psychological, reputational or commercial and constitutes exploitation when the rights of a person are sold or negotiated without express and fully informed consent of the other person. Examples in athletics may be fraudulent misrepresentation of an athlete's age or nationality, acting on behalf of an athlete fraudulently or taking an unreasonable share of the proceeds of sponsorship or funding arrangements. Exploitation comes in many different guises. Examples include sexual exploitation, financial exploitation and signing athletes on to long-term contracts while they are still children.

Neglect is the failure to provide a minimum level of care, either physical or emotional, which causes harm, allowing harm to be caused or creating an imminent danger of harm. This usually relates to the care given by parents or caregivers to children but is also relevant to other people who have a duty of care towards another person such as a coach or team leader towards an athlete. This can include the failure to provide adequate water in high temperatures, adequate clothing in cold temperatures, suitable food, accommodation or safe travel arrangements, or even to provide the services of a chaperone to minor athletes at a competition.

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Abuse, harassment and exploitation may be based on race, religion, colour, beliefs, ethnic origin, sex, gender identity, sexual orientation, age, disability, socio-economic status and athletic ability or a combination of any of these characteristics. It can range from a single isolated incident to a series of events, be in-person or online, or deliberate, unsolicited or coercive. Bullying, hazing and negligence are all aspects of abuse, harassment or exploitation and should be treated in the same way under the terms of this Policy.

Any of these forms of abuse, harassment or exploitation may include an aspect of financial abuse. It may be that an individual may be coerced into signing contracts or agreements which benefit others financially but are of limited financial benefit to themselves. Any element of coercion may be abuse, harassment or exploitation if the individual is a child, if the individual has not authorised someone to act on their behalf or if the individual has not been adequately advised by an independent professional such as an accountant or lawyer of the impact of the terms of the agreement.

There may be times when actions which might not be abusive to one person may be abusive or harmful due to the vulnerability of the individual who is being abused. This may be due to the persons age, ability or other form of vulnerability.

Abuse, harassment and exploitation often result from an abuse of authority by someone in a position of trust, meaning the improper use of power by someone in a position of influence, power or authority by an individual against another.

Child – a “child” or “children” refers to an individual or group of individuals who have not yet reached the age of 18.

Safeguarding – is the process of protecting, children and adults involved in athletics from abuse, harassment, and exploitation. Creating a safe and welcoming environment where everyone is respected and valued is at the heart of safeguarding. Everyone involved with athletics has a role to play in making sure they actively prevent abuse, harassment and exploitation, listen to accounts from children and adults of their experiences and respond safely and fully if there is a problem.