



ROWSA SAFEGUARDING POLICY

Safeguarding Participants in Rowing from Harassment and Abuse

1. Policy Statement

- 1.1. Rowing South Africa (ROWSA) believes that it is a fundamental right of every individual participating with ROWSA, whether they are an athlete, staff, official, MIC coach or a volunteer, to be able to participate in a non-violent, safe and respectful environment.
- 1.2. ROWSA acknowledges its duty of responsibility in this regard and is committed to creating and supporting an environment and a culture, free from harassment and abuse. The welfare of all individuals involved with ROWSA is overriding. Behaviour and actions that constitute harassment and abuse will not be tolerated.
- 1.3. All forms of harassment and abuse constitute a violation of the various ROWSA Codes of Ethics as amended from time to time and ROWSA recognises a constitutional right for all of its members to participate free of abuse and harassment.
- 1.4. ROWSA constituent members, associate members, ExCo members, volunteers and staff are bound by the principles of this Policy and are deemed to have agreed to comply with this Policy.

2. Definition of Harassment and Abuse

- 2.1. ROWSA has adopted the definitions of harassment and abuse as set out in the IOC Consensus Statement 2016 (www.olympic.org/athlete365/library/safe-sport/)
- 2.2. "Harassment and abuse can be expressed in five forms which may occur in combination or in isolation. These include:
 - 2.2.1. psychological abuse,
 - 2.2.2. physical abuse,
 - 2.2.3. sexual harassment,
 - 2.2.4. sexual abuse, and
 - 2.2.5. neglect."
- 2.3. These five Primary forms of abuse are defined here as:
 - 2.3.1 **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.
 - 2.3.1.1 It is sometimes referred to as emotional abuse and can include the following:
 - Prevention of making choices or expressing their opinions
 - Forced social isolation; not allowed to see friends, access education

- Denying access to mobility or communication aids
- Use of threats, fear or bribes
- Prevention of accessing services
- Cyber-bullying
- Intimidation, humiliation, bullying, threats, harassment, or verbal abuse

2.3.2.2 Indicators of Psychological abuse may include:

- Low self-esteem
- Change in behaviour around their abuser
- Change in behaviour – become uncooperative, aggressive, tearful, angry, withdrawn
- Change in appetite – unusual weight loss or gain

2.3.2 **Physical abuse** - means any deliberate and unwelcome acts such as for example punching, beating, kicking, biting and burning – that cause physical trauma or injury. Such acts can also consist of forced or inappropriate physical activity (e.g., age, or physique-inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices. Physical Abuse is characterised by injuries that have occurred without a satisfactory explanation as to their cause.

2.3.2.1 The different types can include:

- Assault – hitting, slapping, kicking, pinching, punching
- Physical punishments
- Force feeding or lack of feeding
- Inappropriate use of restraint or restricting movement
- Misuse of medication
- Involuntary isolation
- Purposefully making conditions uncomfortable, such as; lack of warm bedding

2.3.2.2 Indicators that physical abuse is taking place may include:

- Unexplained bruising, burns, cuts or marks, especially in well-protected areas of the body
- Weight loss due to malnutrition
- Subdued or behavioural changes, especially around the abuser
- Frequent injuries
- Failure to seek medical treatment

2.3.3 **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 harassment can include:

- Inappropriate touching, sexual teasing, or innuendos
- Indecent exposure
- Sexual photography or forced use of or exposure to pornography

2.3.4 **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.

2.3.4.1 Sexual abuse can include:

- Any sexual activity that is not consensual
- Rape, attempted rape or sexual assault
- Indicators can include:

2.3.4.2 Indicators of sexual abuse can include:

- Change in usual behaviour
- Bruising, particularly to the thighs, upper arms, neck and buttocks
- Bleeding, pain or itching in the genital area
- Difficulty walking
- Sudden onset of confusion, incontinence or soiling
- Overt sexual behaviour/language which is out of character
- Sexually transmitted disease or infections
- Torn or stained underwear
- Agitation when being bathed
- Pregnancy in a person unable to consent

2.3.5 **Neglect** - within the meaning of this document means the 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.

2.3.5.1 This type of abuse can include:

- Absence of emotional, physical or medical health care
- Withholding of basic necessities such as; nutrition, heating and medication
- Isolation

2.3.5.2 Indicators of Neglect can include:

- Malnutrition
- Lack of basic necessities such as; food, heating, lighting and adequate clothing
- Isolation
- Poor physical condition or personal hygiene
- Pressure sores or ulcers
- Untaken medication

2.3.1. **Discriminatory Abuse** – There is no place in rowing for discrimination in any form.

2.3.1.1. Discriminatory abuse may occur based on :

- Race or religion
- Gender or gender identity
- Age
- Disability
- Sexual orientation

2.3.1.2 Indicators of discriminatory abuse may include:

- Change in behaviour – anger, fear, frustration, anxiety and loss of self-esteem
- Become withdrawn or isolated

2.3.1.3 Indicators may also come in the form of:

- Criminal damage to property
- Derogatory comments, verbal or physical abuse in public places
- Harassment
- Hate mail, trolling on social media

2.4. Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability. It can include a one-off incident or a series of incidents. It may be in person or online (*or by other means*). Harassment may be deliberate, unsolicited and coercive.

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

2.6. The IOC Consensus Statement 2008, considers that harassment and abuse are on a continuum; and therefore, should not be separated.”

2.7. ROWSA further recognises 5 Secondary types of abuse

These five Secondary forms of abuse are defined here as:

2.7.1. Financial or material Abuse

2.7.1.1. This type of abuse can include:

- Theft of possessions, money or misuse of benefits
- Fraud
- Scams – internet, cold callers, rogue traders
- Misuse of power of attorney or other legal authority or coercion in relation to financial affairs
- False use of another person’s bank account

2.7.1.2 Indicators may include:

- Inability to pay bills or financial hardship
- Unaccounted withdrawal of money from bank accounts
- Sudden change in wills or deeds to a house or property
- Personal items going missing
- Unnecessary property repairs or purchases

2.7.2 **Organisational abuse** also known as institutional abuse, may occur in residential and nursing homes, hospitals, daycare centres of sheltered housing.

2.7.2.1 This abuse can include :

- Lack of care, neglect and respect for dignity and privacy
- Poor professional practice due to inadequate structures, policies and procedures
- Discouragement of visitor
- Inadequate provision of food and drink, including the assistance with eating
- Misuse of medication(doping)
- Failure to respond to complaints

2.7.2.2 Indicators may include:

- Lack of personal belongs and clothing
- Rigid routines with no option of flexibility
- Unnecessary medical procedures such as; catheterisation
- Loss of weight, hunger or dehydration
- Inadequate care plans and care standards

2.7.3 **Domestic Abuse**

2.7.3.1 Domestic abuse can include the following:

- Physical violence
- Psychological and emotional abuse; undermining an individual's self-confidence
- Sexual abuse
- Financial abuse
- So call 'honour' based violence, female genital mutilation and forced marriage

2.7.3.2 Indicators of domestic abuse may include:

- Criticism and verbal abuse
- Isolation – preventing contact with family and friends, and taking away means of communication
- Low self-esteem
- Evidence of physical abuse
- Limited access to money
- Unexplained long periods of absence from work or school

2.7.4 **Modern slavery**

2.7.4.1 This type of abuse can include:

- Human trafficking
- Domestic servitude and forced labour
- Sexual exploitation, such as prostitution or pornography

2.7.4.2 Indicators may include:

- Signs of physical or emotional abuse
- Malnourishment
- Seeming to be under the control of others
- Lack of personal belongings
- Lack of identification documents

- Fear of strangers, officials and law enforcement
- Poor, cramped living conditions

2.7.5 Self-neglect

2.7.5.1 Self-neglect is when any adult fails to take care of himself or herself, and can include:

- Very poor living conditions and lack of self-care
- Not seeking medical attention for disease or illness
- Unwillingness or inability to manage their personal affairs

2.7.5.2 Indicators can include:

- Malnutrition
- Dirty, unkempt appearance
- Hoarding
- Living in squalid conditions, failing to complete or report repairs
- Unwillingness to allow people into their property
- Lack of essential food and clothing
- Unwilling to seek medical assistance or take medication

3. Purpose of the Policy

The ROWSA Policy on Safeguarding Participants in Rowing from Harassment and Abuse aims to:

3.1 Provide a framework for promoting the prevention of harassment and abuse.

3.2 Raise awareness of, and provide clarity on, what constitutes harassment and abuse.

3.3 Outline the process for reporting incidents and case management of harassment and abuse Thereby promoting a safe environment for all involved in the sport of rowing, including:

- Athletes
- Coaches, medical personnel and athlete entourage
- Officials
- ROWSA Staff & Consultants
- ROWSA Council & Commission members
- All persons participating in ROWSA activities including representatives of Members, Staff, Officials, Member Groupings, Organising Committees for ROWSA events, subcontractors and volunteers.

4. Scope of the Policy

4.1 This Policy applies to all individuals involved with ROWSA, namely “any party that deals with ROWSA, is a member of ROWSA or shares in its activities”, including:

4.2 *Some athletes or individuals may have particular vulnerabilities, such as juniors, para athletes, minorities.*

4.3 The above listed individuals shall be referred to as participants.

5. Roles and Responsibilities

5.1. ROWSA is responsible for:

5.1.1. Implementing this Policy.

5.1.2. Raising awareness of this Policy and the procedure for reporting an incident of harassment and abuse, across all Participants of ROWSA activities.

5.1.3. Ensuring that reports of harassment and abuse that are brought to its attention are managed in a timely manner, fairly and responsibly.

5.1.4. Providing appropriate support to concerned Participants of an alleged incident of harassment or abuse.

5.1.5. Imposing appropriate disciplinary or corrective measures when there has been a violation of this Policy.

5.1.6. Ensuring that there is a safeguarding plan and reporting procedure in place at all ROWSA events.

5.1.7. Providing and raising awareness of suitable educational resources and training opportunities for Participants.

5.1.8. Updating the Policy and related procedures from time to time.

5.2. Constituent Members and Associate Members are responsible for:

5.2.1. Defining and implementing their own policies and procedures to protect their athletes, staff and volunteers from harassment and abuse, *adapted to the national legal framework* and consistent with the ROWSA Policy. It is recommended to use the IOC Safeguarding Toolkit referenced in section 7 of this Policy when developing local national policies and procedures.

5.2.2. Managing reports of alleged incidents of harassment and abuse relating to persons that are members of their Constituent and Associate Associations, through their regional bodies or clubs, including athletes, staff and volunteers.

5.2.3. Ensuring all Participants representing ROWSA in a ROWSA activity, are aware of and understand the ROWSA Policy on Safeguarding Participants in Rowing from Harassment and Abuse.

- 5.2.4 Advising ROWSA of any formal disciplinary sanctions relating to harassment and abuse imposed by the member federation, and of any suspensions where the individual may present a risk to ROWSA Participants at that time or in the future. Participants are responsible for: Taking action to safeguard others against harassment and abuse in rowing and for taking immediate action once it has been identified, whether or not a complaint has been made. Reporting their concerns to the Safeguarding Officer or appropriate Designated Person where they have reason to believe that another Participant has experienced or is experiencing harassment and abuse. Information should be shared on a 'needs to know' basis only. The person making a report should keep a confidential note of the information they have passed on and to whom.
- 5.2.5 Advising ROWSA of any formal disciplinary sanctions relating to harassment and abuse that they have received.

6 Reporting, Investigation and Disciplinary Procedures

The procedures relating to this Policy are outlined in the annexed 'ROWSA Procedures - Safeguarding Participants in Rowing from Harassment and Abuse'.

7 Educational & Related Resources

- 7.1 The IOC Safeguarding Toolkit has been created to assist the Olympic Movement to develop and implement athlete-safeguarding policies and procedures (www.olympic.org/athlete365/safeguarding/).
- 7.2 To complement the toolkit and ensure that athletes, their entourage and other individuals understand the core components of this sensitive topic, a free bite-size IOC Athlete Safeguarding e-learning course has been developed and launched on the IOC Athlete Learning Gateway (<http://onlinecourse.olympic.org/course/baseview.php?id=39>).
- 7.3 Additional resources:
- 7.3.1 FISA Code of Ethics
 - 7.3.2 IOC Code of Ethics
 - 7.3.3 IOC Consensus Statement 2016: Harassment and Abuse in Sport
 - 7.3.4 United Nations Convention on the Rights of the Child
 - 7.3.5 International Safeguarding Children in Sport guidelines (in several languages)
 - 7.3.6 The Council of Europe: Article 1. (ii) of the European Sports Charter (version dated 2001)
 - 7.3.7 UNESCO: Article 10.1 of the Revised International Charter of Physical Education, Physical Activity and Sport (version dated 2015)
 - 7.3.8 UN Declaration of Human Rights
 - 7.3.9 iSafe Sport International

8 Glossary

- 8.1 *Abuse* - Abuse is defined as any action that intentionally harms or injures another person. Abuse is sometimes also referred to as non-accidental violence. *Child* - The United Nations Convention on the Rights of the Child defines child as "a human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier". Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10–19 years of age. *Child Protection* - UNICEF uses the term 'child protection' to refer to preventing and responding to violence, exploitation and abuse against children. Article 19 of the UN Convention on the Rights of the Child provides for the protection of children in and out of the home.
- 8.2 *Designated Person* – A Designated Person is an appropriately trained person who oversees safeguarding responsibilities at a ROWSA event and reports to the Safeguarding Officer.
- 8.3 *Safeguarding* – Safeguarding is the action that is taken to promote the welfare of vulnerable adults or children and protect them from harm, including protecting them from harassment and abuse.
- 8.4 *Safeguarding Officer* – The Safeguarding Officer is the principle person in the organisation that receives reports concerning the welfare of Participants, which coordinates the management of the reports and responds to queries in relation to this Policy.

9 Acknowledgements

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