



UNION INTERNATIONALE
DE PENTATHLON MODERNE

UIPM ATHLETES SAFEGUARDING POLICY

INTRODUCTION

Each individual has the right to participate and work in a safe and supportive environment based on respect and in which all individuals are treated with respect and dignity.

The UIPM is committed to creating and maintaining a sport community where all individuals can live in an atmosphere free of all forms of emotional, physical and sexual misconduct. The welfare of the UIPM community is paramount and all forms of misconduct are intolerable and in direct conflict with Olympic ideals and the UIPM Statutes.

This policy intends to safeguard all athletes who are linked to UIPM and involves collaboration with multiple stakeholders and mainly all National Federations that are UIPM members. In the final analysis it assists the UIPM to effectively receive and manage reports of harassment and abuse that fall within its scope.

Besides this **UIPM Athletes Safeguarding Policy (ASP)** the UIPM Code of Ethics will be applied, whenever appropriate, to set up processes and procedures as well as other related matters.

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DEFINITION OF HARASSMENT AND ABUSE

- 1.1. For the purpose of this ASP, when considering the terms harassment and abuse, reference is made to the definitions provided in the IOC Consensus Statement (2016). Harassment and abuse can be expressed in five forms which may occur in combination or in isolation. These include i) psychological abuse, ii) physical abuse, iii) sexual harassment, iv) sexual abuse, and v) neglect. These forms of abuse are defined here as:
 - 1.1.1. **Psychological abuse:** means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation, or any other treatment which may diminish the sense of identity, dignity, and self-worth.
 - 1.1.2. **Physical abuse:** means any deliberate and unwelcome act – such as for example punching, beating, kicking, biting and burning – that causes physical trauma or injury. Such act 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.
 - 1.1.3. **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.
 - 1.1.4. **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.
 - 1.1.5. **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.
- 1.2. 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. Harassment may be deliberate, unsolicited and coercive.
- 1.3. 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. The IOC Consensus Statement 2008 considers that harassment and abuse are on a continuum; and therefore, should not be separated.

2**SCOPE OF APPLICATION**

- 2.1 The ASP applies to harassment which may occur during the course of all UIPM business, activities, competitions and events. It also applies to harassment between individuals associated with the UIPM but outside the UIPM business, activities, and events when such harassment adversely affects relationships within the UIPM work and sport environment.
- 2.2 The ASP applies to 'Covered Persons' defined as: any athlete, coach, trainer, manager, agent, medical or para-medical personnel and/or family member, guest, or other similar associate of any athlete; any competition staff, such as an official, director, volunteer, sponsor, health care provider; any UIPM member and UIPM staff member. All Covered Persons shall conduct themselves in a professional manner at all times and in accordance with this ASP.

3**EDUCATION AND PREVENTION**

- 3.1 In order to maximize the effectiveness of the ASP, the UIPM will be responsible for creating awareness in the pentathlon community through campaigns using website, social media and communications to members NFs.
- 3.2 Educational material related to the prevention of harassment and abuse in the dedicated areas will be provided to athletes, coaches and judges in the Educational Platform in the website. In addition, the ASP will be mandatorily included in all seminars delivered to athletes, coaches and judges.
- 3.3 A range of IOC educational tools about safeguarding which are free and accessible to all athletes and public will be also available in the UIPM Educational Platform.

4**REPORTING PROCEDURE**

- 4.1 Every National Federation member of the UIPM has a responsibility to play a part in ensuring that the sport environment is free from harassment.
- 4.2 The UIPM encourages all incidents of harassment to be reported, regardless of who the offender may be.
- 4.3 All suspicions and allegations of abuse or poor practice must be taken seriously, appropriately reported and managed accordingly.
- 4.4 Individuals may be reluctant to express concerns because they fear harassment or victimisation. In these circumstances, it is important to understand these feelings but not to allow them to interfere with the need to ensure that concerns are reported appropriately. Individuals reporting concerns will be supported by the UIPM.
- 4.5 To report a procedure a whistle-blowing channel will be available in the UIPM website. A UIPM Safeguarding Officer with no conflict of interest will be designated to receive the data reported electronically. The UIPM Safeguarding Officer must respect the confidentiality measures described on number 10 below.

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INVESTIGATION PROCEDURE

- 5.1 The UIPM Safeguarding Officer is responsible for liaising with the relevant departments, informing the Executive Board of the allegations, and supporting the Disciplinary Panel within the UIPM to assess if an incident of harassment or abuse is indicated, as per organisation definition, and if it was a potential unlawful activity or a potential disciplinary issue.
- 5.2 The investigation procedure should follow the below phases:
 - 5.2.1 Internal analysis, intelligence gathering and liaison with public authorities (if needed or required by law);
 - 5.2.2 Disciplinary procedures – inquiry/hearing;
 - 5.2.3 Decision by the UIPM Executive Board including measures and sanctions;
 - 5.2.4 Communication of Decision
- 5.3 Investigation and decision by public authorities (when applied) run in parallel.

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SUPPORT OF CONCERNED PERSONS

- 6.1. In order to establish appropriate mechanisms to provide support and information to persons reporting an alleged incident of harassment and abuse (“concerned persons”), the UIPM Safeguarding Officer plays a central role with responsibilities including the following:
 - 6.1.1. Carrying-out the reporting and investigation procedures, with the responsibility for receiving and managing the reports as well as impartially dealing with them;
 - 6.1.2. Determining whether information on an alleged incident should be disclosed to the competent local authorities; and
 - 6.1.3. Providing support to any concerned persons throughout the reporting and investigation procedures.
- 6.2. The UIPM Safeguarding Officer should be trained and experienced in the field of safeguarding from harassment and abuse (medically and/or legally).
- 6.3. Whenever possible, a male and a female should be appointed as UIPM Safeguarding Officers.

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MEASURES AND SANCTIONS

- 7.1. UIPM has its own Procedural Rules (Annex 1, UIPM Code of Ethics) and sanctioning system (Chapter V, UIPM Code of Ethics) for dealing with breaches framed by this ASP.
- 7.2. Measures and sanctions must respect the principle of proportionality and be consistent with applicable laws. The following factors should be taken into consideration when determining proportionality: i) the nature and severity of the violations; ii) the number of violations; and iii) any other relevant circumstances.

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FAIR PROCESS

- 8.1. The UIPM Code of Ethics clearly states in its Procedural Rules that the overriding goal of those Rules is to provide procedures to determine disciplinary complaints and related issues in a fair, flexible, appropriate and proportionate manner. In addition, during the process the parties involved have to be granted a timely, fair and impartial hearing.
- 8.2. If an allegation is made against someone, the following should occur, in line with applicable law: i) notice should be provided to the individual/individuals concerned; and ii) the right/opportunity to be heard should be offered, before any measure or sanction is applied. Furthermore, information detailing the rights of the complainant and the rights of the respondent should be provided.

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INVOLVEMENT OF RELEVANT PUBLIC AUTHORITIES AND OTHER ORGANISATIONS

- 9.1. The UIPM shall have the absolute discretion, where it deems appropriate, to conduct its own investigation pending the outcome of investigations being conducted by other organisations and/or relevant authorities.
- 9.2. Where applicable, the UIPM through the UIPM Safeguarding Officer, must notify a potential criminal case to local authorities, as appropriate and necessary pursuant to local law. For clarity, UIPM shall not interfere with any decision of competent local authorities on whether to conduct a criminal investigation in relation to an alleged incident.

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CONFIDENTIALITY

- 10.1. All matters pertaining to an alleged incident of harassment and abuse, in particular reports of harassment and abuse, personal information of the concerned persons, other information gathered during investigations and results of investigations shall be regarded as highly confidential.
- 10.2. Every effort will be made to maintain confidentiality for all concerned, and consideration will be given to what support may be appropriate to each individual involved. Mandatory disclosure pursuant to applicable laws does not constitute a breach of confidentiality.
- 10.3. An alleged incident of harassment and abuse be regarded as confidential, and that personal information (including name, date of birth, address, identification numbers, etc.) should not be disclosed, except: i) if the concerned person gives his/her prior written consent; ii) if disclosure is necessary to protect someone from harm; or iii) if a potential criminal act comes to the attention of the UIPM.



UNION INTERNATIONALE
DE PENTATHLON MODERNE

STADE LOUIS II, ENTREE E
13 AV. DES CASTELANS, 98000 MONTE CARLO, MONACO
TEL: +377 9777 8555 FAX: +377 9777 8550 EMAIL: UIPM@PENTATHLON.ORG



Web:
pentathlon.org



Facebook:
[/theUIPM](https://www.facebook.com/theUIPM)



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