



WDGF Safeguarding Participants from Harassment and Abuse Policy

This policy was approved and adopted by the WDGF Board on 24 October 2023.

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POLICY OBJECTIVES

This Policy is intended to help safeguard all Participants from harassment and abuse during any WDGf Event.

DEFINITIONS

“Championships Support Personnel” refers to any tournament director, owner, operator, employee, volunteer, referee, technical official, and any of their respective agents, delegates, commissioners, or contractors, and any similarly situated person at any WDGf Event and any other person who receives accreditation for a WDGf Event.

“Child / adolescent” or collectively **“Minor”** shall mean any Participant under the legal age of majority of the country in which the WDGf Event is taking place at the time of the start of the WDGf Event.

“Harassment” or **“harassment and abuse”** includes psychological abuse, physical abuse, sexual harassment and neglect. These forms of harassment and abuse may occur in combination or in isolation.

“Neglect” within the meaning of these Guidelines 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.

“Participants” refers to:

- (a) the WDGf and its members or representatives;
- (b) the WDGf officials and any persons or organisation belonging in any capacity whatsoever to the WDGf or to one of its affiliated members;
- (c) the Organising Committee of the World Deaf Golf Championships;
- (d) Championships Support Personnel;
- (e) WDGf employees and volunteers;
- (f) Athletes and Athletes Support Personnel at the World Deaf Golf Championships;
and
- (g) members of the WDGf Board.

“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.

“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.

“Sexual harassment” means any verbal or physical conduct of a sexual nature, which is unwelcome, or where consent is coerced, manipulated or cannot be given. Sexual harassment can take the form of sexual abuse.

“WDGF” means the World Deaf Golf Federation.

“WDGF Event” means any golf competition sanctioned by the WDGF including the World Deaf Golf Championships.

A. INTRODUCTION AND SCOPE

1. This Policy applies:
 - (a) During any WDGF Event;
 - (b) To all Participants of any WDGF Event; and
 - (c) To alleged incidents of harassment and abuse.
2. Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age, disability, socioeconomic 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. 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. Further details and examples of what can constitute harassment and abuse can be found in the IOC Consensus Statement: Harassment and Abuse in Sport (2016).

B. REPORTING AND PROCEDURE FOR ADDRESSING INCIDENTS OF HARASSMENT AND ABUSE

3. Anyone may report an incident of harassment and abuse.
4. In the specific case of a Minor:
 - (a) In the case of a report involving a Minor as the alleged perpetrator of Harassment and Abuse, the parents or legal guardian of such Minor must be informed.
 - (b) In the case of a report involving a Minor as the alleged victim or third-party witness of Harassment and Abuse, the parents or legal guardian of the Minor, should be informed, providing that doing so is not considered to represent a risk for such Minor’s safety or welfare.
 - (c) In the case that informing the parents or legal guardian is considered to represent a risk for the Minor’s safety or welfare, another person attending the IGF Event or Competition within the same delegation as the

Minor in an official capacity, preferably in a medical or legal capacity, must be informed, providing that doing so is not considered to represent a risk for the Minor's safety or welfare.

5. An alleged incident of harassment and abuse may be reported to the Head of the WDGf Integrity Unit.
6. Reports of harassment and abuse may be made in writing or verbally.
7. The Head of the WDGf Integrity Unit shall ensure that such reports are documented:
 - (a) This documentation should include the name, title, address, contact information and signature of the reporting person;
 - (b) The documentation should also include information pertaining to the reasons and basis for the report, including any evidence which might suggest that harassment and abuse has occurred;
 - (c) Based on the particular facts as detailed in the reports, the Head of the WDGf Integrity Unit will determine how to proceed with each case.
8. If an alleged incident of harassment or abuse has occurred between persons belonging to the same WDGf Member, the incident shall be resolved by such WDGf Member provided that it has an appropriate procedure for safeguarding Participants including for safeguarding of Minors, as relevant.
9. In all other cases, including in the event that:
 - (a) an alleged incident of harassment or abuse has occurred between persons belonging to another WDGf Member or to different organisations;
 - (b) an Organisation which has an appropriate procedure for safeguarding Participants, does not, in the opinion of the WDGf, safeguard such Participant (e.g. by taking any disciplinary action); or
 - (c) does not have an appropriate procedure for safeguarding Participants,the WDGf shall take action within its own competence to safeguard the concerned Participant, including taking any disciplinary action, if necessary.

C. DISCIPLINARY PROCEDURE

10. Any alleged incident of harassment and abuse during a WDGf Event which may constitute a breach of the WDGf Code of Ethics, may give rise to the WDGf initiating disciplinary proceedings.

D. CONFIDENTIALITY

11. 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 (“Confidential Information”) shall be regarded as confidential.
12. The WDFG may disclose Confidential Information to appropriate persons or authorities if:
 - (a) a failure to disclose such information may cause harm to someone; or
 - (b) such information relates to a potential criminal act that comes to the attention of the IGF.
13. Decisions pursuant to the disciplinary procedure shall, in principle, include Confidential Information and shall be publicly disclosed by the WDFG. When disclosing such decisions, the WDFG shall:
 - (a) not include any personal information of the victim without obtaining the victim’s consent; and
 - (b) anonymise personal information of other concerned persons in certain cases, taking into consideration the privacy interests of such concerned persons.
14. Notwithstanding the above, Confidential Information related to Minors will not be publicly disclosed.