



World ParaVolley Policy Non-Accidental Violence and Abuse in ParaVolley Sport

1 Policy Statement

World ParaVolley, its Members, partners, officials, sportsmen and sportswomen affirm their commitment to the Paralympic ethos and the tradition of fair and honourable sports competition. World ParaVolley's history and traditions are based on the principles of excellence in sport, opportunity to participate in fair competition, and enhancement of the dignity of athletes and sport. This necessitates acceptance of the fundamental values of honesty, human rights, fairness, justice, non-discrimination and personal integrity.

Members of the World ParaVolley Family shall endorse the Vision, Mission and Values of the International Federation and in addition shall respect all IPC and WADA Codes, Policies and Rules.

World ParaVolley works hard to live the sport Values of Integrity, Excellence, Fairness, Inclusion, Teamwork, and Fun every day. Within our sport, it must also be ensured that the spirit of fair play prevails, violence is banned, the health risk of the athletes is managed and fundamental ethical principles are upheld. Furthermore, the World ParaVolley Code of Ethics and World ParaVolley Medical code require that all members of the World ParaVolley Family shall adhere to a number of ethical standards during all World ParaVolley competitions, events and activities, including not to tolerate any practice constituting any form of physical or mental injury. All forms of harassment including physical, mental, professional or sexual, are prohibited. Behaviours that are humiliating, intimidating, or insulting will not be tolerated.

This Policy expands on these principles and provides further examples of prohibited forms of non-accidental harm, and recommendations for victims of such harms.

2 Application

This policy applies to all individuals who are subject to the World ParaVolley Code of Ethics.

3 General Principles

3.1 World ParaVolley considers that every individual is entitled to live and work in an environment that is free from embarrassment, discomfort, intimidation or humiliation arising from acts of non-accidental violence and



abuse, including those perpetrated knowingly and deliberately (acts of commission) or negligently (acts of omission), that undermine both the mental and physical health of the individual and the integrity of sport. In particular, World ParaVolley recognizes the right of athletes and all other members of the World ParaVolley Family to enjoy a safe and supportive sport environment.

3.2 Non-accidental harms, including sexual abuse and assault, financial abuse, bullying and emotional abuse, hazing, neglect, physical abuse and child exploitation are violations of human rights, regardless of cultural setting, that damage both individual and organizational health. Every member of World ParaVolley shares the responsibility to identify and prevent non-accidental harms, and to develop a culture of dignity, respect and safety with the World ParaVolley sport community.

3.3 World ParaVolley encourages and supports any possible positive action that aims at raising awareness of the negative impact, and at reducing and eliminating non-accidental harms in sport.

3.4 World ParaVolley calls upon its member organizations, all individuals involved in leadership, all (sport) officials and all athletes associated with World ParaVolley to exemplify equitable, respectful and ethical leadership, to observe and respect the cultural differences and promote the rights, the well-being and protection of all individuals at all levels of our sport.

3.5 Non-accidental harms are a breach of the World ParaVolley Code of Ethics and will be investigated and sanctioned accordingly.

4 Examples and definitions of non-accidental harms

4.1 Non-accidental harms

Non-accidental harms are defined as any unwelcome sexual harassment and/or abuse, financial abuse, bullying and emotional abuse, hazing, neglect, physical abuse and child exploitation.

4.1.1 Sexual harassment and/or abuse

Sexual harassment and/or abuse is any unwelcome sexual advance, request for sexual favours, or any other form of unsolicited or unwelcome sexual conduct. Sexual abuse and/or harassment often occurs after the careful grooming of the individual until he/she believes that sexual involvement with his/her abuser is acceptable, unavoidable, or a normal part of the relationship and every day behavior.



Regardless of any innocent intent, the following examples, which may also be criminal offenses, constitute sexual harassment and/or abuse when they are offensive:

- Exchange of rewards, privileges or preferential treatment in exchange for sexual favours
- Indecent exposure
- Sexual violence, such as sexual assault and forced attempts at sexual intercourse
- Incest and rape
- Public display of pornographic material
- Intimidating sexual remarks, invitations or familiarity
- Ongoing use of humour based on sexual insinuations
- Intrusive inquiries into a person's private life, or reference to their sexuality or physical appearance
- Persistent requests for social contact despite repeated rebuttal
- Persistent staring at parts of the body
- Sexually offensive phone calls or any other (electronic) communication such as the use of social media
- Sex-related vandalism; sexual or homophobic graffiti
- Ridiculing or undermining of performance or self-respect
- Bullying on the basis of sex
- Physical contact, fondling, pinching or kissing

4.1.2 Financial abuse

Financial abuse is bullying or exploitation involving material and/or fiscal assets including tactics to limit access to assets, concealing information about accessibility to assets, or using assets as the basis to control an individual's behavior.

4.1.3 Emotional abuse

Emotional abuse is behavior that may result in psychological trauma to an individual, including anxiety, depression, or post-traumatic stress disorder.

4.1.4 Hazing

Hazing includes initiation activities that involve forms of ridicule and humiliation within a group or in public, as well as pranks.

4.1.5 Neglect

Neglect is willful inattention to an individual's basic needs including suitable shelter, nutrition, and psychological support.

4.1.6 Physical abuse

Physical abuse is all forms of inappropriate physical harm to the individual.

4.1.7 Child exploitation



Child exploitation is exploitation of under-aged individuals. Exploitation refers to the use of an individual for ones' own benefit, gratification or satisfaction.

5 Recommendations for responding to non-accidental harms

Responding to non-accidental harms can include, but is not limited to, the following options which do not necessarily need to be exhausted before a complaint can be made:

5.1 Victims should clearly communicate to the harasser that his/her behaviour is unwelcome, unacceptable, and offensive. They should be as direct as they can, particularly when the alleged harasser may have reason to believe that the behavior is welcomed, normal or appropriate.

5.2 Victims can confidentially inform and seek support from a coach, official, colleague or any other senior person they have confidence in.

5.3 Victims can take personal action by filing a formal or informal complaint to the appropriate (legal) authority.

5.4 Witnesses should report non-accidental harms to a third party and the appropriate authorities.

5.5 Document any behavior directed towards the individual that is abusive in nature. Include witnesses, how the individual dealt with the situation and who individual talked to about the situation and when. Inform the NPC, or World ParaVolley about any accusations.

6 Procedures

6.1 Reports or complaints of incidences of non-accidental harms encountered outside of Competition or Events shall be dealt with in accordance with the World ParaVolley Discipline Regulations that deal with complaints regarding alleged breaches of the World ParaVolley Code of Ethics.

6.2 Reports or complaints of incidences of non-accidental harms encountered during Competition or Events shall be dealt with in accordance with the following Reporting procedure:

6.2.1 INFORMATION: Anyone may report an incident of harassment and abuse. Information is received and forwarded to the World



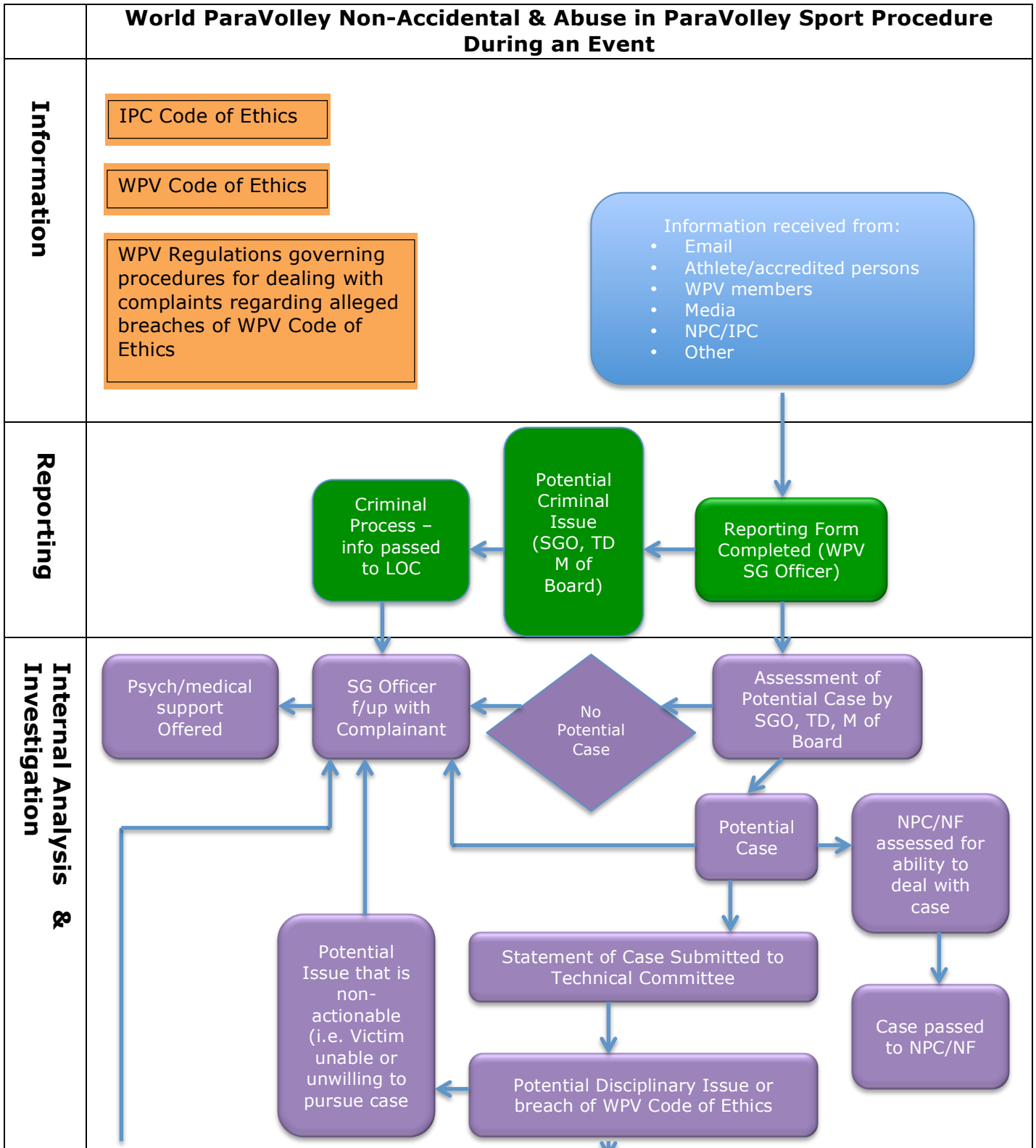
ParaVolley Safeguarding Officer (Medical or Technical Delegate for the Event)

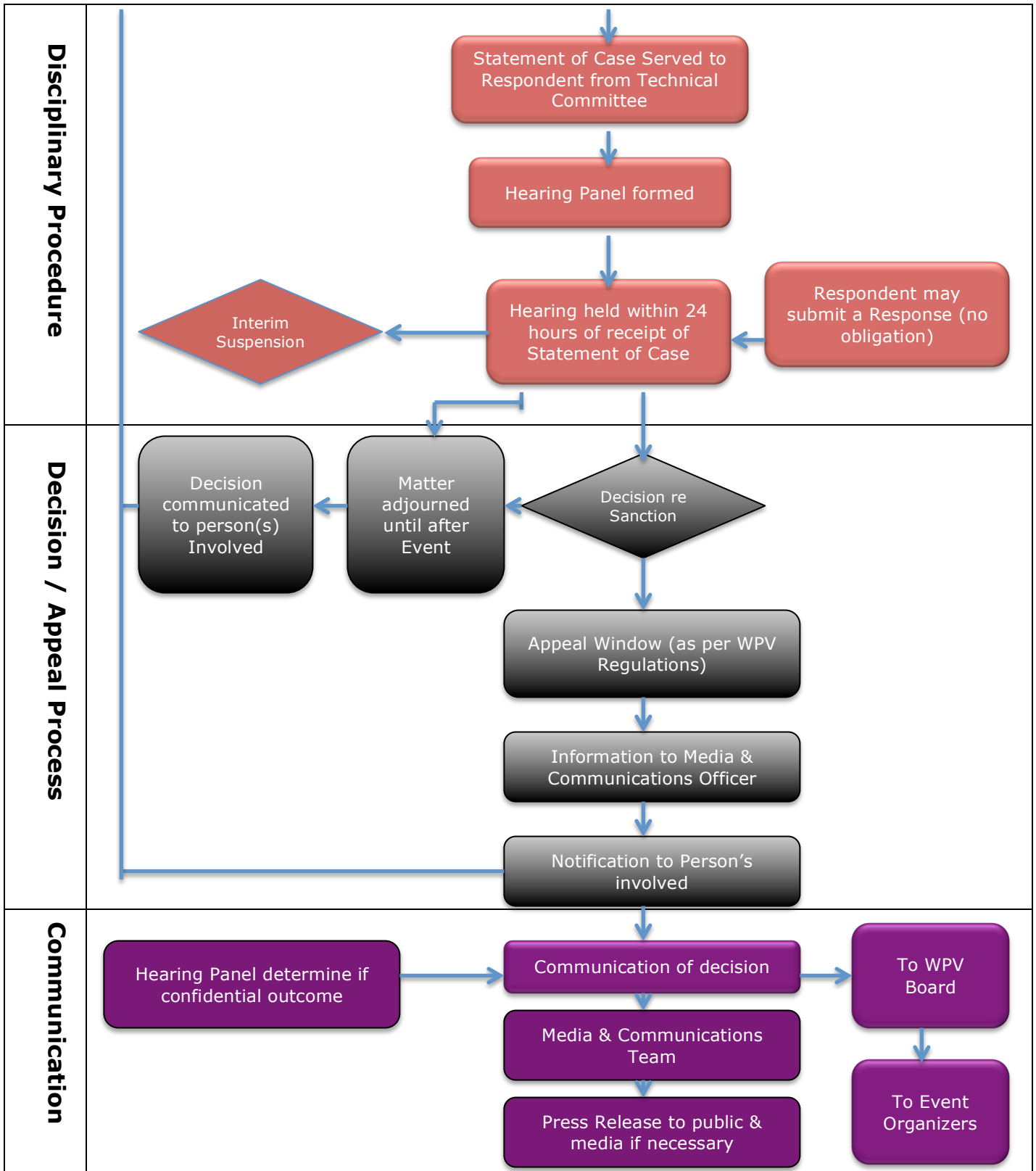
6.2.2 REPORTING: The World ParaVolley Safeguarding Officer completes a Reporting Form.

6.2.2.1 The Safeguarding Officer, designated representative of the World ParaVolley Board and the World ParaVolley legal advisor to determine any potential criminal issues. If potential criminal issues are identified, with the permission of the complainant (if over 18 years old), the Police will be contacted and the case information will be provided to them. If the complainant is under 18 years old, the Police will be contacted directly.

6.2.2.2 Separate from any police investigation, the Medical/Technical Delegate or designated representative of the Medical Commission will initiate follow-up with the complainant regarding the psychological and medical support available through the Organizing Committee Medical Services. This representative also will assist the complainant in accessing this support.

For the purpose of safeguarding the complainant, the following procedure shall take place prior to the complaint being submitted to the World ParaVolley Technical Committee. This procedure also is illustrated in the flow chart below.







6.2.3 INTERNAL ANALYSIS & INTELLIGENCE GATHERING

6.2.3.1 An assessment on the available information is conducted by the World ParaVolley Safeguarding Officer and the designated representative of the World ParaVolley or relevant Board against the World ParaVolley Policy on Non-Accidental Violence and Abuse in ParaVolley Sport to determine if a potential breach of the Code of Ethics has occurred.

6.2.3.2 If there is no potential breach of the Code of Ethics identified, the World ParaVolley Safeguarding Officer will maintain contact with the complainant to ensure that she or he receives appropriate psychological and medical support from the Organising Committee Medical Services.

6.2.3.3 Similarly, should the complainant be unwilling to pursue the case, the World ParaVolley Safeguarding Officer will initiate follow-up with the complainant regarding the psychological and medical support available through the Event Medical Services and assist the complainant in accessing this support.

6.2.3.4 If a potential breach of the Code of Ethics has been identified, a determination will be made about whether or not the case may be suitably handled by the complainant's National Paralympic Committee (NPC) or National Federation (NF) (the World ParaVolley member). Considerations in this decision making will include an assessment of the NPC's or NF's documented policies and procedures relating to complaints of this nature, obtaining the athlete's consent, and any involvement or conflict of interest of the NPC/NF in the particular case.

6.2.3.5 If the NPC or NF is assessed to be suitable to handle the particular case, the information will be transferred to the NPC/NF for the purpose of being actioned. In this case, World ParaVolley will maintain contact with the NPC or NF to ensure that the NPC/NF follows up with the case.

6.2.3.6 In cases taken forward by World ParaVolley (i.e., where the NPC or NF cannot suitably handle the case), the complainant will submit a detailed "Statement of Case". This Statement then will be submitted to the World ParaVolley Technical Committee for further assessment against the World ParaVolley Policy on Non-Accidental



Violence and Abuse in ParaVolley Sport to determine if there is a potential breach of the Code of Ethics.

6.2.4 DISCIPLINARY PROCEDURE (during Event)

6.2.4.1 The Complainant shall first submit to the Committee a written document which shall be referred to as their "Statement of Case", which will describe the conduct complained of, and will specify the way in which that conduct is alleged to amount to a breach of the Code. The purpose of this stage is for the Complainant to set out her or his case fully. The Complainant must identify which parts of the Code they believe have been breached by the conduct described in their Statement of Case. The Statement of Case should identify if there are any witnesses to the conduct complained about and whether or not the Complainant intends to rely upon their evidence and whether or not those witnesses have confirmed to the Complainant their willingness to give evidence in support of the Complaint. It should also identify what evidence the Complainant will rely upon. The Committee shall keep in mind the need to balance the interest and ability of the Complainant to fully articulate the Complaint with the right of the Respondent to know the case against her or him at an early stage and the nature of the evidence to support the allegations. The Committee recognizes that in the field of ethical conduct it can be difficult to precisely identify the nature of the breach or to obtain the evidence to prove the allegation.

6.2.4.2 The Statement of Case shall be received by the Technical Committee who will determine whether or not the Statement of Case has been brought to the appropriate person or body, and review the Case. Following the initial evaluation, and provided the Committee has resolved to allow the Complaint to proceed, the Chairperson will immediately form a Hearing Panel. The Chairperson will serve a copy of the Statement of Case on the Respondent with a request that the Respondent attend a hearing that shall be held no later than 24 hours from the time of the receipt of the Statement of Case.

6.2.4.3 The Hearing Panel may, on consideration of the Complaint, impose an interim suspension in the case where the Committee believes on genuine grounds that it is necessary to protect the interests of the person/body to whom World ParaVolley owes a duty to do so. The imposition of a suspension does not indicate that the Committee has made any judgement on the Complaint. It is not to be seen as a sanction, it should be seen as a neutral act taken to protect the parties during the process.



6.2.4.4 The Respondent may prepare a Reply but is not under an obligation to do so.

6.2.4.5 At the Hearing, the Hearing Panel shall hear the submissions of the Complainant and Respondent and may proceed there and then to determine the matter as if it were being conducted under the relevant World ParaVolley Event Regulations. However, if the Panel consider it appropriate to do so, the matter may be adjourned to be dealt with after the Event where upon the Panel shall (so far as they are able) set out a time table for the further steps to be taken by the Parties and a date for the Hearing to finally determine the outcome of the Complaint.

6.2.4.6 For Complaints dealt with at the Hearing held during the Event period, the decision in respect of any Sanction applied during the Event period shall be enforceable immediately. An appeal can be brought forward in respect of the Sanction as per the World ParaVolley Disciplinary Regulations.

6.2.4.7 If the Complaint is adjourned to be dealt with after the Event period, the Hearing Panel may continue any Interim suspension imposed until the final hearing.

6.2.5 SANCTIONS & COMMUNICATION

6.2.5.1 Sanctions are determined as per Article 5 and 6 of the World ParaVolley Discipline Regulations.

6.2.5..2 Following a decision on whether the outcome is considered a confidential outcome, appropriate communication is undertaken to: a) the Person(s) involved, the World ParaVolley Board, the relevant body of the Event Organizers, and, possibly to the Media and Communications Team.

7 Confidentiality

7.1 Every member involved in these proceedings, on the Committee or Hearing or Appeal Panel formed under these Regulations, shall be obliged to keep all the information regarding any Complaint confidential throughout the procedure described above.



- 7.2 World ParaVolley 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 World ParaVolley.
- 7.3 Notwithstanding Section 7.2 above, this obligation of confidentiality will not prohibit the Committee or any Hearing or Appeal Panel from publishing the outcome of their consideration of a Complaint and such details as are considered necessary or desirable so as to give a proper context and understanding of the decision reached. When disclosing such decisions, World ParaVolley shall: a) not include any personal information of the victim without obtaining the victim's consent; and b) anonymize personal information of other concerned persons in certain cases, taking into consideration the privacy interests of such concerned persons.