

ANNEX 1

FIVB FRAMEWORK FOR SAFEGUARDING ATHLETES AND OTHER PARTICIPANTS FROM HARRASSMENT AND ABUSE IN SPORT.

(HEREINAFTER THE “FRAMEWORK”)

1. OBJECTIVE

This Framework is intended to help safeguard Athletes and other Participants from harassment and abuse in sport during the FIVB Volleyball – Beach Volleyball – Snow Volleyball events.

2. SCOPE OF APPLICATION

2.1 This Framework applies:

- i. During the FIVB Volleyball – Beach Volleyball – Snow Volleyball events;
- ii. To all Participants to the FIVB Volleyball – Beach Volleyball – Snow Volleyball events;
- iii. To alleged incidents of harassment and abuse.

2.2 For the purposes of this Framework:

“**Participants**” shall mean individual competitors (Athletes) and teams, officials, managers and other members of any delegation, referees and jury members and all other accredited persons.

“**Event**” shall mean the FIVB Volleyball – Beach Volleyball – Snow Volleyball events.

“**Harassment**” as stated in Article 20.4 FIVB Disciplinary Regulation 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.

“**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.

“**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.

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.

3. PREVENTIVE MEASURES

Educational materials and other information regarding harassment and abuse in sport will be available to Athletes and other Participants including their respective entourages prior to, during and after the

Event, in particular explaining what may constitute harassment and abuse, and where Athletes and other Participants and their respective entourages may seek further information, advice and support.

- 1) Presentation (coaches)
- 2) Information at the Preliminary Inquiry

5. THE FIVB SAFEGUARDING OFFICER

5.1 The FIVB Medical Delegate shall act as FIVB Safeguarding Officer.

5.2 During the Event, the FIVB Medical Delegate shall be responsible for:

- i. Documenting all reports of harassment and abuse during the Event;
- ii. Determining whether a follow-up is warranted, and if so, following-up accordingly;
- iii. Recommending whether a case should be:
 - a) Submitted to the FIVB Control Committee and/or the FIVB Disciplinary Panel; and
 - b) Notified to local authorities, as appropriate and necessary pursuant to local law. For clarity, the local authorities are responsible for determining whether to conduct a criminal investigation in relation to an alleged incident; and
- iv. Providing support to any concerned persons.

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

6.1.1 Anyone may report an incident of harassment and abuse.

6.1.2 Alleged incident of harassment and abuse in relation with the Event may be reported to the following person:

- i. The FIVB Safeguarding Officer (Medical Delegate);
- ii. The Medical Director;
- iii. The FIVB staff working at the Event.

6.1.3 All reports through any reporting channel will be referred to the FIVB Safeguarding Officer (FIVB Medical Delegate).

6.1.4 Reports of harassment and abuse may be made in writing or verbally. The FIVB Safeguarding Officer shall ensure that such reports are documented. This documentation should include the name, title, address, contact information and signature of the reporting person. 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. Based on the particular facts as detailed in the reports, the FIVB Safeguarding Officer will determine how to proceed with each case. In any event, the FIVB Medical Department will be informed of the existence of an alleged case of harassment and abuse.

6.1.5 If an alleged incident of harassment or abuse has occurred between persons belonging to the same National Federation ("NF") the incident shall be resolved by such NF, provided that it has an appropriate procedure for safeguarding Athletes/Participants.

6.1.6 In all other cases, including in the event that: (i) an alleged incident of harassment or abuse has occurred between persons belonging to other organisations or to different organisations, (ii) a NF, which has an appropriate procedure for safeguarding Athletes/Participants, does not, in the opinion of the FIVB, safeguard such Athlete/Participant (e.g. by taking any disciplinary action) or (iii) does not have an appropriate procedure for safeguarding Athletes/Participants, the FIVB shall take action within its own competence to safeguard the concerned Athlete/Participant, including taking any disciplinary action, if necessary.

7. DISCIPLINARY PROCEDURE

Any alleged incident of harassment and abuse during the Event which may constitute a breach of Article 20.4 FIVB Disciplinary Regulations, may give rise to the FIVB initiating disciplinary proceedings.

8. CONFIDENTIALITY

8.1 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 (“Confidential Information”) shall be regarded as confidential.

- 8.2 The FIVB may disclose Confidential Information to appropriate persons or authorities if: (i) a failure to disclose such information may cause harm to someone, or (ii) such information relates to a potential criminal act that comes to the attention of the FIVB.

- 8.3 Notwithstanding Section 8.2 above, decisions pursuant to Section 7 shall, in principle, include Confidential Information and shall be publicly disclosed by the FIVB. When disclosing such decisions, the FIVB shall: (i) not include any personal information of the victim without obtaining the victim’s consent, and (ii) anonymise personal information of other concerned persons in certain cases, taking into consideration the privacy interests of such concerned persons.