



UNION INTERNATIONALE
DE PENTATHLON MODERNE

UIPM ATHLETES SAFEGUARDING POLICY

EFFECTIVE FROM JANUARY 2024

SAFEGUARDING DEFINITION

Safeguarding covers all measures and initiatives put in place to prevent harassment and abuse. The Union Internationale de Pentathlon Moderne (**UIPM**) takes measures and proactive steps to protect Covered Persons (as defined here below) from any form of harassment, abuse or exploitation whether it is attempted, encouraged or effectively put in place. It is UIPM's priority to ensure a safe sport environment in its competitions, tournaments, events and wider activities.

The present UIPM Athletes Safeguarding Policy ("**ASP**") is adopted in compliance with the IOC Consensus Statement: harassment and abuse (non-accidental violence) in sport (2016) and the IOC Toolkit for International Federations and National Olympic Committees about safeguarding athletes from harassment and abuse in sport.

INTRODUCTION

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

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, psychological 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.

The ASP establishes the framework to which all National Federations that are UIPM members (NFs) shall adhere. It is hereby understood that each NF is responsible for the implementation, application and enforcement of the ASP within the relevant country, incorporating the scope and requirements of this Policy within any existing locally required Policy. Every NF has a responsibility to play a part in ensuring that its sport environment is free from harassment.

The ASP intends to safeguard all UIPM athletes and implies active collaboration with multiple stakeholders, including but not limited to all NF.

The ASP assists UIPM to effectively receive and manage reports of harassment and abuse that fall within its scope.

NFs have the duty to promptly notify UIPM of any harassment and/or abuse case they become aware of. It is hereby understood, however, that NFs shall at all times be compliant with nationally applicable privacy and confidentiality laws, which in some cases may restrict what can be shared with external organisations, such as UIPM. Taking into account these relevant local laws, the relevant NF should keep UIPM fully informed of the outcome of any case, providing periodical written updates on the proceeding and the outcome of the case as well as addressing any request for information from UIPM.

The ASP is designed to make sure everyone involved understands their responsibilities within the safeguarding landscape. [The UIPM Code of Ethics](#) will dictate processes and procedures arising out of the ASP.

1

DEFINITION AND MECHANISMS OF HARASSMENT AND ABUSE

- 1.1** For the purpose of the ASP, when considering the terms harassment and abuse, reference is made to the definitions provided in the IOC Consensus Statement: harassment and abuse (non-accidental violence) in sport (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 herein defined as:
- 1.1.1 Psychological abuse:** any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation, or any other treatment which may diminish one's sense of identity, dignity or self-worth.
 - 1.1.2 Physical abuse:** any deliberate and unwelcome act – such as punching, beating, kicking, biting or burning – that may 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.
 - 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 Neglect:** within the meaning of this document, 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 causes harm, allows harm to be caused or creates 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.
- 1.4** Various forms of harassment and abusive mechanisms are apparent within the sports context, each offering means for such conduct. According to the IOC Consensus Statement (2016), these are the mechanism of harassment and abuse: contact mechanisms, non-contact/verbal mechanisms, cyber mechanisms, negligence, bullying, hazing.

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 UIPM but outside 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 including all accredited persons at UIPM events, representatives of UIPM Confederations, UIPM Member Federations, UIPM Committees, Commissions and working groups, Organising Committees for UIPM events, subcontractors and volunteers. 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, UIPM will be responsible for creating awareness in the UIPM Sports community through campaigns using website, social media and communications to member NFs.
- 3.2** Educational material related to the prevention of harassment and abuse will be provided to athletes, coaches and judges in the Educational Platform, through a link available on the UIPM website. It is strongly recommended that NFs require their members to undertake these courses. 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 are also available in the [UIPM Educational Platform](#). Safeguarding Athletes from Harassment and Abuse is available on [Athletes 365 platform](#); [Female Athlete Health interactive tool](#).
- 3.4** In all UIPM events, if a minor athlete needs to share hotel accommodation with an adult athlete (18+) or an accompanying adult (e.g., a coach), it is essential for this arrangement to be approved by prior written consent from the parents or legal guardian of each minor involved. Furnishing the requested written consent is a mandatory requirement for the check-in process at the competition hotel.

4

THE UIPM SAFEGUARDING OFFICER

- 4.1** The UIPM Safeguarding Officer is responsible for liaising with the relevant departments, informing the Executive Board of the allegations or reports of a potential incident during a UIPM event/competition, and supporting the UIPM Disciplinary Panel to assess whether an incident of harassment or abuse occurred, as per ASP definition, and whether it was a potential unlawful activity or a potential disciplinary issue.
- 4.2** A UIPM Safeguarding Officer shall be appointed at all UIPM events and their name and contact details will be provided to the organising committee and to all event participants.
- 4.3** The UIPM Safeguarding Officer shall be trained and experienced in the field of safeguarding from harassment and abuse (medically and/or legally).
- 4.4** Whenever possible, a male and a female should be appointed as UIPM Safeguarding Officers.

5

REPORTING PROCEDURE

- 5.1** All incidents of harassment shall be reported, regardless of who the offender may be.
- 5.2** All suspicions and allegations of abuse or poor practice must be taken seriously, appropriately reported and managed accordingly.
- 5.3** 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 UIPM.
- 5.4** To report a procedure a whistle-blowing channel will be available in the UIPM website. A UIPM Hotline button can be found on the [UIPM website landing page](#). 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 in number 9 below.
- 5.5** Subject to compliance with applicable laws, NFs shall promptly inform the UIPM in writing of any case they are aware of, sharing all available information and/or evidences and/or reports, as the case may be. NFs must respect the confidentiality measures described in number 9 below.

6

INVESTIGATION PROCEDURE

- 6.1** The investigation procedure consists of internal analysis, intelligence gathering and drafting of a closing investigative report.
- 6.2** 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.
- 6.3** Investigation and decision by public authorities (when applicable) run in parallel and shall not be jeopardised by activities performed in compliance with this ASP.
- 6.4** After a breach of the ASP has been determined to have been committed, UIPM reserves the right to make public such determination or decision and may comment publicly on the matter. Publication shall be accomplished at a minimum by placing the required information on the UIPM website and leaving the information up for the longer of one (1) month or the duration of any period of ineligibility. It will be removed immediately after the expiry of the indicated time periods.

7

CONSEQUENCES

- 7.1** UIPM procedural rules and sanctioning system, as well as appeal mechanisms, will be according to the UIPM Code of Ethics as that applies to the ASP.

8

SUPPORT OF CONCERNED PERSONS

- 8.1** 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:
 - 8.1.1** Carrying out the reporting and investigation procedures, with the responsibility for receiving and managing the reports as well as impartially dealing with them;
 - 8.1.2** Determining whether information on an alleged incident should be disclosed to the competent local authorities; and
 - 8.1.3** Ensuring that any Concerned Person receives support from relevant authorities and/or organisations throughout the reporting and investigation procedures.

9**INVESTIGATION PROCEDURE**

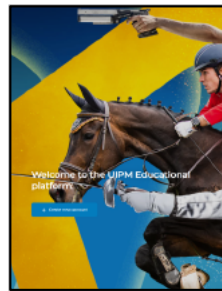
- 9.1** All matters pertaining to an alleged incident of harassment and abuse, in particular reports of harassment and abuse, personal information of the Concerned Persons, other information gathered during investigations and results of investigations shall be regarded as highly confidential and treated in compliance with applicable privacy laws.
- 9.2** 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.
- 9.3** Any alleged incident of harassment and abuse shall be regarded as confidential, and personal information (including name, date of birth, address, identification numbers, etc.) should not be disclosed, except: i) if the concerned person gives their 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 UIPM.

10**USEFUL RESOURCES**

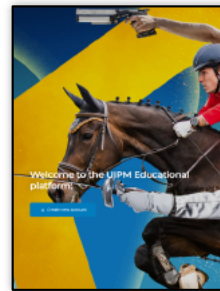
- 10.1** To establish a secure sporting environment, it is essential to recognize signs of harassment and abuse and to understand the appropriate actions to take.
- 10.2** In addition to widely distributing this document, UIPM strongly urges its NFs to lead domestic educational initiatives, utilizing the resources outlined in the grid below.
- 10.3** Committed to safeguarding athletes and providing unwavering support, UIPM will integrate educational action into the program of its world championships of all categories starting from the 2024 season. These initiatives aim to educate and maintain heightened awareness among the entire athlete community, ensuring they are informed and vigilant concerning potential instances of abuse and harassment.



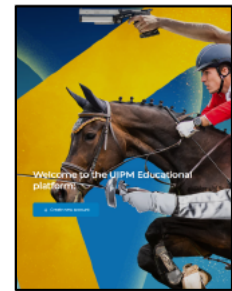
UIPM Code of Ethics



Athletes Code of Conduct



Coaches Code of Conduct



UIPM Educational Platform: Educational Activities for Athletes



UIPM Hotline



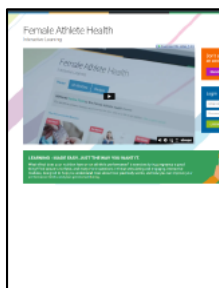
IOC Code of Ethics



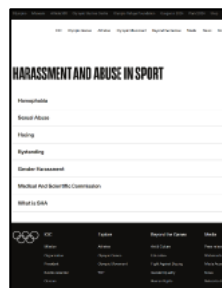
IOC Consensus Statement 2016: Harassment and Abuse in Sport



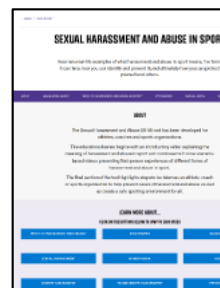
IOC course: Safeguarding Athletes from Harassment and Abuse



IOC Female Athlete Health Interactive Learning



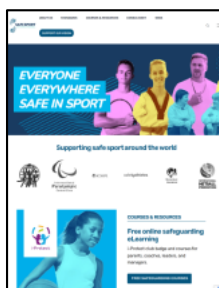
IOC Harassment and abuse in sport: Factsheet



Athlete 365 Sexual Harassment and Abuse in Sport section



UN Women: Tackling violence against women and girls in sport: A handbook for policy makers and sports practitioners



Safe Sport International



UNION INTERNATIONALE
DE PENTATHLON MODERNE

UNION INTERNATIONALE DE PENTATHLON MODERNE

Stade Louis II – Entrée C
19 avenue des Castelans
MC-98000 Monaco

TEL: +377 9777 8555 FAX: +377 9777 8550 EMAIL: UIPM@PENTATHLON.ORG



Web:
uipmworld.org



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



X:
[/WorldPentathlon](https://www.x.com/WorldPentathlon)



YouTube:
[/uipmchannel](https://www.youtube.com/uipmchannel)



Instagram:
[/theUIPM](https://www.instagram.com/theUIPM)



Weibo:
[国际现代五项联盟](https://www.weibo.com/国际现代五项联盟)



VKontakte:
[/worldpentathlon](https://vk.com/worldpentathlon)



**UIPM
Central App:**
iOS/Android