



WT SAFEGUARDING POLICY

(As of December 5, 2019)



Introduction

Everyone has the right to participate in taekwondo in a safe and inclusive environment. World Taekwondo (WT) is committed to develop and maintain a safe sport environment where all the people who are participating in taekwondo programs and activities can compete and work in an atmosphere free from all forms of harassment and abuse.

WT's commitment to a safe sport environment is stated in WT's Code of Ethics:

Participants in the Taekwondo Movement shall not act in a discriminatory manner, especially with regard to ethnicity, race, culture, political opinion, marital status, religion, gender, language, country, color, national, or other grounds. Decisions and actions are to be taken in the best interest of athletes with an emphasis on applying equal opportunity for participation. See the WT Anti-Discrimination Policy for more guidance. (Article 5)

Participants in the Taekwondo Movement have a right to respect and to enjoy a safe and supportive sport environment. All forms of harassment, be it physical, moral, psychological, professional, or sexual are prohibited. Participants in the Taekwondo Movement are expected to be aware of WT's Safeguarding Policy including its obligation to implement and report. (Article 6)

WT also embraces IOC Code of Ethics (version dated in 2018):

Respect for international conventions on protecting human rights insofar as they apply to the Olympic Games' activities and which ensure in particular:

- Respect for human dignity;
- Rejection of discrimination of any kind of whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
- Rejection of all forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries.

Aim of WT Safeguarding Policy

The purpose of this policy is to inform the requirements for WT and any individual or organizations in WT events or recognized events to protect all athletes without restriction and all the participants.

Therefore, this policy was developed to:

- Clearly define harassment and abuse.
- Set out a reporting procedure on harassment and abuse.
- Prevent and reduce the harassment and abuse cases in taekwondo



WT's Commitment

- All concerns and allegations of harassment and abuse are taken seriously and responded swiftly and appropriately.
- All WT employees and volunteers who work with athletes work with responsibility and are provided with guidance and/or training in athlete safeguarding and reporting procedures.
- Everyone in a position of responsibility in WT recognizes that it is not their responsibility to determine if abuse has occurred, but it is their responsibility to prevent and report and act on any concerns they have.
- WT Council is responsible for ensuring that the WT maintains and embed safeguarding for athletes, staff, and volunteers within the organization.
- WT will ensure that the responding party, investigator or anyone who get to see the report and proceed, is assured of a fair process; notice will be provided to the individual/individuals concerned, and they will be given the right to respond before any measure or sanction is applied
- The WT Safeguarding Policy will be regularly reviewed whenever there is a major change in the organization or in relevant legislation.

Continental Unions and Member National Associations

The welfare of members is paramount and WT acknowledges the duty of care owed by Continental Unions ("CUs") and Member National Associations ("MNAs") to safeguard and promote the welfare of all athletes. WT strongly encourages all CUs and MNAs to accept and adopt the general principles of Safeguarding, defining their own Policies and Procedures, modifying as necessary to fit with their own national legal. WT recommends that the MNAs to use the IOC Safeguarding Toolkit to draw up relevant policies and procedures for their nations. WT will assist MNAs in developing their own athlete/ child protection and safeguarding policies.

IOC Safeguarding toolkit: https://d2q8uwgn11fzhj.cloudfront.net/wp-content/uploads/2017/10/18105952/IOC_Safeguarding_Toolkit_ENG_Screen_Full1.pdf

Safeguarding for children

All children have equal rights to protection and WT is aware of the need to minimize the risks faced by children. WT will provide everyone, especially children, with information about their rights and where they can contact in case of experiencing or witnessing harassment and abuse. WT will educate the participants to know that children have the right to have their voices heard and listened to. They need to know that they can always approach to WT Safeguarding Officer when they have



any concerns about their participation in sport. WT will provide education to competition staff, volunteers, and team entourages so that they will be aware of their obligation to report their concerns in order to prevent and protect children from any harassment and abuse (International Safeguards for Children in Sport)

Scope of Application

This Policy applies at all times to the following individuals and organizations:

- All Continental Unions (“CU”) and Member National Associations (MNA);
- WT registered athletes, coaches, team officials, medical staff, team manager and any player-support personnel;
- All participants in WT events and WT-recognized events that are identified as being within the Office’s jurisdiction, including volunteers, and administrative and technical staff;
- All staff, employees, and workers of WT;
- All staff, employees, and workers of MNAs of WT.

Defining harassment and abuse

WT has adopted the definition of harassment and abuse as set out in the IOC Consensus Statement (2016).

Harassment and abuse can be expressed in five forms which may occur in combination or in isolation. These five categories are i) psychological abuse, ii) physical abuse, iii) sexual harassment, iv) sexual abuse, and v) neglect.

These forms of abuse are defined here as:

- 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 – any unwanted and unwelcomed conduct of a sexual nature, whether verbal, non-verbal or physical. Sexual harassment can take the form of sexual abuse.

Some individuals deliberately target sports activities in order to gain access to athletes. Grooming may occur over several years before an individual makes a move.

- 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.
- 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.

Harassment and abuse can be based on any grounds including race, religion, color, creed, ethnic origin, physical attributes, gender, sexual orientation, age, disability, socio-economic status and athletic ability. 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. The IOC Consensus Statements 2008/2016 consider that harassment and abuse are on a continuum, and therefore should not be separated.

Other than the above five categories of harassment and abuse, more specific definitions have been set out in the IOC Consensus Statement (2016):

- Athletes with disabilities – Those who have long-term physical, mental, intellectual or sensory impairments that, in interaction with certain barriers, may hinder their full and effective participation in society on an equal basis with others.
- Bullying – Bullying (or cyber-bullying if conducted online) is unwanted, repeated and intentional, aggressive behavior usually among peers, and can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumors or falsehoods, attacking someone physically or verbally and deliberately excluding someone.
- Child and adolescent – Every human being below the age of 18 years unless, under the law applicable to the child, majority is attained earlier. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents
- Hazing – An organized, usually team-based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members.
- Homophobia – Antipathy, contempt, prejudice, aversion or hatred towards lesbian, gay or bisexual individuals.
- Negligence – Acts of omission regarding athlete safety. For example, depriving an athlete of food/or drink; insufficient rest and recovery; failure to provide a safe physical training environment; or developmental age-inappropriate or physique-inappropriate training methods.



- Safe sport – An athletic environment that is respectful, equitable and free from all forms of non-accidental violence to athletes.

Impact on Athletes

Harassment and abuse affect serious negative impacts on athlete physically, socially and psychologically. The abuse may damage performance, be associated with doping, increase athletes' willingness to cheat, lead to athlete drop-out or result in a variety of presentations including psychosomatic illnesses, disordered eating, anxiety, depression, substance abuse, self-harm and even suicide. It may also damage athletes in a long term that even after the athletes' leave from the sport, they suffer from the experience, and may affect their closed-ones. (IOC Consensus 2016)

The harassment and abuse may happen to any grounds including race, religion, color creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability. 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 (IOC Safeguarding Toolkit). The studies have confirmed that the elite, disabled, child and lesbian/gay/bisexual/transsexual (LGBT) athletes have the highest risks that psychological abuse is at the core of all other form and the fellow athletes can also be perpetrators.

World Health Organization in the 2002 World Report on Violence and Health states about the impact of violence on the victim: "The intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, that either result in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment or deprivation." (UNICEF, Protecting Children from Violence in Sport)

Whistle Blowing

WT believes the power and importance of speaking up for anyone who has concerns. The 'whistle blowers' should be able to speak up in the confidence that wherever possible the organization will provide anonymity. WT supports 'whistle blowers' and encourages anyone to speak up when they have concerns in order to prevent any damage to athlete or participants.

Responsibility of WT Safeguarding Officer / WT Integrity & Ethics Committee:

The WT Safeguarding Officer shall:

- Be active listener to concerns, fully aware of WT Safeguarding policy and procedure, and accurate and secure written records of concerns and referrals;



- Independently review any reports;
- Keep confidential of the identity of any whistle-blower from anyone, even towards WT;
- Act as a contact point of any who wish to report a case of harassment or abuse;
- Document all reports and store safely;
- Provide support to anyone who reports possible abuse, and to anyone who has been the subject of abuse;
- Coordinate the production and update of the Safeguarding Policy and procedures;
- Take a leading role in promoting the implementation of Safeguarding Policy;
- Coordinate in training and education on Safeguarding;

In-Competition Policy

This Framework is intended to help safeguard Athletes and other Participants from harassment and abuse in the sport during World Taekwondo Championships, World Taekwondo Junior Championships, and World Taekwondo Cadet Championships. This WT In-Competition policy applies to all accredited persons on-site from the official arrival and registration of the teams to the departure of the teams as indicated in the official event outline.

WT commitment during major WT promoted events

1. WT will appoint an experienced in-competition safeguarding officer for the major WT-promoted events: World Championships, World Junior Championships, and World Cadet Championships.
2. In-competition safeguarding officer will be designated by WT for the major WT-promoted events: World Championships, World Junior Championships, and World Cadet Championships.
3. The safeguarding officer must be a person who has received safeguarding training. The person will be fully acquainted of WT Safeguarding Policy before the event.
4. WT Integrity & Ethics Committee will get all the reports and issues the in-competition safeguarding officer has received and heard during the event.

In-competition Safeguarding Officer's responsibility during the WT promoted events is to:

1. Safeguard athletes and accredited participants during the events
2. Be the main contact point for any safeguarding concerns that occur during the events and



provide support for athletes who need advice and assistant.

3. Make sure to record details that were told by the concerned person without inputting any interpretations or assumptions and report it to the WT Integrity & Ethics Committee.
4. Make sure that the reporting forms are completed and send a copy to the WT Integrity & Ethics Committee as soon as possible.
5. Be aware and prepared of any unexpected and unprofessional approach to the concerned person by anyone including officials, other athletes, or spectators. The athletes must be at the place where any information shared to the Officer is secured safely.
6. Provide appropriate support to anyone who concerns of possible abuse, or who has been subject to abuse.
7. Keep confidentiality of any information of the concerned person and if necessary make referrals to the WT Integrity & Ethics Committee, the Police, the medical services and/or other appropriate agency.
8. Not make any investigation by own under any circumstances
9. Inform all complaints and concerns that occurred during the events.

How to report any abuse or violation stated in this policy?

All the suspicious behavior of harassment and abuse must be reported immediately to the WT Safeguarding Officer.

General Reporting Procedure

1. Awareness of harm or suspect that harassment and abuse has taken/is taking place. The reporting person may be the subject of abuse or may be reporting based on observation or someone's share of concerns with the concerned person.
2. In case it happens during out-of-competition, complete Safeguarding Reporting Form (Appendix A) and follow instructions on the form.

In-Competition Reporting Procedure

1. Aware of harm or suspect that harassment and abuse has taken/is taking place. The reporting person may be the subject of abuse or may be reporting based on observation or someone's share of concerns with the concerned person.
2. Report your concerns to the safeguarding officer in the venue.
3. Complete Safeguarding Incident Form (Appendix A) and follow instructions of the safeguarding officer.

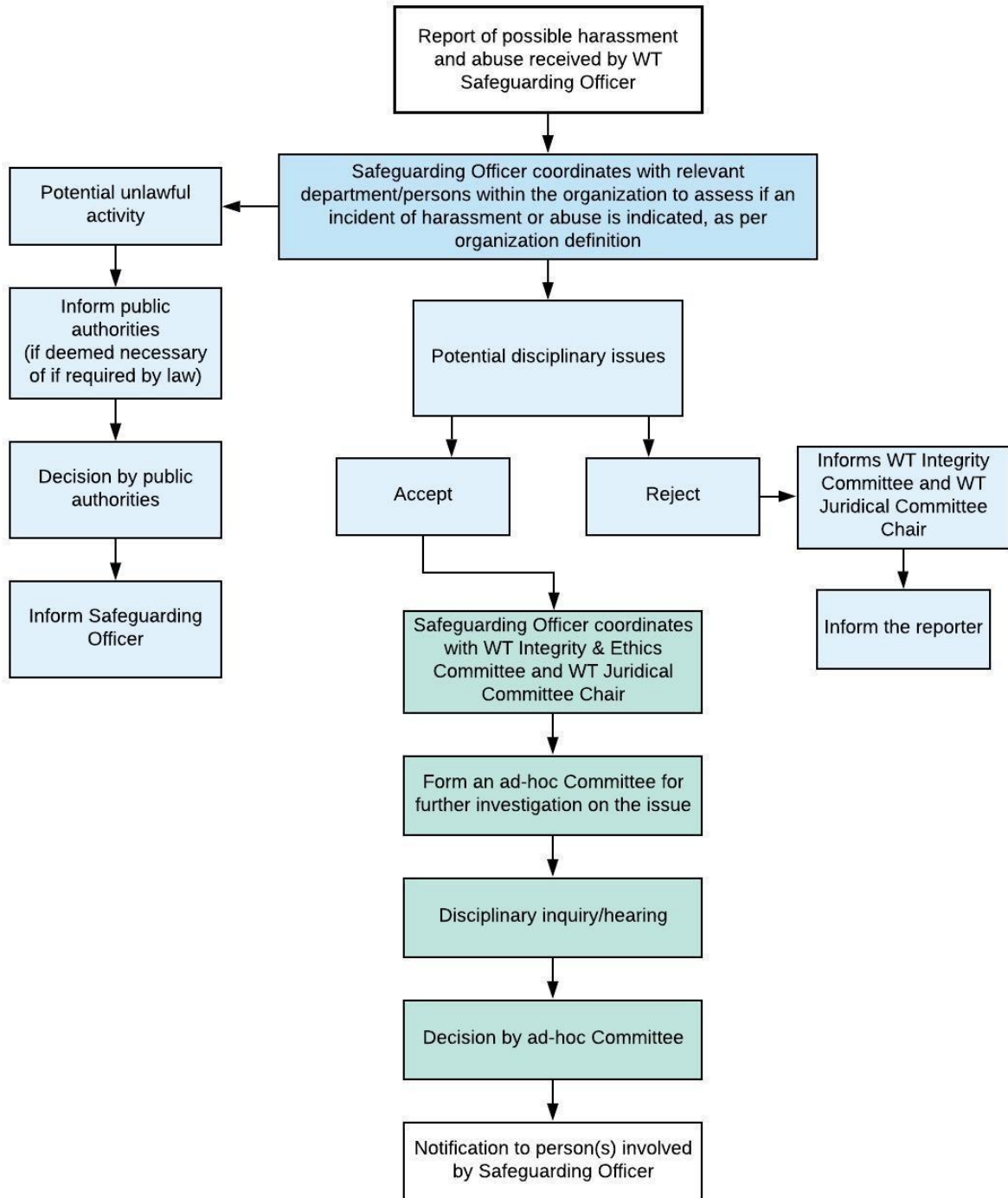


Confidentiality

All reports of harassment will be treated with the utmost confidentiality as it contains extremely sensitive information.

WT Safeguarding Officers will not disclose any information of the concerned about a possible alleged incident of harassment and abuse, except if the concerned person authorizes to reveal, or if it is required to protect someone from harm, or if a potential criminal act comes to the attention of WT. All the data and records of the person in concern will be stored safely.

Flowchart of harassment and abuse report response



** WT Ethics & Integrity Committee will make updates on status of reported cases regularly and it will be published on WT website.*



Procedure after making a report

Every report of harm must be taken seriously and it is important that any disclosure is dealt with appropriately. All safeguarding reports will receive a response from the Safeguarding Officer.

If the report has evidence of potential child abuse or crime or if it is unrelated to taekwondo, the Safeguarding Officer will refer the matter to the relevant public authorities. The report will be however sent to the WT Integrity & Ethics Committee for review and store it as a record.

If the report form received reveals possible abuse or any harm, the report will be sent to the WT Integrity & Ethics Committee Chair. The case will be given to independent investigators to begin investigation. The investigation may involve direct contact with the alleged victim, witnesses and the alleged perpetrators, examination of documents and reports, and contact with legal agencies or sports bodies.

The procedure of disciplinary inquiry and hearing will follow the WT Disciplinary Actions and Appeals Code (Article 3.4 et seq.).

WT and everyone involved in the disclosure process must keep the incident of harassment and abuse as confidential, and personal information should not be disclosed, except if the concerned person gives his/her prior consent, if disclosure is necessary to protect someone from harm, and if a potential criminal act has been committed.

Education and Reference

The IOC has developed a number of educational tools related to athlete safeguarding. They are free and accessible for all athletes and entourage members. WT strongly encourages all athletes and entourage members to work through the following module:

Athlete Learning Gateway – Safeguarding Athletes from Harassment and Abuse

<https://www.olympic.org/athlete365/courses/safeguarding-athletes-from-harassment-and-abuse/>

Child Protection in Sport Unit: <https://thecpsu.org.uk/>

Play by the Rule: <https://www.playbytherules.net.au/>



The WT Integrity & Ethics Committee will investigate based on the report received.

Appendix A –Safeguarding Reporting Form

This Safeguarding Reporting Form is to record information of concerns of possible harassment and abuse.

This form shall be emailed to safeguarding@worldtaekwondo.org

Details of person reporting the concern			
First (Given) Name		Last Name	
Position			
Relationship to the subject of abuse			
Email address			
Phone number			
Details of the person subject of abuse			
First (Given) Name		Last Name	
Age and Date of Birth (if known)			
Gender			
Position			
Address (if known)			
Phone number (if known)			
Details of the concerns			
Date and time of incident			
Location of incident			
What have you experienced or seen or heard? Please specify the incidents.			
Name of any persons alleged to have been involved in or causing the concerns			
Contact details of any			



persons alleged to have been involved in or causing the concerns	
Actual details of what the alleged victim said to the person reporting the concern.	
Details of actions taken so far including contact with relevant agencies	
Do you think or know it will happen again?	
Do you have any evidence material relating to the offense?	
Any other relevant information	

*Please use another sheet if required.