



UNITED WORLD
WRESTLING

United World Wrestling

SAFEGUARDING FRAMEWORK

For Safeguarding Athletes and Other Participants from
Harassment and Abuse in Sport During Events

V1. February 2024



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INTRODUCTION

United World Wrestling (UWW) oversees a variety of events year-round, including Continental and World Championships, training & educational events, and UWW meeting and assemblies. Many of these events are hosted by National Federations (NFs) under contract with UWW to organize and conduct the events within their respective countries. This collaborative approach ensures effective event management, with UWW working alongside NFs to deliver successful and well-coordinated wrestling experiences on a global scale.

The UWW Policy and Procedures for Safeguarding and Protecting Athletes and Other Participants in Wrestling serve as a foundational framework applicable to all UWW events.

Certain events necessitate the formulation of a tailored Event Safeguarding Plan, especially when the participation of young individuals (those under 18 years old) is involved. This emphasis on specific planning becomes crucial, given the mounting evidence indicating that young elite and developing athletes are potentially more susceptible than their counterparts to various forms of abuse and inappropriate practices. The recognition of this vulnerability underscores the need for a targeted approach to safeguarding during events, ensuring the well-being and protection of all participants.

The purpose of the event safeguarding plan is to promote best practice and minimise the likelihood of incidents of harassment and abuse occurring and, where any incident does arise, to ensure that:

- any incidents that meet the relevant criminal and/or legal reporting threshold are reported to the local police or other relevant safeguarding authorities;
- any serious incidents that do not meet the local reporting threshold are appropriately investigated;
- all incidents are promptly reported and documented and communicated with the UWW Safe Sport Panel/UWW Safeguarding Officer
- and appropriate support is provided to anyone who has been affected by an incident.

While not every UWW event mandates a dedicated safeguarding plan, it's imperative for any National Federation hosting a UWW-sanctioned event to recognize the potential need for safeguarding measures during the organization and execution of a wrestling competition. The Local Organizing Committee (LOC) bears the responsibility of enacting the safeguarding plan, with UWW retaining oversight to ensure the effectiveness of safeguarding measures at all UWW Events.

When a National Federation (NF) submits an application to host a UWW sanctioned event, it is expected to include in the bidding documentation a comprehensive outline of the safeguarding



measures deemed necessary for the event. UWW will carefully evaluate whether the NF possesses the necessary competence and resources to implement safeguarding plans up to the required standard for that particular event when deciding on the host country.

National Federations (NFs) sending a delegation to an event must ensure that their participants comprehend the safeguarding procedures outlined for the occasion. This encompasses understanding the mandated standards of conduct and verifying the suitability of any individual in a position of responsibility to represent the NF.

This Framework is supported and endorsed by the UWW Bureau and the UWW Legal and Ethics Commission. United World Wrestling is committed to ensuring safe and appropriate conditions and providing athletes with good care for their physical and moral well-being. Special emphasis is placed on the well-being of underage athletes and women, encompassing education and training initiatives to safeguard their overall health and safety.

‘The International Olympic Committee recognize the rights of athletes to enjoy a safe and supportive sport environment. Everyone in sport shared the responsibility to identify and prevent instances of abuse and harassment to assure the health and safety of each participant in the sport environment.’ - IOC, Olympic Movement Medical Code

OBJECTIVE

This Framework is intended to help safeguard Wrestling Athletes and other Participants from harassment and abuse in sport during the UWW sanctioned events. Ensuring all incidents are promptly reported and meticulously documented is a fundamental commitment within the UWW Safe Sport framework. Reports are directed to the appropriate channels, including the UWW Safe Sport Panel and designated Safeguarding Officer, to guarantee a swift and comprehensive response to any concerns or incidents that may arise during UWW events. This proactive reporting mechanism serves as a cornerstone in upholding the highest standards of safety and participant well-being across the wrestling community.

SCOPE

The Framework complements the UWW Policy for Safeguarding and Protecting Participants in Wrestling, which applies to all UWW Continental and World Championships, as well as any other UWW-hosted and co-hosted events.



According to the **IOC FRAMEWORK FOR SAFEGUARDING ATHLETES AND OTHER PARTICIPANTS FROM HARASSMENT AND ABUSE IN SPORT**:

- I. "Participants" refers to all individuals officially registered in UWW events, including individual athletes, officials, managers, and other members of any delegation, as well as referees and LOC staff, along with all other accredited persons.
- II. The period of this framework encompasses the time period between the opening and closing of the UWW sanctioned competitions and events.
- III. Terminology
 - "Harassment" as stated in Article 1.4 of the IOC Code of Ethics 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, 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.

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)*.

ROLES and RESPONSIBILITIES

UWW Safeguarding Manager

The UWW Safeguarding Manager oversees all events listed in the UWW calendar to identify the level of safeguarding arrangements that is required for each event.

The Safeguarding Manager will:

- I. Work closely with the UWW Secretary General and senior management to implement UWW safeguarding policies, procedures, and training programs.
- II. Integrate safeguarding measures and training throughout all UWW events, programs, and divisions.
- III. Coordinate with experts in the field to ensure quality assurance and oversight of training and learning initiatives.
- IV. Conduct safeguarding risk assessments for UWW events to determine necessary safeguarding arrangements based on event nature, participant ages, and potential vulnerabilities.
- V. Collaborate with UWW competitions and events safeguarding officers and event organizers as required.
- VI. If necessary, provide assistance in cases outside UWW jurisdiction or official ethics proceedings, requiring follow-up with member associations and other organizations and institutions to enhance safeguarding capacity through expert advice and support, ensuring proper implementation of related procedures.
- VII. Play an active role in wrestling safeguarding, offering guidance, advice, and support as needed.

Event Safeguarding Officers

From 2024, United World Wrestling assigns SAFEGUARDING OFFICER(s) at UWW Championships and Events.

The Event Safeguarding Officer(s) who present at the UWW championships and events throughout the Games Time Period, shall be responsible for:



- I. Presenting at the technical meetings to ensure that all NFs are aware of the reporting mechanisms and UWW Policy and Procedures for Safeguarding and Protecting Participants in Wrestling and NF safeguarding responsibilities for their participants at events.
- II. Ensuring their availability and accessibility throughout the duration of the event.
- III. Documenting all safeguarding concerns/incidents occurring during the competition/event:
 - a) Report immediately to the UWW Secretary General and UWW Safeguarding Manager
 - b) Notify the relevant staff at the Local Organizing Committee (LOC)
- IV. Maintain confidentiality and appropriate security of records and ensuring information about safeguarding concerns is only shared with those who need to know.
- V. Providing support to any concerned persons if necessary.

National Federation and Local Organising Committee (LOC)

The National Federation (NF) is accountable for establishing the Local Organizing Committee (LOC), which is responsible for the planning and execution of the event, including the coordination of safeguarding measures.

The Local Organizing Committee (LOC), in collaboration with the UWW Safeguarding Manager, is required to appoint local staff and assign a contact person dedicated to handling safeguarding matters.

The Local Organizing Committee (LOC) is responsible for ensuring that the event safeguarding plan not only meets the minimum standards mandated by the UWW but also adheres to local laws and safeguarding requirements. To achieve this, the following refined and improved guidelines should be followed:

- I. Designate a specific staff member as the primary contact for all safeguarding-related matters.
- II. Develop arrangements to accommodate the needs of participants with additional vulnerabilities, such as athletes under 18 years old.
- III. Establish secure procedures for the recruitment and vetting of all event staff and volunteers, incorporating criminal record checks where necessary and appropriate.
- IV. Implement training and induction programs for staff, volunteers, and contractors to ensure they fully comprehend their safeguarding responsibilities and are equipped to respond effectively to any concerns or allegations that may arise during the event.



- V. Define expected standards of behaviour for all staff, volunteers, and contractors, and provide clear guidelines regarding the applicable code of conduct.
- VI. Implement reporting procedures that are in alignment with the legal framework of the host country, ensuring compliance with all relevant regulations and statutes.

CASE MANAGEMENT GROUP

The Case Management Group will be made up of relevant individuals who are responsible for making decisions on appropriate responses and any safeguarding or general misconduct issues that may arise during a UWW sanctioned event. The primary purposes and goals of the Group are:

- I. Handling Safeguarding Concerns: responsible for addressing and investigating allegations or concerns related to athlete safeguarding, such as abuse, harassment, or any form of misconduct.
- II. Fair and Impartial Investigations: conducting fair and impartial investigations into reported incidents, ensuring that all parties involved are treated justly and transparently.
- III. Enforcing Codes of Conduct: the group ensures that all individuals within the sports organization adhere to established codes of conduct and ethical standards, taking appropriate actions if violations occur.
- IV. Supporting Athletes: providing support and resources to athletes who may have experienced or witnessed misconduct and facilitating access to counseling or other necessary services.

The Case Management Group takes on the responsibility of assessing any safeguarding concerns brought to its attention or reported by the safeguarding officer at a UWW event, the Local Organizing Committee, and/or individuals. The group is charged with the following tasks:

- I. Evaluate the seriousness of the safeguarding concerns, determining whether they meet a criminal threshold and warrant reporting to the police or other relevant authorities.
- II. Assess potential risks posed by the accused person, deciding on appropriate measures such as removing the person from the event or the implementation of other protective actions.
- III. Identify the jurisdiction applicable to the participants involved in the reported concerns.
- IV. Examine the presence and adequacy of policies within the National Federation's jurisdiction to respond appropriately to safeguarding concerns.
- V. Resolution Strategies: Develop effective strategies for safe handling of the case and a comprehensive crisis communication plan ensuring a coordinated and controlled approach.
- VI. And if any additional support is required for the affected parties.



REPORTING and PROCEDURE for ADDRESSING INCIDENTS of HARASSMENT and ABUSE

Anyone can report an incident of harassment and abuse. There are a number of reporting channels, through which an alleged incident of harassment and abuse can be reported during the UWW event period.

UWW Event Safeguarding Contact

If the UWW Safeguarding Manager is not present at the event, UWW will appoint an individual(s) as the UWW Event Safeguarding Officer(s). The contact information for the UWW Event Safeguarding Officer is conveyed during the Technical Meeting at championships and/or Introduction sessions at UWW events.

Alternatively, concerns can be reported to United World Wrestling via integrity@uww.org.

Safeguarding Concern / Incident Report Form

Reports of harassment and abuse may be made in writing or verbally. The UWW Event 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.

The UWW Safeguarding Incident Reporting Form can be obtain on-site through the UWW Event Safeguarding Officer or downloaded online (<https://uww.org/governance/athletes-safeguard>) [UWW Safeguarding Incident Reporting Form](#).

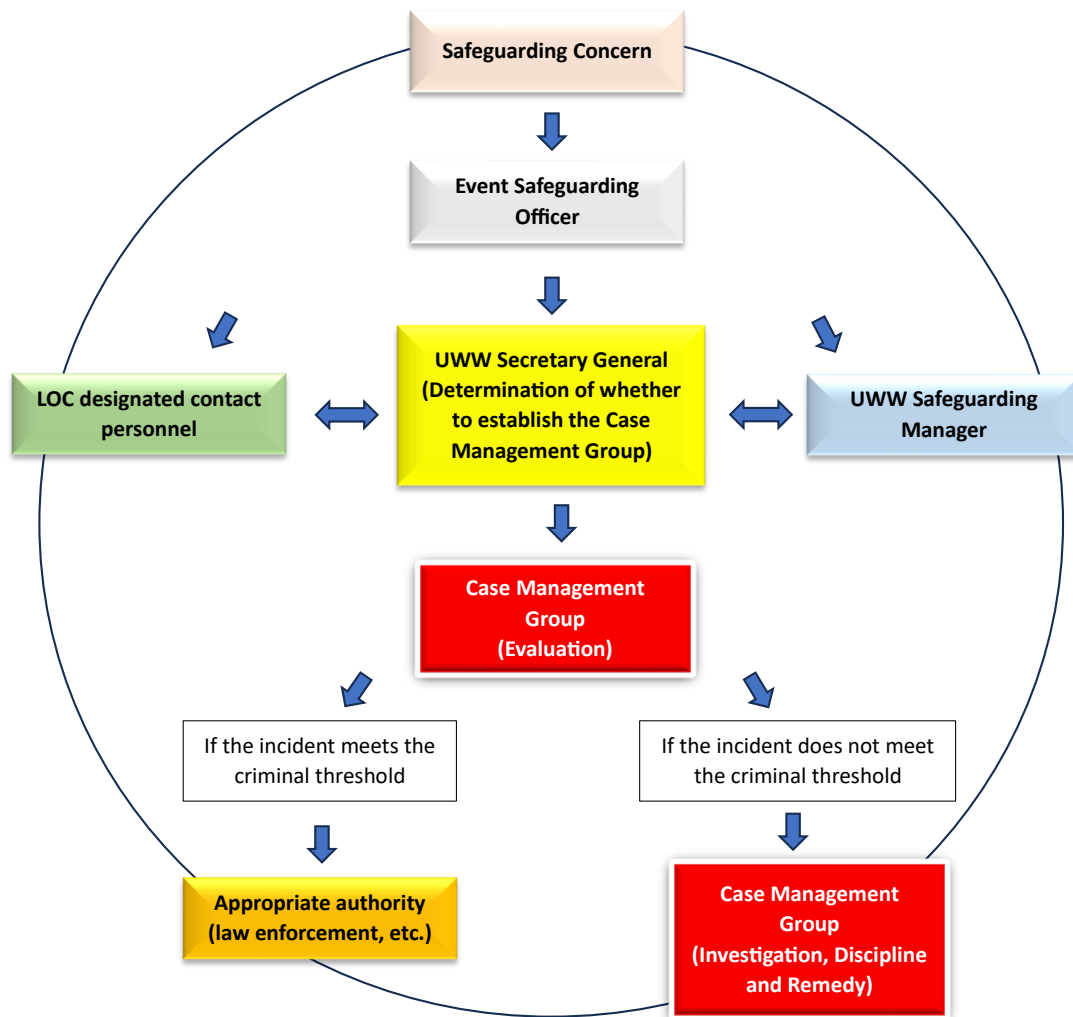
Procedure

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

In all other cases, including in the event that: (i) an alleged incident of harassment or abuse has occurred between persons belonging to other organizations or to different organizations, (ii) an NF



or NOC, which has an appropriate procedure for safeguarding Athletes/Participants, does not, in the opinion of the UWW, safeguard such Athlete/Participant (e.g. by taking any disciplinary action) or (iii) does not have an appropriate procedure for safeguarding Athletes/Participants, UWW shall take action within its own competence to safeguard the concerned Athlete/Participant, including taking any disciplinary action, if necessary.



CONFIDENTIALITY

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.

*** END ***