

Safe Events

Guidance for Organisers of Major FIS Events

FIS World Championships, FIS Junior World Championships

FIS Snow Safe Major Competitions Policy

Having a reporting framework in place at competitions underlines the commitment of the International Ski Federation (FIS) and of the National Ski Association (NSA) to ensure that athletes know that their safety and welfare are of paramount importance. FIS strongly believes that these measures are essential to ensure safe sport for all.

This policy sets out a short framework for FIS sanctioned events to be adopted by the host NSA. Local Organising Committees (LOCs) should be made aware of the FIS Snow Safe Major Competitions Policy and adhere to the following short framework, which is intended to help safeguard Athletes and other Participants from harassment and abuse in sport during the Competition Period.

Major FIS Competitions

The FIS Snow Safe Major Competition policies apply to all accredited persons ('participants') on-site during the 'Competition Period' (the time between arrivals at the venue until departure) of FIS World Championships and FIS Junior World Championships.

"Participants" shall mean all individual competitors (Athletes) and Teams, including officials, managers, coaches, support personnel and other members of any delegation, as well as jury members, technical officials, judges and all other accredited persons.

The definitions of the various forms of Harassment and Abuse used in this document are as set out in the FIS Snow Safe Policy.

When organising a FIS World Championship or FIS Junior World Championship event, the LOC and host NSA will appoint an Event Welfare Officer, in agreement with the FIS Lead Welfare Officer. This will ideally be someone who has undergone specific safeguarding training. The Event Welfare Officer will be named in all pre-event information, including at Team Captains' Meetings, and should be available to be contacted throughout the duration of the event.

FIS will agree a safeguarding plan with the LOC and host NSA in advance of FIS World Championships and FIS Junior World Championships, through agreement between the appointed Event Welfare Officer and the FIS Lead Welfare Officer. The plan must include lines of reporting for all groups and persons involved.

The Event Welfare Officer and host NSA must establish a reporting chain according to local guidelines and adopt related policies regarding confidentiality and whistle-blowing.

At major FIS competitions, the Event Welfare Officer's core responsibilities are to:

- Be responsible for safeguarding of all participants at the event.
- Be a central point of contact for anyone who has any safeguarding concerns that arise during the event, and for any athlete or participant who needs advice and assistance.
- Ensure Incident Report Forms are completed where necessary and a copy forwarded to the FIS Lead Welfare Officer without delay.
- Be vigilant and aware of any unexpected or unprofessional approach to athletes by officials, other athletes, or spectators.
- Provide appropriate support to anyone who reports possible abuse, or who has been subject to abuse.
- Ensure concerns are dealt with appropriately and confidentially, and where necessary make referrals to the FIS Lead Welfare Officer, the Police, the medical services and / or other appropriate agency.
- The FIS Lead Welfare Officer must be informed of all complaints and concerns that arise at these events, whether the concern relates to FIS directly or to the LOC / NSA.

All FIS Calendar Events

FIS strongly advises all NSAs to adopt a similar policy and regulations for all FIS Calendar events, including those registered as FIS Children's events.

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National Legal Framework

National Legal Frameworks must be taken into consideration when adapting these guidelines for specific Major FIS Events. For example, in some nations, reporting concerns is a legal requirement.

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Responsibility & Reporting Lines

NSAs hosting FIS World Championships and Junior World Championships must confirm to FIS that they have policies and procedures in place to safeguard athletes and participants from harassment and abuse, or (*in a short transition period*) confirm that they will develop such policies and procedures.

All concerns and complaints that arise within or related to a FIS Major Event should be reported to the Event Welfare Officer, as follows:

- Anyone may raise a concern; all concerns must be heard and investigated.
- Concerns and complaints relating to FIS staff, representatives and/or officials appointed by FIS must be immediately reported by the Event Welfare Officer to the FIS Lead Welfare Officer who will initiate investigation and management of the concerns.
- Concerns relating to LOC staff, officials, volunteers and spectators should be reported to the Event Welfare Officer to be dealt with by the host NSA.

- Concerns relating to incidents between athletes, participants and staff from the same nation that are reported to the Event Welfare Officer will normally be referred to the NSA for their action.
- If (i) the NSA that is implicated in the concern does not have an adequate process for dealing with these concerns, or if (ii) two or more NSAs are involved, or if (iii) for other reasons there is a concern that cannot be dealt with satisfactorily by the Event Welfare Officer, all such concerns should be referred to the FIS Lead Welfare Officer.

All concerns received by the Event Welfare Officer (even if not related to FIS staff or officials) must be shared as soon as possible with the FIS Lead Welfare Officer.

Disciplinary Procedures

Any alleged incident of harassment and abuse during the Competition Period may give rise to disciplinary proceedings by the NSA involved. FIS may initiate this process should NSAs not have adequate policies and procedures in place, or they fail to fulfil their obligations.

Safeguarding Training Requirements

The Event Welfare Officer must have a clear understanding and experience of Safeguarding procedures and will, after the period during which policies and procedures are being set up, have attended appropriate safeguarding training within the last three years.

FIS Policy Statement

FIS fully accepts its duty of care to protect all athletes and participants, and is committed to ensuring that:

- all athletes, whatever their age, gender, race, religion or belief, sexual orientation, ability or disability have the right to participate in snow sports in a fun and safe environment and have the right to protection from abuse;
- all reasonable steps are taken to protect athletes/participants from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings;
- all concerns and allegations of poor practice or abuse are taken seriously and responded to swiftly and appropriately;
- all FIS staff and officials who work with athletes are recruited with regard to their suitability for that responsibility, and are provided with guidance and/or training in good practice and child safeguarding and protection procedures;
- all those in a position of responsibility throughout the organisation recognise it is not their responsibility to determine if abuse has occurred, but it is their responsibility to report and act on any concerns they may have.

Confidentiality

Reports of harassment often contain extremely sensitive information, and athletes may fear coming forward with information

FIS reassures those who are concerned about a possible alleged incident of harassment and abuse that personal information will not be disclosed, except, for example, if the concerned person gives his/her prior consent, and/or if disclosure is necessary to protect someone from harm, and/or if a potential criminal act comes to the attention of FIS. FIS guarantees secure storage of records.

Dealing with Media Enquiries about an alleged Incident of harassment or abuse

Matters concerning an alleged Incident of harassment or abuse are likely to generate media interest. It is imperative that FIS Major Event Organisers develop an effective strategy for dealing with media enquiries.

It is important to handle any initial enquiries in a way that will not aggravate the situation or generate negative publicity. It is also important to be aware of legislation that prevents the naming of alleged victims (especially children and young people) or alleged perpetrators of abuse in the media.

Be prepared:

- Any press enquiries relating to harassment or abuse should be referred by Event personnel to the Event Welfare Officer
- The press can put a large headline on even the smallest story and it is important that FIS is aware of all the details to be able to respond if necessary.
- If the Event Welfare Officer is approached by a journalist, details should be taken, and the journalist advised that a statement will be issued in conjunction with the relevant group/s (LOC, NSA and/or FIS).
- Contact the FIS Lead Welfare Officer to discuss the matter, and assist with preparing a formal response

INCIDENT REPORT FORM for Safeguarding Concerns

Have you?

- Reassured the athlete / participant
- Been honest and not made promises you cannot keep
- Explained why you may have to tell other people in order to stop what's happening
- Avoided asking too many questions
- Encouraged the athlete / participant to use their own words

NB It is important that you don't speak to the person about whom the allegations have been made. This will be part of the ongoing investigation.

FIS Snow Safe Major Competition Policy, version August 2018

Name of athlete / participant	
Age / date of birth	
Parent/coach/carer's details Name / address / contact number / email address	
Date and time of incident(s)	
Details of incident / concern	
Where it happened	
Any visible physical signs (e.g. bruising)	
Have you spoken to the athlete / participant?	Yes / No
If Yes , what exactly did they say?	
Have you spoken to coach/team leader or next of kin?	Yes / No
If Yes , did they make any comments?	
Have you informed Medical Services?	Yes / No
If Yes , please provide details of referral (name and contact details for medical services)	
Have you informed statutory services? Police? Social Services?	Yes / No Yes / No Yes / No
If Yes to any of these, please provide full name and contact details for the appropriate contact person	
Did they take any action?	Yes / No
If Yes , please give full details:	
Details of any action you intend to take	
Details of witnesses:	

Name(s): Comments:	
Details of person alleged to have committed the abuse / offence: Name Address Telephone contact Email	
Details of person(s) reporting the concern: Name Address Telephone contact Email	
Signature of person reporting the concern:	
Details of person completing the form: Name Address Telephone contact Email	
Signed	
Date	

Remember to maintain confidentiality. Do not discuss with anyone other than those who need to know.

Contact the FIS Lead Welfare Officer and report all concerns.

FIS Lead Welfare Officer:

Dr Jenny Shute

Phone: +44 (0) 7768 461781

Email: fis.safeguarding@gmail.com

Oberhofen, August 2018