

An Overview of the FIS Snow Safe Policy

FIS believes that you are important, wherever you live, and we take your safety and happiness very seriously. We have a new Snow Safe Policy for prevention of abuse, describing the steps we will take to keep you safe, in every country in which we have affiliated National Ski Associations. This version of the Policy is for you.

The International Olympic Committee has asked that *athletes of all ages*, and all participants, should be included in our aims to make your sport enjoyable and FUN, since reaching the age of 18 doesn't mean that you are safe from abuse.

Did you know that...?

- Under an important international agreement, called the United Nations Convention on the Rights^[SEP] of the Child most Governments have agreed that children (defined as anyone who has not yet reached his/her 18th birthday) have a right to protection, and to have their welfare promoted. This means that Governments have^[SEP] a responsibility to keep you safe. Sports Associations have embraced this too.
- In the FIS Policy, we include athletes of all ages, and everyone who plays a part in the sport.
- FIS has zero tolerance for any form of discrimination or abuse, and therefore will always take action.

What is harassment and abuse?

Remember that this may take the form of:

- Physical abuse
- Psychological abuse – this includes bullying
- Sexual harassment and/or abuse
- Neglect

Abuse may 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, and may be *in person or online*.

To discover more, please read the FIS Snow Safe Policy.

If you are unsure, but are uncomfortable with something that has happened, please find someone to talk to – the Club or NSA welfare Officer, the Event Welfare Officer, or (if none of these is available) the FIS Lead Welfare Officer.

How we will work with you

- We will do what is best for you;^[SEP]
- We will involve you in making decisions;^[SEP]
- We will treat all athletes/participants/children equally;^[SEP]
- We will respect and value your culture;^[SEP]
- We will work with other people who can help you;^[SEP]
- We will take keeping you safe seriously;
- We will make sure our policy keeps all athletes and participants safe.^[SEP]

What we will do when you ask for help^[SEP]

There may be times when you need help. You might want to ask for help because you are being hurt by a member of your team (by a coach or staff member, or by another athlete) or maybe outside the sport. Whatever you tell us, we will listen and take your worries seriously.^[SEP]

What to do if you have suffered from harassment or abuse^[SEP]

You should talk about it to someone you trust - your Club Welfare Officer, NSA Lead Welfare Officer or the Event Welfare Officer. If you do not want to make the complaint by yourself, you can ask a member of your family or a friend to help you.

If these people are not available, you should contact the FIS Lead Welfare Officer.

Children/athletes/participants who tell us about their concerns will not get into trouble even if they report a staff member for bad behavior.

You should also seek help from police, medical or other statutory authorities, and tell your team manager or friend, but you may feel more comfortable if those you report to do this on your behalf.

What we will do?

- We will look after you.
- We will take your concern seriously
- We will take action after talking to you and agreeing the best way forward.
- All matters will be followed up, even if the police are not involved.
- Confidentiality will be upheld wherever possible, but when others may be at risk, it cannot be guaranteed.

Have you heard about abuse in our sport?

- Help the person who has suffered from abuse.
- Remember that *others may also be suffering*, so this is URGENT.
- Report the abuse to the police if serious, and support your friend as they ask for help.
- Doing nothing is not an option; raising the concerns is the best way of keeping you and others athletes and participants safe, now and in the future.

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