

# Safeguarding Policy Iraq Athletics Federation

## **First: Introduction**

The Iraqi Athletics Federation believes that providing a safe sporting environment is a fundamental right for all participants in its activities and programs, especially children, youth, and women of all age groups. This policy aims to protect all affiliates from any form of abuse, exploitation, or neglect, and to establish a culture of respect, integrity, and responsibility.

## **Second: Objectives of the Protection Policy**

1. To provide a safe and healthy sporting environment for all participants.
2. To prevent all forms of violence, abuse, harassment, exploitation, or neglect.
3. To define clear responsibilities and procedures for addressing protection issues.
4. To raise awareness of a culture of protection within the sporting community.
5. To adhere to national and international standards in the field of athlete protection.

## **Third: Scope of Application**

This policy applies to:

1. Members of the Federation's Board of Directors.
2. Caches, referees, administrators, and physiotherapists.
3. Male and female athletes of all age groups.
4. Volunteers and temporary contract workers.
5. Any person who participates in or represents the Federation in official and unofficial activities, tests, gatherings, and training camps (organizers of sporting events, photographers, media personnel, stadium security personnel), and anyone who has direct contact with child athletes or young people.
6. Parents

## **Fourth: Definitions or Terms Mentioned in the Protection Policy**

1. **Protection:** The set of procedures, policies, and preventive measures that ensure the safety of individuals from physical, psychological, sexual, or social harm, harassment, or exploitation in the sports field.

- 2. Child:** Any person who has not reached the age of eighteen according to Iraqi government law.
- 3. Adult:** Any person over the age of eighteen who suffers from hardship, poverty, financial need, social isolation, physical weakness, obesity, or a medical condition that makes them vulnerable to exploitation or bullying.
- 4. Abuse:** Any intentional or unintentional act that causes physical, psychological, or sexual harm.
- 5. Harassment:** Unwanted behavior of a sexual, verbal, or physical nature.
- 6. Neglect:** Failure to provide necessary care or protection.
- 7. Whistleblower:** Any person who reports a case of abuse or suspected abuse to the entity or person designated by the Federation under the Protection Policy.

### **Fifth: Obligations of the Iraqi Athletics Federation.**

To ensure a healthy, safe, and secure training and competitive environment, the Iraqi Athletics Federation commits to the following:

- 1. Establishing a written protection policy, to be presented to and officially adopted by the General Assembly, to protect athletes (of both genders) participating in the Federation's internal and external activities. This protection policy must comply with the requirements of the World Athletics Federation (WA).**
- 2. Appointing or assigning a person, either from within or outside the Federation, to handle this matter. Preferably, one male and one female, designated as a "Protection Officer." Their duties include communicating with individuals at risk and forwarding reports and complaints to the Federation for referral to the relevant authorities within the Federation.**
- 3. Developing a Code of Conduct for all Federation employees, across all categories and levels. This Code should include clear rules and guidelines for all conduct by individuals interacting with minor and adult athletes.**
- 4. Providing effective, easy-to-use, and straightforward means for submitting complaints to the relevant authorities.**

**5. All volunteers and employees who wish to work in this field must be of good character and conduct, and must not have been convicted of a felony or misdemeanor involving moral turpitude according to the law of the Iraqi government. They must be accredited and known within the Iraqi athletics community, and must possess shrewdness, intelligence, and sound judgment. They must sign a written pledge to abide by all the clauses of this policy and the code of conduct and sportsmanship.**

### **Sixth: Fundamental Principles**

**The Iraqi Athletics Federation, its affiliated clubs, and sports institutions participating in its activities are committed to the following principles:**

- 1. The best interests of the athlete, whether minor or adult, of either gender, and any person participating in the Federation's sports activities, are paramount.**
- 2. Non-discrimination based on gender, age, religion, race, or disability.**
- 3. Confidentiality and privacy in handling reports.**
- 4. Accountability and transparency.**
- 5. Zero tolerance for any violation.**
- 6. Adoption of the principle of shared responsibility between club administrations, coaches, supervisors, and athletes (both children and adults) in reporting any incident or suspicion that threatens the safety of athletes or any participating person.**

### **Seventh: Prohibited Forms of Abuse**

- 1. Physical abuse.**
- 2. Psychological or verbal abuse.**
- 3. Sexual abuse or exploitation.**
- 4. Bullying and threats.**
- 5. Neglect and mistreatment.**
- 6. Financial or administrative exploitation.**

## **Eighth: Code of Conduct**

### **A. Coaches and Administrators**

- Adherence to professional and ethical conduct.
- Avoiding any unprofessional relationship with players.
- Refraining from using violence, insults, or threats.
- Respecting privacy and not being alone with a minor player.

### **B. Players (Male and Female)**

- Respecting teammates, coaches, and referees.
- Refraining from any abusive or violent behavior.
- Reporting any violation or suspicious behavior.

## **Ninth: Reporting Mechanisms**

1. The Union will assign two (2) protection officers, one male and one female.
2. Reports will be received verbally or in writing, either through a paper form or via email, which will be established by the Union specifically for its protection policy.
3. Confidential reporting is possible, without revealing one's identity.
4. All reports will be dealt with seriously and immediately.

## **Tenth: Procedures for Handling Reports**

1. Receiving and documenting the report from the athlete (male or female), coach, referee, parents, or any witness to the incident. The report can be submitted via the dedicated email address for the protection policy, directly, or by mobile phone to the protection officer using a form provided by the federation, ensuring the confidentiality of the report.
2. Initial risk assessment.
3. Taking immediate protective measures when necessary.
4. Referring the matter to a specialized committee.
5. Cooperating with legal and judicial authorities when required.
6. Issuing the appropriate decision in accordance with regulations.

## **Eleventh: Investigations and Disciplinary Measures**

### **A. Investigation Procedures**

- 1. Upon receiving any complaint or report concerning a violation of the provisions of the Protection Policy or Code of Conduct, the Union is obligated to initiate an internal administrative investigation without delay. It may form an independent investigation committee or assign a competent body to examine the incident, while adhering to the principles of impartiality, independence, and the absence of conflicts of interest.**
- 2. Investigation procedures shall be conducted in accordance with the principles of fairness, transparency, and confidentiality, ensuring the protection of all concerned parties and respect for their dignity and rights.**
- 3. The Union may take temporary precautionary measures during the investigation if the interests of protection so require, including suspending participation in activities or limiting contact with the groups targeted for protection.**

### **B. Rights of Concerned Parties**

- 1. All concerned parties shall be enabled to present their statements and defenses and submit any evidence, documents, or witnesses they may have during the investigation procedures.**
- 2. The Union is obligated to take all necessary measures to protect the victim, the whistleblower, or witnesses, particularly children, from any form of retaliation, intimidation, further harm, or stigmatization.**
- 3. Strict confidentiality shall be maintained in handling information and data related to the complaint, and such information shall only be disclosed to the competent authorities or as required by the investigation procedures.**

### **C. Disciplinary Measures**

**In the event of a proven violation of the provisions of the Protection Policy or the Federation's Code of Conduct, the Federation may take one or more of the following disciplinary measures, depending on the severity and circumstances of the violation:**

- 1. Issuing a written warning or official notice.**
- 2. Suspending the individual's participation in sports activities or events for a specified period.**
- 3. Temporarily or permanently barring the individual from performing coaching, supervisory, or administrative duties.**
- 4. Terminating or dissolving the contractual relationship with the coach, administrator, employee, or volunteer in accordance with legal procedures.**

**5. Prohibiting the individual from participating in any activity organized or supervised by the Federation for a specified period or permanently, depending on the type of violation.**

**6. Referring the matter to the competent Disciplinary Committee of the Federation for consideration and the imposition of any additional penalties it deems appropriate, in accordance with the applicable regulations.**

#### **D. Referral to Competent Authorities**

**The disciplinary measures stipulated in these regulations shall not preclude referring the matter to the competent judicial or legal authorities if the actions committed constitute a crime or violation punishable by law.**

#### **E. Compliance with International Standards**

**The provisions of this chapter shall be interpreted and applied in accordance with the internationally recognized principles and standards for the protection and safety of athletes, and in line with the protection policies adopted by World Athletics.**

### **Twelfth: Reporting and Whistleblowing Protection**

**1. The Federation is committed to providing clear, secure, and confidential mechanisms for reporting any conduct or action suspected of violating the provisions of the Protection Policy, Code of Conduct, or approved regulations, including any conduct involving abuse, exploitation, harassment, or neglect of athletes or any participant in Federation activities.**

**2. Any person, whether an athlete, coach, administrator, employee, volunteer, parent, or any other interested party, may submit a report to the Federation if there is reasonable suspicion of a violation, without requiring the reporter to hold an official position.**

**3. The Federation guarantees the confidentiality of the whistleblower's identity and all information related to the report. Disclosure is only permitted to the extent required by investigative procedures or upon request from the competent authorities in accordance with the law.**

**4. Whistleblowers enjoy full protection from any form of retaliation, threats, discrimination, or professional or athletic harm resulting from their good-faith submission of the report. Any retaliatory action against a whistleblower constitutes a violation subject to disciplinary action. 5. The Federation shall take appropriate measures to provide support and protection to whistleblowers and witnesses, particularly when the whistleblower or victim is a child or a vulnerable group.**

**6. Any report submitted in bad faith or with the intent to offend or defame shall be disregarded, and the Federation may take appropriate legal or disciplinary action against the person submitting the report.**

**7. The Federation is committed to taking the necessary measures to investigate reports received in accordance with the procedures stipulated in the section on investigations and disciplinary measures, and in line with the international standards adopted by World Athletics.**

### **Thirteenth: Disciplinary Penalties**

- 1. Written warning.**
- 2. Temporary suspension.**
- 3. Permanent suspension or dismissal.**
- 4. Referral to the competent judicial authorities.**

### **Fourteenth: Awareness and Training**

- 1. Organize regular awareness workshops and courses.**
- 2. Integrate protection concepts into training programs.**
- 3. Distribute copies of the protection policy to all members.**

### **Fifteenth: Review and Update**

- 1. This policy will be reviewed every two years or as needed.**
- 2. It will be updated in accordance with local laws and international standards.**

### **Sixteenth: Conclusion**

**In the interest of the safety of all athletes of all ages, coaches, referees, staff, and volunteers in the athletics sector, both male and female, the Iraqi Athletics Federation is fully and unequivocally committed to the Safeguarding Rules adopted by World Athletics and all its directives. The Federation adopts a clear and explicit protection policy that stipulates zero tolerance for any form of abuse, harassment, or exploitation within the Federation.**

**This policy aims to protect all the aforementioned groups and segments, along with all board members and affiliated club administrators, while ensuring everyone understands their rights and responsibilities in the area of protection. The policy is based on clear and specific principles that promote a culture of protection within the Federation, stemming from a firm belief that athletes have the right to participate in a safe sporting environment where they are treated with utmost respect.**

## Protection Concerns Reporting Form

### Your information

Name	
Role (Official/coach/parent)	
Contact details: Mobile phone number Email address	
Member Federation	
Club	
Date of report	

### Information about the child or adult to whom the concern relates

Name	
Date of birth	
Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Other
Name(s) of Parents/Carers	
Contact details: Mobile phone number Email address	
Have parents/carers been informed about the incident? If not why not?	
Have any actions been agreed with the parents/carers?	
Any other relevant/useful information about the child or adult	

## Details of the concern

<b>Date and time of incident</b>	
<b>Names of other persons involved and any roles they have within athletics</b>	
<b>Nature of concern (sexual/financial/bullying/neglect)</b>	
<b>Provide details of the concern/incident</b>	
<b>Details of any action taken and by whom</b>	
<b>Has the matter been reported to the police or social services?</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>If yes, please provide contact details: Phone number Email address</b>	
<b>Details of the incident/concern provided by child/adult in their own words</b>	
<b>Witness accounts of the incident/concern</b>	
<b>Contact details of Witness:  Mobile phone number Email address</b>	

## Declaration

<b>Full Name</b>	<b>Signature</b>
<b>Date</b>	

**Full Name for Safeguarding Officer**

**Date**