IKF SAFEGUARDING POLICY

The International Korfball Federation (IKF) is committed to protecting all participants from harassment and abuse in all IKF-related activities. This policy provides detailed guidelines to ensure a safe and respectful environment.

1. OBJECTIVE

The IKF Safeguarding Policy aims to protect all individuals involved in IKF events and activities from harassment, abuse, and discrimination, ensuring a safe and respectful environment for everyone.

2. SCOPE OF APPLICATION

2.1. This Policy applies to:

a) All IKF korfball events and activities, including the work of IKF committees, volunteers, and staff members outside of events.

b) All participants in these events and activities, including athletes, officials, volunteers, IKF personnel, and any other accredited individuals.

c) Alleged incidents of harassment and abuse, whether occurring during an event or in the broader context of IKF-related activities.

2.2. Definitions:

a) **Participants:** Includes athletes, teams, IKF and local officials, managers, delegation members, and all accredited individuals.

b) **Event:** Refers to IKF korfball events.

c) **Harassment and Abuse:** Encompasses psychological abuse, physical abuse, sexual harassment, and neglect. These forms may occur individually or in combination.

d) **Psychological Abuse:** Acts such as confinement, isolation, verbal assault, humiliation, or intimidation.

e) **Physical Abuse:** Deliberate acts like punching, kicking, or forced physical activity causing injury or trauma.

f) **Sexual Harassment:** Unwelcome verbal or physical conduct of a sexual nature, including coercion or manipulation.

g) **Neglect:** Failure to provide appropriate care, resulting in harm or creating imminent danger.

h) **Racism:** Discrimination based on race, colour, descent, or ethnic origin.

i) **Discrimination:** Unfair treatment based on race, gender, religion, nationality, or other status.

j) **Other Event Stakeholders:** This includes suppliers, vendors, and spectators/supporters involved in the organisation and execution of an event. While they may not be subject to disciplinary actions under IKF regulations, they are expected to adhere to safeguarding principles and will be included in preventive communications.

3. PREVENTIVE MEASURES

To prevent harassment and abuse, the IKF provides:

a) Educational materials accessible to participants before, during, and after events.

b) Safeguarding information on the IKF website.

c) Access to an IKF confidant for events.

d) Appointment of an IKF Safeguarding Officer for each event.

e) Safeguarding briefings at Team Managers Meetings.

f) Informational leaflets in locker rooms with QR codes linking to the IKF website and contact details for Safeguarding Officers and confidants.

4. IKF SAFEGUARDING OFFICER & IKF CONFIDANT

4.1. The IKF Coordinating Officer acts as the Safeguarding Officer for events. The IKF President acts as the IKF Confidant. A second confident, of a different gender, will be appointed by the IKF President from within the members of the council

4.2. Responsibilities of the Safeguarding Officer:

- Document all reports of harassment and abuse.
- Determine the need for follow-up actions.
- Recommend disciplinary action or referral to local authorities, as necessary.

- Provide support and connect concerned individuals with IKF confidants.

4.3. The IKF Confidant:

- Serves as a confidential counsellor available by phone or email.
- Offers initial support and explores informal resolutions.
- Advises on complaint procedures and coordinates actions with the Safeguarding Officer if requested.

5. REPORTING AND PROCEDURES

5.1. Any individual may report harassment or abuse.

5.2. Reports may be submitted to:

- The IKF Safeguarding Officer.
- The IKF Confidant.

5.3. All reports are processed with strict confidentiality, documented with detailed information, and evaluated by the Safeguarding Officer or Confidant.

5.4. If incidents involve individuals from the same National Federation (NF):

- The NF handles the resolution, provided it has an appropriate safeguarding procedure that meets the minimum standards established by the IKF.
- The IKF will maintain a list of NFs with approved safeguarding procedures and will support those that need to develop or strengthen their policies to align with IKF requirements.

5.5. The IKF will take necessary measures to protect participants, in other cases, including those involving:

- Individuals from different NFs or IKF personnel;
- NFs without adequate safeguarding procedures;
- Cases requiring additional disciplinary action, the IKF will take necessary measures to protect participants.

6. DISCIPLINARY PROCEDURE

Incidents of harassment and abuse during events may lead to disciplinary proceedings under IKF Disciplinary Regulations.

7. CONFIDENTIALITY

7.1. All information related to harassment and abuse reports is confidential.

7.2. Disclosure of confidential information is permitted if:

- Non-disclosure may cause harm; or
- The information relates to a potential criminal act.

7.3. Public disclosure of disciplinary decisions:

- Victims' personal information is excluded unless consent is provided.
- Other personal information is anonymized to protect privacy.
- In cases involving underaged players, the legal representatives of the minor must be considered in the procedures, including notification and support mechanisms.

The IKF is committed to fostering a safe and respectful environment at all korfball-related activities. Through preventive measures, clear reporting structures, and robust safeguarding protocols, we aim to protect and support all participants.