



TAFISA Safeguarding Policy

This Safeguarding Policy addresses voluntary office-bearers (including TAFISA Board Members, for the avoidance of doubt), professional staff of TAFISA, representatives of TAFISA Member Organisations, representatives of TAFISA Events' Hosts and participants in TAFISA Events.

1. INTRODUCTION AND PURPOSE

The Association For International Sport for All (TAFISA) is committed to creating and maintaining a safe, respectful, and inclusive environment within the global Sport for All Movement. Any form of discrimination, harassment, or abuse – be it physical, mental, professional or sexual – is completely incompatible with the intrinsic values of Sport for All and TAFISA applies a zero-tolerance policy.

TAFISA believes that all staff, volunteers, officials, entourage, and other participants have the right to participate and develop Sport for All, in a safe and inclusive environment, free from all forms of Misconduct, as well as from violence, neglect, and exploitation.

This Safeguarding Policy reflects our dedication to protecting the welfare, dignity, and human rights of all individuals working, supporting and contributing to the growth of TAFISA and of the global Sport for All Movement, either on a professional, voluntary or participatory basis.

This policy establishes the framework and standards for safeguarding within TAFISA, outlining our commitment to preventing and responding to all forms of harassment, abuse, exploitation, and harm.

Purpose

This policy aims to:

- Establish clear standards of behaviour and professional conduct for all individuals engaged in TAFISA as an organisation, and TAFISA Events
- Establish safeguarding as a core component of TAFISA event planning and delivery
- Prevent all forms of harassment, abuse, and exploitation
- Create safe and clear procedures for preventing, reporting and responding to safeguarding concerns
- Define roles and responsibilities for safeguarding
- Ensure compliance with international safeguarding standards¹ and legal obligations
- Promote a culture of safety, respect, and accountability
- Ensure the provision of safe physical environments at all TAFISA Activities and Events,
- Promote responsible and ethical use of photography, filming, and digital communications

TAFISA is committed to creating and maintaining an environment that is free from, among other things:

- Misconduct – be it physical, mental, professional or sexual;
- and violence, bullying, hazing, and other forms of abuse.

¹ [International Safeguards for Children and Sport](#), and [International Safeguards for Adults in Sport](#)



2. SCOPE AND APPLICATION

2.1 Applicability

This policy applies to the following individuals:

- TAFISA Representatives including:
 - Elected and Appointed TAFISA Officers; Board Members, Commissioners, Special Advisors, Members of TAFISA Commissions,
 - TAFISA Employees (full-time, part-time)
 - TAFISA Consultants and Contractors
 - TAFISA Volunteers at all levels
 - TAFISA Trainers and facilitators
 - Experts mandated by TAFISA
 - TAFISA Interns
- Any other individuals acting on behalf of TAFISA Representatives of hosts and local organisers of TAFISA events
- Participants and delegates at TAFISA events
- Service providers, media representatives and partners at TAFISA events

Note: This list is non-exhaustive and shall be deemed to include any other persons who, in any capacity, act on behalf of, represent, support, participate in, or are otherwise involved in TAFISA activities or events.

Investigations or reviews under this policy are limited to issues arising at TAFISA-sanctioned events or that involve the individuals listed above in connection with their TAFISA duties.

TAFISA is not responsible for investigating, judging or sanctioning safeguarding cases happening within TAFISA Member Organisations' or at TAFISA Member Organisations' own events; it is the sole responsibility of TAFISA Member Organisations to address those cases. TAFISA however recognises the duty of care and safeguarding by all its member organisations and strongly encourages all of them to accept and adopt the general principles of safe sport, defining their own policies and procedures, modifying as necessary to fit with their own applicable legal framework. They may refer to the TAFISA Safeguarding Guidelines for support.

2.2 Geographic Scope

This policy applies globally to all TAFISA activities and events, including:

- Activities at TAFISA headquarters and offices
- TAFISA International, regional, and national events (including flagship events, meetings, workshops, seminars, etc.) and their venues
- Online and virtual interactions
- Travel and accommodation related to TAFISA activities
- Work-related social events and functions
- Communications through official TAFISA channels

Note: This list is non-exhaustive and shall be deemed to include any other context, location or interaction in which individuals act on behalf of, represent, or are connected to TAFISA activities or interests

The policy applies both during and outside working hours when individuals are representing TAFISA or when event participants' conduct may affect TAFISA's reputation or the safety of others.

3. DEFINITIONS

Key terms and definitions: as defined by the IOC consensus statement: Harassment and abuse in sport²

- **Safeguarding:** *All proactive measures to both prevent and appropriately respond to concerns related to harassment and abuse in Sport, as well as the promotion of holistic approaches to athlete welfare.*
- **Abuse:** *“Constitutes all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the personnel’s health, survival, development or dignity in the context of a relationship of responsibility, trust or power.*
- **Psychological violence:** *“Involves the regular and deliberate use of a range of words and non-physical actions used with the purpose to manipulate, hurt, weaken or frighten a person mentally and emotionally; and/or distort, confuse or influence a person’s thoughts and actions within their everyday lives, changing their sense of self and harming their wellbeing.’ This could also take the form of non-physical actions that could cause physical or psychological harm to the personnel. Psychological violence could occur online and offline in different forms.” It includes 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 violence:** *“Any deliberate and unwelcome act that causes, or results in pain, physical trauma and/or physical injury. ‘Physical violence includes beating, burning, kicking, punching, biting, maiming or killing, or the use of objects or weapons”*
- **Sexual violence (includes Sexual harassment):** *“Any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed against a person’s sexuality where consent is coerced/manipulated or is not or cannot be given, by any person regardless of their relationship to the victim, in any setting, including but not limited to home and work.’ The different forms of sexual violence, whether non-contact, contact or penetrative, can occur both online and in person.”*
- **Financial/Material Abuse:** Theft, fraud, exploitation, or misuse of money, property, or resources.
- **Grooming:** Behaviour that manipulates, exploits, or abuses a position of trust to build a relationship for the purpose of abuse or exploitation.
- **Cyberbullying:** Use of digital technologies to harass, threaten, embarrass, or target another person.
- **Consent:** Voluntary, informed, and freely given agreement. Consent cannot be given by children or individuals who lack the capacity to consent due to age, disability, intoxication, or power imbalance.

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.

² Tuakli-Wosornu YA, Burrows K, Fasting K, *et al* IOC consensus statement: interpersonal violence and safeguarding in sport. *British Journal of Sports Medicine* 2024;58:1322-1344.



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.

TAFISA Events refer to any event that is directly organised by TAFISA or organised by third parties and are sanctioned by TAFISA, including but not limited to: TAFISA Flagship Events (World Congresses, World and Regional Sport for All Games, Regional Forums), TAFISA Webinars, TAFISA Project Meetings, meetings of TAFISA Bodies (e.g. General Assembly, Board of Directors, Commissions, Executive Board), trainings, workshops, seminars.

TAFISA Activities include any TAFISA Programmes and Operations.

4. POLICY STATEMENT

TAFISA is committed to safeguarding and promoting the welfare of all individuals involved in our organisation, activities and events. TAFISA recognises that safeguarding is everyone's responsibility and that creating a safe environment requires collective effort and vigilance.

TAFISA Commitments:

- **Zero Tolerance:** TAFISA maintains a zero-tolerance approach to all forms of harassment, abuse, and exploitation as defined in article 3.
- **Prevention:** TAFISA will proactively work to prevent harm through establishing clear guidelines, training, codes of conduct, and proper risk assessments at TAFISA events collaboratively with the designated event safeguarding officer.
- **Protection:** TAFISA will take all reasonable steps to protect individuals from harm and respond promptly and appropriately to all safeguarding concerns.
- **Reporting:** TAFISA will ensure accessible, confidential reporting mechanisms and support those who raise concerns.
- **Accountability:** TAFISA will hold all personnel accountable for upholding safeguarding standards and take appropriate action against violations.
- **Victim-Centred Approach:** TAFISA will prioritise the safety, well-being, and wishes of those who have experienced harm.
- **Continuous Improvement:** TAFISA will regularly review and strengthen our safeguarding practices based on lessons learned and best practices.
- **Compliance:** TAFISA will comply with all applicable laws and align with international safeguarding standards, including the International Safeguards for Children and Adults in Sport.

5. SAFEGUARDING PRINCIPLES

All TAFISA safeguarding work is guided by the following principles:

- **Best Interests of the Individual:** The welfare and best interests of individuals are paramount in all decisions and actions.
- **Rights-Based Approach:** TAFISA recognises and upholds the fundamental human rights of all individuals, including the right to dignity, safety, and freedom from violence and abuse.
- **Inclusion and Non-Discrimination:** TAFISA is committed to creating an inclusive environment free from discrimination based on age, gender, race, ethnicity, religion, disability, sexual orientation, or any other characteristic.
- **Participation and Voice:** TAFISA values and seeks the views of those we serve in matters affecting their safety and well-being.



- **Proportionality and Minimal Intervention:** TAFISA responds to concerns in ways that are proportionate to the risk and that minimise unnecessary intrusion.
- **Prevention:** TAFISA prioritises preventing harm before it occurs through training, awareness, and risk management.
- **Partnership:** TAFISA works collaboratively with member organisations, authorities, event hosts and stakeholders to strengthen safeguarding.
- **Accountability:** TAFISA is accountable for its safeguarding responsibilities and transparent in its processes and decision-making.
- **Fair Process and Presumption of Innocence:** All persons subject to a safeguarding allegation shall be treated with fairness and respect and shall not be presumed responsible for misconduct until the applicable procedures have been concluded.

6. PREVENTIVE MEASURES

All individuals listed in Articles 2.1 must adhere to professional standards of conduct that promote safety, respect, and integrity. The following standards apply to all interactions and activities:

6.1 General Standards of Behaviour

All individuals listed in Article 2.1 shall:

- Take reasonable steps to ensure the safety and wellbeing of others
- Treat all individuals with dignity, respect, and fairness
- Act with integrity, honesty, and transparency
- Always maintain professional boundaries
- Respect cultural, social and individual differences and promote inclusion
- Protect confidentiality and privacy
- Avoid conflicts of interest or the appearance of misconduct
- Report any safeguarding concerns
- Cooperate fully with safeguarding investigations
- Comply with all TAFISA policies
- Refrain from interfering with, influencing, or discouraging any safeguarding report or process

6.2 Prohibited Behaviours

The following behaviours are strictly prohibited:

- Any form of physical, emotional, sexual, or financial abuse
- Sexual relationships among personnel where a power imbalance exists
- Harassment, bullying, or intimidation
- Discrimination or prejudice based on protected characteristics
- Exploitation of position, authority, or trust
- Grooming behaviours
- Inappropriate physical contact
- Inappropriate communications (sexual, offensive, or intimidating)
- Sharing or possessing child sexual abuse material



- Retaliating against individuals who report concerns
- Ignoring, failing to report, obstructing or interfering with any safeguarding concern, report or investigation
- Breaching confidentiality without proper authorisation
- Performing duties while impaired by alcohol, illegal substances or any other substance affecting judgement, safety or professional conduct
- Any conduct constituting a criminal offence under applicable law

Violations will be penalized and sanctioned based on Chapter XVII, Article 1 of the TAFISA Statutes and in accordance with the TAFISA Disciplinary Procedures.

6.3 Safeguarding Training

Each TAFISA Representative and TAFISA Event host, as well as Event Safeguarding Officer shall undergo a safeguarding training upon nomination or recruitment, and any refreshers as necessary.

6.4 Publicity

All information regarding the TAFISA Safeguarding Policy will be available to TAFISA representatives, event participants, delegates and all attendees. All attendees will be expected to sign the TAFISA code of conduct form as a part of the on-site event registration process. All TAFISA Representatives will be required to sign an oath to respect and apply TAFISA Regulations, including this Safeguarding Policy.

6.5 Safe Recruitment Processes

TAFISA, TAFISA Events hosts and recipients of TAFISA grants that implement TAFISA Activities are encouraged to implement safe recruitment processes for the individuals involved in TAFISA and delivering TAFISA Events and TAFISA-funded programmes.

6.6 Role of TAFISA Executive Office

The TAFISA Executive Office is responsible for:

- Implementing this Policy.
- Raising awareness of this Policy and the procedure for reporting an incident of harassment and abuse, across all Participants of TAFISA activities.
- Ensuring that reports of harassment and abuse that are brought to its attention are managed in a timely manner, fairly and responsibly.
- Ensuring that there is a safeguarding plan and reporting procedure in place at all TAFISA Events
- Providing and raising awareness of suitable educational resources and training opportunities for TAFISA representatives and events' hosts.
- Updating the Policy and related procedures from time to time.
- Ensuring that all safeguarding matters are handled with strict confidentiality and that access to related information is limited to specifically authorised persons

7. SAFEGUARDING OFFICER, EVENT SAFEGUARDING OFFICERS



7.1. Safeguarding Officer

The TAFISA Safeguarding Officers are independent individuals nominated by the TAFISA Board of Directors and are entitled to handle any cases arising from the application of this Safeguarding Policy. They shall act in accordance with the TAFISA Regulations (Statutes, By-laws, Code of Ethics). The Board of Directors shall nominate a minimum of 2 TAFISA Safeguarding Officers, who should possess prior knowledge, relevant experience and appropriate training in safeguarding matters.

In the event of a safeguarding breach, concern, or complaint by or against any individual representing TAFISA or participating in a TAFISA Event, individuals may file a report with the designated TAFISA Safeguarding Officers and/or Event Safeguarding Officers (see below). All reports will be treated with appropriate confidentiality and addressed in accordance with the procedures outlined in this policy. The TAFISA Safeguarding Officers shall be responsible for:

- Receiving, reviewing and documenting all reports of safeguarding misconduct
- Investigating all reports of misconduct
- Coordinating the submission of reports to the TAFISA Disciplinary Committee if required, in accordance with the TAFISA Disciplinary Procedures
- Ensuring notification of reports to local authorities, as appropriate and necessary, pursuant to local law. (The local authorities are responsible for determining whether to conduct a criminal investigation in relation to an alleged incident.)
- Providing support to any concerned persons.
- Serving as the primary point of contact for safeguarding
- Maintaining safeguarding records
- Providing advice and guidance on safeguarding matters
- Coordinating training and awareness activities
- Liaising with external authorities and agencies
- Monitoring and reviewing safeguarding practices
- Ensuring that persons reporting safeguarding concerns are protected from retaliation and treated with respect and confidentiality
- Recusing themselves from any case where a conflict of interest may exist
- Reporting to the TAFISA Board of Directors and Secretary General

7.2. Event Safeguarding Officers

For all TAFISA flagship events, qualified Event Safeguarding Officers (which may or may not include TAFISA Safeguarding Officer) will be appointed to serve as the primary points of contact for safeguarding matters during the event period. The exact number of Event Safeguarding Officers is to be determined by each event's risk-based approach. The Event Safeguarding Officers may be appointed to ensure adequate coverage, accessibility, and availability throughout the duration of the event.

In all other (non-flagship) Events, the TAFISA Safeguarding Officer may be reached virtually. TAFISA Representatives present at those events shall be the primary in-person points of contact of potential victims.



The Event Safeguarding Officers shall be trained by the TAFISA Safeguarding Officer or have been trained and qualified as Safeguarding Officers by any other sport federation or authority.

Event Safeguarding Officers are responsible for receiving reports, coordinating immediate response actions, and liaising with the TAFISA Safeguarding Officer as appropriate. They may coordinate the submission of reports to the TAFISA Disciplinary Committee and local public authorities during the events, in order to enable potential Urgent Disciplinary Procedures.

The Event Safeguarding Officers shall act in accordance with the TAFISA Regulations (Statutes, By-laws, Code of Ethics).

8. REPORTING AND PROCEDURES FOR ADDRESSING POLICY BREACH

8.1 Duty to Report

All TAFISA Event participants are expected to promptly report any behaviour at or related to a TAFISA Event, or involving any TAFISA Representative, of which they become aware, which may constitute Misconduct. This includes situations where Misconduct is suspected or rumored, appreciating that victims of Misconduct are often reluctant to report it. TAFISA will support “whistle blowers” by providing a confidential reporting system which also can be used for anonymous reports of misconduct at TAFISA Events or involving TAFISA Representatives. TAFISA encourages anyone who has such concerns to “blow the whistle” early, to prevent continuing or future harm to Participants. Whistleblowers’ confidentiality and identity will be protected. Notwithstanding the foregoing, nothing in this Policy shall be construed to require a victim of Misconduct to self-report.

8.2 Reporting

Any person who experiences or witnesses abuse, harassment or violence is encouraged to report to the Safeguarding Officer. TAFISA is committed to ensuring that concerns can be reported safely, confidentially, and without fear of retaliation.

- Reporting channels include:
 - o Anonymously filling out the safeguarding incident report form, in paper or digitally
 - o A confidential email to the TAFISA Safeguarding Officer or Event Safeguarding Officers via the official safeguarding email address(es)
 - o Calling the safeguarding officer hotline; this would be used during TAFISA events and also made available during TAFISA events
- During TAFISA events, reports of harassment and abuse may be made in writing or verbally, via phone or in person. The Safeguarding Officer and Event Safeguarding Officers shall ensure that such reports are documented. This documentation should include the name, title, address, contact information and signature of the reporting person (if not reported anonymously) and, if possible, of the person who is alleged to have breached the Safeguarding Policy. 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 have occurred.
- Based on the particular facts as detailed in the reports, the Safeguarding Officer and Event Safeguarding Officers will investigate and determine how to proceed with each case, including potential forwarding of the case to the TAFISA Disciplinary Committee, which is responsible for the disciplinary procedures or local authorities. Rights of safeguarding cases’ Complainants and Respondents, as well as Right to Appeal and any potential sanctioning follow the provisions of the TAFISA Disciplinary Procedures



Cases involving children shall automatically and immediately reported to local authorities.

What to Report

Report any concerns about:

- Suspected or alleged abuse, harassment, or exploitation
- Behaviours that breach the Code of Conduct for Integrity, Code of Ethics and this Safeguarding Policy
- Situations that pose risks to safety or welfare
- Any other matter that raises safeguarding concerns

No Retaliation

TAFISA prohibits retaliation against anyone who reports safeguarding concerns in good faith (including whistleblowers). Any acts of retaliation will be treated as serious misconduct and may result in disciplinary action up to and including ban.

Bad Faith Allegations

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited. Such reports will be considered a violation of this policy and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

9. AFTER-CARE

The TAFISA Safeguarding Officers, where relevant, will provide referrals for survivor support. They will encourage survivors to seek counselling or psychological support or mental health support, or medical or legal support. The costs of such support shall not be the responsibility of TAFISA; they shall be borne according to legal dispositions in place.

10. PRIVACY AND CONFIDENTIALITY

All matters relating to alleged incidents of harassment, abuse, or other safeguarding concerns, including but not limited to reports, personal information of affected and accused persons, witness statements, evidence gathered during investigations, and investigation outcomes (collectively "Confidential Information"), shall be treated as strictly confidential and managed in accordance with applicable data protection laws, including the General Data Protection Regulation (GDPR).

Access to Confidential Information shall be restricted to individuals with a legitimate need to know for the purposes of safeguarding, investigation, or legal compliance. All personnel handling Confidential Information must maintain strict confidentiality and handle data in accordance with TAFISA's data protection obligations.

10.1 Lawful Disclosure of Confidential Information

Notwithstanding the confidentiality requirements above, TAFISA may disclose Confidential Information to appropriate persons, authorities, or agencies where:

- Disclosure is necessary to prevent or mitigate harm to any individual.
- The information relates to suspected criminal activity and disclosure is required by law or necessary for law enforcement purposes.
- Disclosure is required by court order, legal obligation, or regulatory authority.
- Disclosure is necessary to protect TAFISA's legitimate interests or to defend legal claims.



- The individual concerned has provided informed, explicit consent to disclosure.
- Disclosure is necessary for the performance of TAFISA's safeguarding obligations or the protection of vital interests.

10.2 Public Disclosure and Communications

In circumstances where it is necessary or appropriate for TAFISA to publicly disclose information regarding safeguarding decisions, outcomes, or sanctions, TAFISA shall:

- Refrain from including any personal information or identifying details of victims or survivors without obtaining their prior, informed, and explicit consent.
- Anonymise or redact personal information of other concerned persons, including accused individuals where appropriate, taking into consideration their privacy rights, the public interest, and the severity of the conduct.
- Limit disclosure to information that is necessary and proportionate to the legitimate purpose.
- Comply with all applicable data protection laws and regulations governing public disclosure.

10.3 Data Protection and GDPR Compliance

TAFISA processes personal data relating to safeguarding matters in accordance with the General Data Protection Regulation (GDPR) and applicable national data protection laws.

11. ENTRY INTO FORCE

This Safeguarding Policy entered into force with the passing of a resolution by the Board of Directors on March 25th, 2026 and were approved by the TAFISA General Assembly on May 15th, 2026 in Prague, Czech Republic.