

# DANMARKS SKIFORBUND SNOW SAFE POLICY

Safeguarding Athletes and Participants from Harassment and Abuse



EDITION 2019

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## 1 Introduction

DANMARKS SKIFORBUND is committed to creating an atmosphere in which all participants in the various activities and programmes may have a safe, rewarding and positive experience. Everyone taking part in Danmarks Skiforbund activities should feel supported, and have their rights, wishes and feelings respected without the fear of discrimination or degrading treatment.

Everyone participating in Danmarks Skiforbund activities has the right to do so in a fun and safe environment, free from all forms of discrimination, abuse, violence, neglect and exploitation. For youngsters under the age of 18 (U18s), these rights are paramount (United Nations convention on the Rights of the Child).

Everyone within the organisation must accept their duty of care to safeguard athletes of all ages and participants from harm and abuse by following procedures designed to prevent harassment and abuse and by reporting any concerns about their welfare through established pathways.

The aim of the Danmarks Skiforbund Safeguarding policy is to promote good practice, provide participants of all ages with appropriate safety and protection whilst involved in the activities of the Danmarks Skiforbund, and to allow Danmarks Skiforbund staff and volunteers to make informed and confident responses to specific safeguarding and athlete/child protection issues.

### 1.1 Who does this policy apply to?

Any individual or organisation which is currently working with Danmarks Skiforbund, in any capacity, whether voluntary or paid, and all athletes and participants.

Danmarks Skiforbund is committed to ensuring that the programme's safeguarding practices comply with current standards of best practice, and the International Safeguards for Children in Sport.

### 1.2 Defining Harassment and Abuse

Danmarks Skiforbund has adopted the descriptions of the various forms of harassment and abuse as set out in the IOC Consensus Statement (2016).

Harassment and abuse can be expressed in five categories, defined here as:

1. **Psychological abuse** — means 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. This includes bullying, which may be in person or on-line.

2. **Physical abuse** — means any deliberate and unwelcome act - such as for example punching, beating, kicking, biting and burning - that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., age-, or physique- inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices.
3. **Sexual harassment** — any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Sexual harassment can take the form of sexual abuse. Some individuals deliberately target sports activities in order to gain access to participants. Grooming may occur over several years before an individual makes a move.
4. **Sexual abuse** — any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.
5. **Neglect** — within the meaning of this document means the failure of a coach or another person with a duty of care towards the participants to provide a minimum level of care to them, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

**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 may be in person or online.***

All ages and types of participants are susceptible to the various forms of harassment and abuse. Research has shown that no sport is exempt from the incidence of harassment and abuse, and no country is exempt.

The impacts of all forms of harassment and abuse on the participant are often extensive, and may be long term. They may persist long after the participant has left the sport or activity, and may lead to damage within family or other relationships.

### **1.3** Impact on athletes and participants

The impact of the various forms of harassment and abuse on the participant may include any or all of the following:

- Physical e.g. illnesses and injuries, loss of performance, disordered eating/eating disorders
- Cognitive e.g. low self esteem
- Emotional e.g. volatile mood states
- Behavioural e.g. drop out, more likely to cheat
- Mental health e.g. anxiety, depression, self-harm, suicide
- Effect on relationships e.g. social exclusion

Psychological abuse is at the core of all forms of abuse, and occurs when there is a 'power differential' between participant and perpetrator.

#### **1.4** Young participants (U18)

The physical and mental impacts of all forms of harassment and abuse on participants under the age of 18 are likely to be greater on developing young persons who have unique physical and psychological vulnerability. Particular care must therefore be taken to protect them from any form of harassment or abuse.

#### **1.6** Reporting

All those involved in Danmarks Skiforbund have a responsibility to report and act on concerns.

## **2** DANMARKS SKIFORBUND Commitment

DANMARKS SKIFORBUND is committed to ensuring that:

- All concerns and allegations of poor practice or abuse are taken seriously and responded to swiftly and appropriately.
- Danmarks Skiforbund will ensure concerns are dealt with appropriately and confidentially,
- Danmarks Skiforbund will make referrals to external agencies (for example the Police, medical services, child or social care services) as appropriate and / or deemed necessary.
- Danmarks Skiforbund will then follow up with referral agencies to make sure action has been taken to protect the child or vulnerable adult.

## **3** Additional Information

United Nations Convention on the Rights of the Child  
International Safeguarding Children in Sport Working Group

Safesport – Where your game plan starts

## Appendix A – Code of Conduct

### DANMARKS SKIFORBUND STAFF/VOLUNTEER SAFEGUARDING CODE OF CONDUCT

Danmarks Skiforbund acknowledges its duty of care to safeguard all participants, especially children, involved in Danmarks Skiforbund activities from harm. Everyone has a right to protection, and the needs of anyone who may be particularly vulnerable must be considered. This includes athletes of all ages and participants. The Danmarks Skiforbund Safeguarding Policy aims to ensure the safety and protection of all participants involved in Danmarks Skiforbund programme activities through adherence to the Safeguarding Policy adopted by Danmarks Skiforbund. A child is defined by Danmarks Skiforbund as a person under the age of 18.

Any individual or organisation which is currently working with Danmarks Skiforbund, in any capacity, whether voluntary or paid, and all participants should be encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegations and are required to abide and agree to work in accordance with this Code of Conduct. This is a mandatory requirement.

By signing this Code of Conduct, I agree that:

#### **I will always:**

- Work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication)
- Treat all participants equally, with respect and dignity, and refrain from all forms of communication, action or behaviour that may be perceived as offensive.
- Put the welfare of each participant first, before winning or achieving goals
- Maintain a safe and appropriate distance with the participants
- Avoid contact with the athletes in private spaces unless there are several persons present
- Make sport fun, enjoyable and promoting fair play
- Ensure that if any form of manual/physical support is required, it should be provided. Care is needed, as it is difficult to maintain hand positions when the participant is constantly moving. The participants should always be consulted and their agreement gained.
- Being a role model – this includes not smoking, drinking alcohol or using drugs or illicit substances during Danmarks Skiforbund activities.
- Give enthusiastic and constructive feedback rather than negative criticism
- Show respect for the athletes', coaches' and leaders' private life
- Recognise the different developmental needs and capacity of the participants – avoiding excessive training or competition and not pushing them against their will.
- Keep a written record of any injury that occurs, along with the details of any treatment given.
- Take action if a breach of these rules is experienced.

**I will never:**

- Engage in rough, physical or sexually provocative games
- Allow or engage in any form of inappropriate touching.
- Allow participants to use inappropriate language unchallenged
- Make sexually suggestive comments to any participant, even in fun
- Reduce a participant to tears as a form of control.
- Allow allegations made by a participant to go unchallenged, unrecorded or not acted upon.
- Do things of a personal nature for participants that they can do for themselves.
- Invite participants to have contact with you after the session has finished, e.g., through social media.

N.B. It may sometimes be necessary for Danmarks Skiforbund staff or volunteers to do things of a personal nature for children, particularly if they are young or are disabled. These tasks should only be carried out with the full understanding and consent of parents and the people involved.

**Incidents that must be reported/recorded:**

If any of the following occur, you should report this immediately to a senior colleague and record the incident. You should also ensure the parents/next of kin of the participant are informed:

- If you accidentally hurt an athlete or participant
- If he/she seems distressed in any manner other than normal behaviour
- If a young person misunderstands or misinterprets something you have done in an abnormal way



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## Appendix B – Form for Reporting Concerns

Date/time of concern	
<b>Child's or Vulnerable Adult's Details</b>	
Name	
Age / Date of Birth	
Do they have a disability, impairment or other special/additional needs?	
Gender	
How do you know them?	
Next of Kin contact information	
<b>Details of person raising the concern</b>	
Name of person raising the concern with you (write your own name if you have the concern)	
Contact details of person raising the concern	
<b>Details of the concern</b>	
Nature of the concern including date, time of any specific incidents	
Name of any persons alleged to have been involved in or causing the concerns	
Contact details of any persons alleged to have been involved in or causing the concerns	

Details of action taken (including contact with referral agencies)	
<b>Details of person reporting the concern</b>	
Your name	
Your role	
Your email address	
Your phone number	
<b>The following boxes should be completed by the Safeguarding Lead</b>	
Confirm appropriate action has been taken to	
Date case closed	

**Storage instructions**

Email this form to the Safeguarding lead [dskif@dskif.dk](mailto:dskif@dskif.dk)