



SISF RULES ON THE PROTECTION FROM HARASSMENT AND ABUSE

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Introduction

The Solomon Island Swimming Federation is the governing body for Aquatics in the Solomon Islands.

Its vision is to inspire people to pursue a lifelong passion for swimming aquatics and as such, Is committed to provide a safe environment to everyone who embraces Swimming activities.

Harassment and abuse in Sports affects athletes physically and emotionally, as well as the trustworthiness of sport organizations.

There is no sport free of harassment and abuse. The SISF, concerned about the welfare of the swimming family, considers that prevention and good care is essential for its athletes, coaches, officials, volunteers, medical and technical personnel, and staff. \This especially includes people that belong to the most vulnerable groups, including children, women, and athletes with disabilities.

The SISF Strongly condemns harassment and abuse in all forms at any time and is committed to preventing this conduct by acting diligently to avoid its occurrence, and inappropriate situations that may give rise to their happening.

A. Definitions

The SISF adopts The FINA Rules on the protection from harassment and abuse.(implementing provisions of article V.B.2 of the FINA Code Ethics Approved by the FINA Bureau on the 4th June 2021.

We recommend and in depth reading of the consensus statement which contains definitions and examples for a better understanding of safe sport.

Definitions adopted in the consensus statement, endorsed by the SISF:

Athletes with disabilities: Those who have long term physical, mental, intellectual, or sensory impairments that, in interaction with certain barriers, may hinder their full and effective participation in society on an equal basis with others.

Bullying: Bullying (or cyberbullying if conducted online) is unwanted, repeated, and intentional, aggressive behavior, usually among peers, can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumors or falsehoods, attacking someone physically or verbally and deliberately excluding someone.

Child and adolescent: Every human being below age of 18 years unless, under the law applicable to the child, majority is attained earlier. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10 – 19 years of age.

Hazing: An organized, usually team based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members.

Neglect: The failure of parents or care givers to meet a Child's physical and emotional needs or failure to protect child from exposure to danger. This definition equally applies to coaches and athletes' entourages.

Negligence: Acts of omission regarding athlete safety. For example, depriving an athlete of food / or drink; insufficient rest recovery; failure to provide safe physical training environment; or developmental age inappropriate or physique-inappropriate training methods.

Physical Abuse: Non accidental trauma or physical injury caused by punching, beating, kicking, biting, burning or otherwise harming an athlete in a physical manor. This could include forced or mandated inappropriate physical activity (I.e.: age-inappropriate or physique-inappropriate training loads; when injured or in pain); forced alcohol consumption; or systematic doping practices.

Psychological abuse: A pattern of deliberate trauma or prolonged, repeated non-contact behaviors within power differentiated relationship. This form of abuse is at the core of all other forms. Some definitions refer to emotional or psychological abuse interchangeably. In this document, we refer to psychological abuse in recognition that the psyche consists of more than emotions. It also consists of cognitions, values and beliefs about oneself, and the world. The behaviors that constitute psychological abuse target a person's inner life in all its profound scope.

Safe Sport: An athletic environment that is respectful, equitable and free all forms of non-accidental violence to athletes.

Sexual abuse: Any conduct of sexual nature, whether non-contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.

Sexual harassment: Any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.

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 or a series of incidents. It may be in person or online.

Harassment may be deliberate, unsolicited or coercive.

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.

All participants are susceptible to being a target of the various forms of harassment and abuse.

B. Purpose of the SISF safeguarding Policy.

The safeguarding policy is formulated with the purpose of protecting the physical and psychological integrity of the athletes and of any other person related to the swimming community, described below, in point H.

The associations recognized by SISF and the affiliated clubs are strongly recommended to replicate the actions condemning the harassment and sexual abuse in Solomon Islands swimming, considering also the legal frame of our country and the regulations of the sport swimming that regulate its existence.

Any other existing swimming association is expected to proceed in the manner.

The Safeguarding policy is needed to secure the most appropriate environment for the development in sport swimming of the athletes from their childhood and onwards.

The SISF assumes the responsibility of producing policies and procedures that will prevent the non-accidental violence from occurring and the SISF will investigate within its capabilities any cases that are brought to its attention and take appropriate steps to safeguard the individual risk.

C. The SISF working group and consulted documents

The SISF has integrated a working group which represents areas where opinion is essential to this work, athletes, medical, legal, diversity and inclusion.

- IOC Phase toolkit
- FINA Rules on the protection of harassment and abuse.
- Seif Ples Solomon Island
- Family Protection Act Solomon Islands

D. Safeguarding policies location.

The SISF will include the safeguarding policies as part of the governance documents.

E. The Safeguarding policy will apply to:

- Athletes without restrictions of age, gender or abilities.
- Athletes entourage
- Coaches
- Medical and Paramedical personnel
- Board members and NFs
- Administration Staffs
- Officials
- Volunteers
- Sponsors
- Suppliers and providers
- All personnel accredited by the SISF and the host organizing committee
- Provincial Associations

- Clubs.

F. SISF Competition Policy and Communication.

For SISF competitions that safeguarding policy should be replicated by the provincial associations and the affiliated clubs at their level of competition.

This policy will indicate how to receive and manage reports under the SISF Scope to ensure confidentiality.

At any SISF competitions and provincial events the safeguarding policy will be outlined at the team managers meeting and upon arrival to any SISF training camps.

G. Reporting an Incident.

Suspected harassment and abuse must be immediately reported.

The reporting of an incident or lodging of a complaint is in writing or verbally.

The SISF manages an active email address dedicated for receiving reports/complaints of incidents related to harassment and abuse.

1. Confidentiality

The SISF ensures that it will act with impartiality and any report/complaint will be treated confidentiality. The personal data (name, date of birth, club association) of the complainant will not be disclosed unless the complainant gives written consent, or the disclosure is needed to avoid harm for any of the involved parties.

2. Anonymity

The SISF accepts that the ability to report/complain anonymously plays an important role in ensuring that incidents of harassment or abuse are reported.

Reports/complaints received anonymously will require sufficient detail for the SISF to review. It is strongly recommended to complete the reporting/complaint form available in the Appendix A of this document.

If the report/complaint is received in person or by telephone, the details contained on the report shall be requested. The SISF can investigate an issue without a completed reporting/complaint form.

3. Reporting Management

If for any other reason, the reporting/complaint form available in Appendix A could not be completed; at least the following information of the victim will be required:

- Name and gender
- Date of birth
- Nationality

- Email address and telephone number (where possible)

4. When an association implements safeguarding policies and procedures, they should research what their obligations are in relation to mandatory reporting to public authorities.

5. In Competition

The reporting/complaint form will be handed to the appointed SISF safeguarding officer.

The SISF safeguarding officer will be announced and published for each SISF event / training camp.

6. Out of Competition

The reports or complaints received out of competition will be reviewed by the independent protection officer.

The reports often contain sensitive information and must be treated in a timely and appropriate manner.

H. Investigation Procedure

The SISF chairperson of the SISF will conduct an evaluation of the case together with the Independent Investigation officer. Which include one woman as a minimum.

I. Disciplinary Procedure

The SISF will ensure impartial treatment of the case and individuals involved respecting the confidentiality rules outlined in the FINA rules on the protection of abuse and harassment.

Each party will be treated with respect and equally during the discipline procedure.

The SISF will ensure procedural fairness in the case of an allegation, a notice with mention of rights of the individuals and the hearing procedures should be provided to the concerned individuals.

Measures and sanctions must respect the principle of proportionality.

The following factors should be taken into consideration when determining proportionality:

The nature and severity of the violations; the number of violations; any other relevant circumstances (e.g. when the abused or harassed person is a minor).

The SISF ethics commission will determine what details of the case are appropriate to disclose in any decision made.

J. Information.

The SISF will prioritize then communication and the publication of the SISF Rules on Protection from harassment and abuse to its staff, Board members, athletes and coaches, event organizers provincial associations and affiliated clubs.

The role of athletes committee is crucial in ensuring that the prevention of harassment and abuse in sport policy will be known and understood by all the athletes.

Special emphasis shall be put on the most vulnerable groups including disabled athletes, children, girls, women, and minority groups in all communication.

K. Education

The SISF is committed to raise awareness and create an educational Programme to be delivered at SISF training, training camps and championships.

L. Preventive measures.

The SISF has a formal code of Conduct for all stakeholders and individuals in place and an independent ethics commission to deal with any issues relating to the sport or organization to uphold the best safeguarding practices.

11. APENDIX A: REPORT FROM

REPORTING FORM	
Please provide as much information as you feel comfortable.	
Reporter personal Information	
Full name	
Date of birth	
Nationality	
Address	
Email Address	
Telephone Number	
Relationship with the alleged victim	
What is your connection with the incident	<input type="checkbox"/> Witness <input type="checkbox"/> Someone Reported to you <input type="checkbox"/> Other (Specify)

Victims Information	
Full Name	
Date of birth	
Address	
Email address	
Telephone Number	
The Victim is	<input type="checkbox"/> Athlete <input type="checkbox"/> Athlete with disability <input type="checkbox"/> Female <input type="checkbox"/> Child (age....) <input type="checkbox"/> Staff <input type="checkbox"/> Volunteer <input type="checkbox"/> Official <input type="checkbox"/> Other (please specify)
Details of the harassment and/or abuse facts	
Date, Time, place and Country where the Incident happened.	
Information regarding the perpetrator (identify and contact if possible)	
Accurate Incident Explanation	

<p>Actions taken before producing this report.</p> <p>Report to authorities (e.g.: police)</p>	<p><input type="checkbox"/> Yes (Specify) _____</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>
Other Information	
All the information contained on this document is strictly confidential.	