



Policy to Safeguard Athletes from Harassment & Abuse

1. Preamble

UWW is committed to ensure a safe and respectful environment for all the stakeholders involved in the practise, development or promotion of the sport, whether as athletes, coaches, referees, officials of National Federations, UWW Bureau members or staff. UWW rejects and condemns any form of physical and psychological abuse and harassment and is firmly determined to initiate proceedings against any case of abuse and harassment within its jurisdiction and to collaborate with National Federations, National Olympic Committees, MEOs and Law Enforcement Authorities to resolve any such case arising outside its jurisdiction.

In this framework, UWW believe that keeping a safe environment requires information, education and open dialogue for all stakeholders.

2. Definitions & scope of application

Harassment and Abuse

Harassment and abuse can be expressed in five forms which may occur in combination or in isolation.

These include:

- i) Psychological abuse
- ii) Physical abuse
- iii) Sexual harassment
- iv) Sexual abuse
- v) Neglect

These forms of abuse are defined as:

- (i) Psychological abuse – means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity, and self-worth.
- (ii) 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.
- (iii) 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.
- (iv) 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.
- (v) Neglect – within the meaning of this Policy means the failure of a coach or another person with a duty of care towards the Covered Individual to provide a minimum level of care to the Covered Individual, 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 can include a one-off incident or a series of incidents. It may be in-person or online.



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.

Scope of application

This policy applies to all Affiliated and Associated Members, the members of the Affiliated and Associated Members, the holders of a UWW License, including, without limitation, the wrestlers, coaches and all officials of the Affiliated and Associated Members, including leaders, coaches and referees. This policy shall also apply to all members of the Bureau and to any other UWW official or staff.

UWW proceedings for any case arising from this policy will be conducted in accordance with and within the scope defined by UWW *Disciplinary Procedure & Dispute Resolution Regulations* (i.e. in UWW sanctioned events).

In any case beyond this scope, UWW shall take necessary steps to collaborate with and provide information to the concerned legal authorities.

3. Violations

The following conduct constitutes a violation of this policy:

3.1 Psychological Abuse;

3.2 Physical Abuse;

3.3 Sexual Harassment;

3.4 Sexual Abuse;

3.5 Neglect;

3.6 Complicity, i.e. assisting, encouraging, aiding, abetting, conspiring, covering up or any other type of intentional complicity involving a violation of this Policy;

3.7 Failure to cooperate

(i) Failing to cooperate with any investigation carried out by, or on behalf of, the UWW in relation to a possible breach of this Policy, including, without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by UWW as part of such investigation.

(ii) Obstructing or delaying any investigation that may be carried out by, or on behalf of, the UWW in relation to a possible violation of this Policy, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.

4. Reporting and Confidentiality

All individuals covered by this policy should report to UWW, at any time and at the first available opportunity, full details of any incident, fact or matter that comes to their attention or of which they are aware that could amount to a violation of this policy.

Reports can be made in the way that is most comfortable for the person initiating the report including an anonymous, in-person, verbal, or written report. Minimum details shall be provided, including the name of the complainant (unless reporting is made anonymously), the type of misconduct alleged, the name(s) of the alleged victim(s), and the name(s) of the individual(s) alleged to have committed the misconduct.



The following address can be used to report: integrity@unitedworldwrestling.org.

A form is available on the UWW website assist in reporting an alleged misconduct.

To the extent permitted by law, and as appropriate, UWW will handle any report it receives confidentially and discretely and will not make public the names of the complainant(s), potential victim(s), or accused person(s); however, UWW may disclose such names on a limited basis when conducting an investigation, or reporting to the Disciplinary Chamber, or the relevant bodies or when required to do so under applicable law.

5. Investigation

Following the receipt of an allegation of a misconduct, UWW may consider the circumstances in which it will notify other Athletes and/or the parents (or legal guardians) of Athletes with whom the accused individual may have had contact.

At the UWW's discretion, and as appropriate or required by law, the UWW may notify relevant persons, i.e., competition managers, staff members, contractors, volunteers, parents (or legal guardians), and/or Athletes of any such allegation that (a) law enforcement authorities are actively investigating; or (b) that UWW is investigating. Advising others of an allegation may lead to additional reports of harassment or abuse and other misconduct.

6. Disciplinary Procedure

Following an investigation by UWW pursuant to this Policy, UWW shall evaluate all the evidence and shall decide whether or not to open a disciplinary procedure by referring the matter to the Disciplinary Chamber.

Any case referred to the Disciplinary Chamber pursuant to this policy will be dealt with according to the procedures and principles set out in the UWW *Disciplinary Procedure & Dispute Resolution Regulations* (this includes provisional measures, sanctions, appeal, etc). Where appropriate, UWW may wait until the outcome of any related criminal or civil proceedings is known before deciding whether or not to refer a case to the Chamber.

7. Mutual Recognition

Subject to the right of appeal, any decision taken by UWW pursuant to this Policy must be recognised and respected by all National Federations. Where UWW is informed that an individual has been convicted of a criminal offence which would constitute a violation of this Policy or held by his/her National Federation or any other competent sports governing body to which he/she is subject, to have committed a violation which would constitute a violation under this Safeguarding Policy, UWW shall recognise the applicable conviction/decision imposed.

Where appropriate, UWW reserves the right to open a separate disciplinary procedure against the Covered Individual in relation to his/her UWW related activities.

8. Duty to inform

Affiliated and Associated National Federations shall promptly inform UWW of any allegations (where possible) and/or sanction(s) imposed on any person under their jurisdiction relating to any harassment and/or abuse case(s).

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