

## ***Athletics Malta Safeguarding Policy***

Safeguarding policies for sport federations are crucial to ensure the well-being and safety of participants, particularly children and vulnerable individuals.

### **Policy Statement:**

Athletics Malta is committed to creating a safe and positive environment for all participants involved in our sport (in all its disciplines and forms). We believe that every individual, especially children and vulnerable individuals, has the right and equal opportunity to participate in our sport to the full extent of their own ambitions and abilities free from harm or abuse and without regard to their age, sexual orientation, gender, disability, religion, race, or socio-economic status. This policy outlines our commitment to safeguarding and provides guidelines for preventing, reporting, and responding to any safeguarding concerns.

### **Definitions:**

- a. Child: Any person under the age of 18 years.
- b. Vulnerable Individual: Any person who, due to their age, disability, or other circumstances, may be at increased risk of harm or abuse.

### **Key Principles:**

- a. The welfare of children and vulnerable individuals is paramount.
- b. All participants have the right to be treated with respect and dignity.
- c. Safeguarding is everyone's responsibility within the sport federation.

### **Code of Conduct:**

- a. All participants, including athletes, coaches, officials, volunteers, and staff members, must adhere to the sport federation's code of conduct.
- b. The code of conduct should outline expected behaviors, including appropriate language, respect for boundaries, and prohibition of abusive behavior, bullying, discrimination, or harassment.

### **Recruitment and Training:**

- a. All individuals involved in roles that interact with children or vulnerable individuals, such as coaches, officials, and volunteers, must undergo a thorough screening process, including background checks and reference checks.
- b. Relevant safeguarding training should be provided to all individuals involved in the sport federation, emphasizing the identification of signs of abuse, reporting procedures, and appropriate behavior.

### **Reporting and Responding to Concerns:**

- a. A designated safeguarding officer (DSO) should be appointed within the sport federation to oversee safeguarding matters and act as the main point of contact for reporting concerns.
- b. Clear reporting procedures must be in place, outlining how and to whom any safeguarding concerns should be reported.
- c. All reports should be taken seriously, treated confidentially, and responded to promptly in accordance with the relevant legal and statutory requirements.
- d. Support should be provided to the person raising the concern, as well as to the affected individual(s).

**Education and Awareness:**

- a. Regular education and awareness programs should be conducted to promote safeguarding within the sport federation.
- b. Information on safeguarding policies, reporting procedures, and support services should be readily accessible to all participants, including through the sport federation's website and other communication channels.

**Review and Monitoring:**

- a. The safeguarding policy should be reviewed periodically to ensure its effectiveness and compliance with relevant legislation.
- b. Monitoring mechanisms should be in place to assess the implementation of the safeguarding policy and identify areas for improvement.

**Compliance and Consequences:**

- a. Failure to comply with the safeguarding policy may result in disciplinary action, including suspension or termination of membership or employment within the sport federation.
- b. Any suspected criminal activity must be reported to the appropriate law enforcement authorities.

## ***Athletics Malta Code of Conduct***

**Respect and Fair Play:**

All participants must treat each other with respect, fairness, and integrity, regardless of their background, race, gender, or any other characteristic.

Participants should adhere to the rules and spirit of the sport and always promote fair play.

Any form of discrimination, harassment, or bullying is strictly prohibited.

**Sportsmanship:**

Participants should display good sportsmanship, showing respect for opponents, officials, and spectators.

Unsportsmanlike conduct, such as taunting, trash-talking, or disrespectful behavior, will not be tolerated.

**Integrity and Ethics:**

Participants must maintain the highest standards of integrity and ethical behavior.

Cheating, doping, match-fixing, or any other form of unethical conduct is strictly prohibited.

Participants should cooperate fully with any anti-doping or integrity investigations.

**Safety:**

The safety of all participants is of utmost importance.

Participants should adhere to all safety rules and regulations.

Any action that endangers the safety of others, including reckless behavior, will not be tolerated.

**Compliance with Laws and Regulations:**

Participants must comply with all applicable laws and regulations, both on and off the field of play.

Illegal activities, including drug use, violence, or any other criminal behavior, are strictly prohibited.

**Respect for Officials:**

Participants must respect the decisions of officials and accept their authority.

Disputes or disagreements should be handled in a respectful and constructive manner.

**Confidentiality:**

Participants should respect the confidentiality of any sensitive information related to the sport federation, its members, or any other relevant parties.

Unauthorized disclosure of confidential information is prohibited.

**Representation:**

Participants should represent the sport federation and the sport itself in a positive and professional manner.

Public statements or actions should be aligned with the values and principles of the sport federation.

**Compliance and Sanctions:**

Participants must comply with the Code of Conduct and any other rules and regulations set forth by the sport federation.

Violations of the Code of Conduct may result in disciplinary actions or sanctions, as determined by the sport federation.

**Reporting and Investigation:**

Participants should report any suspected violations of the Code of Conduct or any other misconduct to the appropriate authorities (DSO) within the sport federation.

The sport federation will conduct prompt and thorough investigations into reported incidents and take appropriate action if necessary.

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