

PANAMERICAN TAEKWONDO UNION
Safeguarding Policy

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1. Principles

The Pan American Taekwondo Union (PATU) in accordance with the principles of World Taekwondo (WT) is committed to establishing and implementing policies that enable Taekwondo (movement) participants to practice Taekwondo in a safe and respectful environment. As stated in the WT Bylaws, this includes an environment free of harassment and discrimination:

Harassment-free sport

Taekwondo participants at any level have the right to compete, work and operate in an environment free from harassment. PATU will take reasonable precautions to ensure that there are no forms of harassment, whether physical, psychological or other forms of harassment. (Bylaws Article 2.2.3)

Non-discrimination and ethics

PATU shall not allow any inappropriate form of discrimination to affect its decisions or actions, whether it be discrimination based on race, color, creed, ethnic origin, gender, sexual orientation, age, physical attributes, language, religion, disability, nationality, politics, socioeconomic status, or athletic ability, birth or other status. Any person dealing with PATU and/or participating in its activities in any activity agrees to behave in accordance with ethics and avoid any discriminatory action (Bylaws Article 2.2.6).

2. Goals and objectives

To raise awareness

This Policy seeks to more clearly define harassment and abuse and to convey the harm that harassment and abuse can have on individuals, organizations and the overall Taekwondo culture.

To provide a basis for member education.

This Policy seeks to serve as an educational tool so that all Taekwondo Movement Participants can be aware of their rights and responsibilities under PATU rules emanating from WT.

To provide guidance for reporting and case management.

This Policy seeks to assist those who wish to file a report, investigate a report or decide on an allegation by providing them with information on the relevant PATU rules, in particular the PATU Code of Integrity and the PATU Code of Appeals and Disciplinary Actions.

3. What is harassment and bullying?

Harassment and abuse can occur in person or online. It can be deliberate, unsolicited and coercive. Harassment and abuse often result from an abuse of authority, i.e., the mismanagement of a position of influence, power or authority by one individual against another person. But fellow athletes can also be perpetrators.

PATU adopts the definition of harassment and abuse from WT and set out in the IOC Consensus Statement (2016). Harassment and abuse can be expressed in five forms that can occur in combination or in isolation. These five forms are i) psychological abuse, ii) physical abuse, iii) sexual harassment, iv) sexual abuse and v) negligence.

3.1 Psychological abuse

-Means any unwanted act, including confinement, isolation, verbal aggression, humiliation, intimidation, infantilization or any other treatment that may diminish a sense of identity, dignity and self-esteem.

3.2 Physical abuse

-Means any deliberate and unwanted act (such as, for example, punching, hitting, kicking, biting, and burning) that causes physical trauma or injury. Such an act may also consist of forced or inappropriate physical activity (e.g., inappropriate training loads for age or physique; when injured or in pain), forced consumption of alcohol or forced doping practices.

3.3 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 people deliberately target sporting activities to gain access to athletes. Grooming may occur for several years before an individual makes a move.

3.4 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.

3.5 Neglect or Negligence

-Within the meaning of this document means the failure of a coach or other person with a duty of care to provide a minimum level of care to the athlete, which is causing harm, allowing harm to be caused, or creating an imminent situation danger of harm.

To complement the above five categories, the IOC Consensus Statement adopted by WT also provides more specific terms that may help describe certain situations:

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

3.7 Harassment or Bullying - Harassment, bullying (or cyberbullying if conducted online) is unwanted, repeated and intentional aggressive behavior, usually between peers, and may involve a real or perceived power imbalance. Bullying can include actions such as threatening, spreading rumors or falsehoods, attacking someone physically or verbally, and deliberately excluding someone.

3.8 Child and Adolescent -Any human being under the age of 18 years, unless, under applicable law, he or she has attained the age of majority earlier. Early childhood refers to children under 8 years of age. Juvenile or youth and adolescents.

3.9 Hazing - An organized, usually team-based, form of bullying in sport, involving the demeaning and dangerous initiation of new team members by veteran team members.

3.10 Homophobia - Antipathy, contempt, prejudice, aversion or hatred towards lesbian, gay or bisexual persons.

3.11 Negligence - Acts of omission in matters of Athlete safety. For example, depriving an Athlete of food or drink; insufficient rest and recovery; failure to provide a safe physical training environment; or inappropriate training methods for developmental age or physique.

3.12 Safe Sport - A sport environment that is respectful, equitable and free from all forms of non-accidental violence to athletes.

4. Why is this policy necessary?

In accordance with WT guidelines, PATU's mission is to develop and grow Taekwondo throughout the Pan American area in a sustainable manner, from the grassroots to the elite level, to provide everyone with the opportunity to play, watch and enjoy the sport regardless of age, gender, religion, ethnicity or ability. PATU aims to fulfill its vision and mission through the values of excellence, integrity, respect, tolerance, inclusion and leadership.

The principles of WT, and therefore PATU, include non-harassment, non-discrimination and ethics, and PATU is committed to taking

whatever steps are necessary to promote the interests of Taekwondo in the Pan American Zone.

PATU believes that mistreatment and abuse of athletes causes trauma and harm to athletes and observers, which generates numerous consequences that must be addressed throughout the sport ecosystem.

Impact on victims and teams

Bullying and abuse damage individual and organizational health. It affects athletes and others, while legal, financial and moral responsibilities fall on sport organizations.

Elite athletes are at greater risk of abuse than non-elite athletes. Other highly vulnerable groups include children, people with disabilities, girls/women, LGBTQ youth and other marginalized groups (immigrants, international athletes abroad, students - especially on scholarships, and more).

Harassment and abuse have serious negative impacts on an athlete physically, socially and psychologically. Abuse can impair performance, be associated with doping, increase athletes' willingness to cheat, cause athletes to drop out, or result in a variety of presentations including psychosomatic illness, eating disorders, anxiety, depression, substance abuse, self-harm, and even suicide.

It can also harm athletes in the long term, even after athletes leave the sport, they suffer from the experience, and it can affect their loved ones.

Impact on culture

Passive attitudes, non-intervention and denial and/or silence by people in positions of power increase the psychological harm caused by harassment and abuse. Lack of action by bystanders also gives victims the impression that harassment and abusive behavior is legally and socially acceptable, and/or that those in sport are powerless to report it.

PATU's commitment

PATU believes that a healthy sport system that empowers athletes can go a long way in preventing harassment and abuse both inside and outside of sport.

PATU believes that everyone has equal rights to protection and will provide information on athletes' rights and where to report if they experience or witness harassment or abuse.

PATU will provide education to competition staff, volunteers and the team environment so that they are aware of their obligation to report concerns to avoid any harassment and abuse.

PATU believes that mitigation is possible through increased awareness, zero tolerance for toxicity and true cultural change. Sport must move towards an ethic of care, prioritizing wellness throughout the competitive ecosystem.

PATU asks all participants in the Taekwondo Movement in the Pan American Zone to share in the responsibility to identify and

prevent harassment and abuse and develop a culture of dignity, respect and safety. PATU believes in its responsibility to guard safety and must demonstrate strong leadership to identify and eradicate these practices.

5. Responsibility of Members

To whom does this policy apply?

This Policy applies at all times to the following persons and organizations:

- The PATU Council, the PATU General Secretariat and its staff.
- All Member National Associations.
- Athletes, coaches, team officials, medical staff, team manager and any PATU registered participant support staff.
- All participants in PATU events and PATU recognized events, including volunteers identified as within PATU's jurisdiction, and administrative and technical staff.

What is the role of MNAs?

The welfare of Taekwondo participants in the Pan American Zone is paramount and PATU recognizes the duty of care it and the Member National Associations (“MNAs”) must have to safeguard and promote the welfare of all athletes.

PATU requires that all MNAs accept and adopt the general principles of safeguarding, define their own policies and procedures modified as necessary to conform to their own national legal requirements.

PATU recommends that NAMs use the IOC safeguarding toolkit to develop policies and procedures relevant to their nations. MNAs should develop their own protection and safeguarding policies for athletes and children.

IOC Safeguarding Toolkit:

https://d2g8uwgn11fzhj.cloudfront.net/wpcontent/uploads/2017/10/18105952/IOC_Safeguarding_Toolkit_ENG_Screen_Full1.pdf

6. Reporting of violations

Safeguarding Officer:

All suspected harassing and abusive behavior may be reported to the PATU Safeguarding Officer in the following email:

denunciaanonima@panamericantaekwoundunion.org

Reports received by the Safeguarding Officer shall be processed in accordance with the procedure provided in Article 3 of the PATU Code of Appeals and Disciplinary Actions.

The PATU Protection Officer shall:

- Act as the point of contact for anyone wishing to report a case of harassment or abuse.
- Independently review any report.

- Coordinate investigations and disciplinary actions.
- Coordinate the production and updating of the Safeguarding Policy and procedures.
- Take a leadership role in promoting the implementation of the Safeguarding Policy.
- Coordinate Safeguarding training and education.

Confidentiality

All reports of harassment will be treated with the utmost confidentiality as they contain extremely sensitive information.

PATU Protection Officers will not disclose any information from the individual concerned about a possible incident of harassment and abuse, including by PATU, except if the individual concerned authorizes disclosure, or if it is necessary to protect someone from harm, or if a potential criminal act comes to PATU's attention. All data and records of the person concerned will be stored securely.

Whistleblowing

PATU believes in the power and importance of speaking up by anyone with concerns. Whistleblowers should be able to speak up with the confidence that, wherever possible, the organization will provide anonymity.

PATU supports “whistleblowers” and encourages anyone to speak up when they have concerns to avoid any harm to athletes or participants.

7. Education

Educational Tools

The IOC has developed a number of educational tools related to athlete protection. They are free and accessible to all athletes and entourage members. WT and PATU strongly encourage all athletes and entourage members to work on the following module:

Athlete Learning Portal: protecting athletes from harassment and abuse.

<https://www.olympic.org/athlete365/courses/safeguarding-athletes-from-harassment-andabuse/>

Child Protection Unit in Sports: <https://thecpsu.org.uk/>

Play by the rules: <https://www.playbytherules.net.au/>