



Chapter 3.15 – IPC Policy on Non-Accidental Violence and Abuse in Sport

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International Paralympic Committee

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Related policies:	<ol style="list-style-type: none">1. Paralympic Vision and Mission2. IPC Code of Ethics3. Appendix A: IPC regulations governing the procedures for dealing with complaints regarding alleged breaches of the IPC Code of Ethics4. IPC Medical Code

1 Policy statement

The Paralympic Mission includes ensuring that in sport practiced within the Paralympic Movement the spirit of fair play prevails, violence is banned, the health risk of the athletes is managed and fundamental ethical principles are upheld. Furthermore, the IPC Code of Ethics and IPC Medical Code enforce that all members of the Paralympic Family shall adhere to a number of ethical standards during all IPC competitions, events and activities, including not to tolerate any practice constituting any form of physical or mental injury. All forms of harassment including physical, mental, professional or sexual, are prohibited. Behaviours that are humiliating intimidating, or insulting will not be tolerated.

This Policy expands on these principles and provides further examples of prohibited forms of non-accidental harm, and recommendations for victims of such harms.

2 Application

This policy applies to all Individuals who are subject to the IPC Code of Ethics.

3 General Principles

- 3.1 The IPC considers that every individual is entitled to live and work in an environment that is free from embarrassment, discomfort, intimidation or humiliation arising from acts of non-accidental violence and abuse, including those perpetrated knowingly and deliberately (acts of commission) or negligently (acts of omission), that undermine both the mental and physical health of the individual and the integrity of sport. In particular,



the IPC recognizes the right of athletes and all other members of the Paralympic Family to enjoy a safe and supportive sport environment.

- 3.2 Non-accidental harms, including sexual abuse and assault, financial abuse, bullying and emotional abuse, hazing, neglect, physical abuse and child exploitation are violations of human rights, regardless of cultural setting, that damage both individual and organisational health. Every member of the Paralympic Family shares the responsibility to identify and prevent non-accidental harms, and to develop a culture of dignity, respect and safety within the Paralympic sport community.
- 3.3 The IPC encourages and supports any possible positive action that aims at raising awareness of the negative impact, and at reducing and eliminating non-accidental harms in sport.
- 3.4 The IPC calls upon its member organisations, all individuals involved in leadership, all (sport) officials and all athletes associated with the IPC to exemplify equitable, respectful and ethical leadership, to observe and respect the cultural differences and promote the rights, the well-being and protection of all individuals at all levels of the Paralympic Movement.
- 3.5 Non-accidental harms are a breach of the IPC Code of Ethics and will be investigated and sanctioned accordingly.

4 Examples and definitions of non-accidental harms

4.1 Non-accidental harms

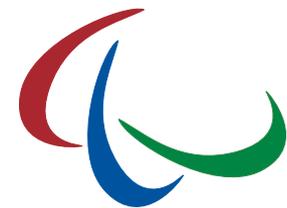
Non-accidental harms are defined as any unwelcome sexual harassment and/or abuse, financial abuse, bullying and emotional abuse, hazing, neglect, physical abuse and child exploitation.

4.1.1 Sexual harassment and/or abuse

Sexual harassment and/or abuse is any unwelcome sexual advance, request for sexual favours, or any other form of unsolicited or unwelcome sexual conduct. Sexual abuse and/or harassment often occurs after the careful grooming of the individual until he/she believes that sexual involvement with his/her abuser is acceptable, unavoidable or a normal part of the relationship and every day behaviour.

Regardless of any innocent intent, the following examples, which may also be criminal offenses, constitute sexual harassment and/or abuse when they are offensive:

- Exchange of rewards, privileges or preferential treatment in exchange for sexual favours



- Indecent exposure
- Sexual violence, such as sexual assault and forced attempts at sexual intercourse
- Incest and rape
- Public display of pornographic material
- Intimidating sexual remarks, invitations or familiarity
- Ongoing use of humour based on sexual insinuations
- Intrusive inquiries into a person's private life, or reference to their sexuality or physical appearance
- Persistent requests for social contact despite repeated rebuttal
- Persistent staring at parts of the body
- Sexually offensive phone calls or any other (electronic) communication
- Sex-related vandalism; sexual or homophobic graffiti
- Ridiculing or undermining of performance or self-respect
- Bullying on the basis of sex
- Physical contact, fondling, pinching or kissing

4.1.2 Financial abuse

Financial abuse is bullying or exploitation involving material and/or fiscal assets including tactics to limit access to assets, concealing information about accessibility to assets, or using assets as the basis to control an individual's behaviour.

4.1.3 Emotional abuse

Emotional abuse is behaviour that may result in psychological trauma to an individual, including anxiety, depression, or post-traumatic stress disorder.

4.1.4 Hazing

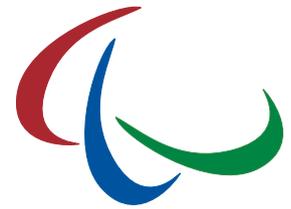
Hazing includes initiation activities that involve forms of ridicule and humiliation within a group or in public, as well as pranks.

4.1.5 Neglect

Neglect is wilful inattention to an individual's basic needs including suitable shelter, nutrition and psychological support.

4.1.6 Physical abuse

Physical abuse is all forms of inappropriate physical harm to the individual.



4.1.7 Child exploitation

Child exploitation is exploitation of under-aged individuals. Exploitation refers to the use of an individual for ones' own benefit, gratification or satisfaction.

5 Recommendations for responding to non-accidental harms

Responding to non-accidental harms can include, but is not limited to, the following options which do not necessarily need to be exhausted before a complaint can be made:

- 5.1 Victims should clearly communicate to the harasser that his/her behaviour is unwelcome, unacceptable, and offensive. Be as direct as you can, particularly when the alleged harasser may have reason to believe that the behaviour is welcomed, normal or appropriate.
- 5.2 Victims can confidentially inform and seek support from a coach, official, colleague or any other senior person you have confidence in.
- 5.3 Victims can take personal action by filing a formal or informal complaint to the appropriate (legal) authority.
- 5.4 Witnesses should report non-accidental harms to a third party and the appropriate authorities.
- 5.5 Document any behaviour directed towards you which is abusive in nature. Include witnesses, how you dealt with the situation and who you talked to about the situation. Inform your NPC, IOSD, IF or the IPC about any accusations.

6 Procedures

- 6.1 Reports or complaints of incidences of non-accidental harms encountered outside of a Games-Time (see Section 7) shall be dealt with in accordance with Appendix A: IPC regulations governing the procedures for dealing with complaints regarding alleged breaches of the IPC Code of Ethics.
- 6.2 Reports or complaints of incidences of non-accidental harms encountered during Games-Time shall be dealt with in accordance with the Games-Time Reporting Procedure: IPC Policy on Non-Accidental Violence and Abuse in Sport.



7 Games-Time Reporting Procedure: IPC Policy on Non-Accidental Violence and Abuse in Sport

A procedure specific to the incidences occurring during the Paralympic Games and any Major Competition for which the Games-Time Reporting Procedure is considered appropriate is attached to this policy.