



PREAMBLE

This document is applicable Upon Members of the Sports Community (For better understanding such members include Athletes, Coaches, Managers, Sports Administrators, Office Bearers and Executive Body Members of the Federations and other Member Units of POA)

Pakistan Olympic Association has been taking measures on “Safeguarding Athletes from Harassment & Abuse in Sport”. This document is also an effort to establish a mechanism to inform and educate about right and responsibilities of athletes, their entourage, and other sports officials of any capacity associated with Olympic Movement in Pakistan. This document briefly introduces the basic terminologies related to Harassment & Abuse in Sport along with the reporting mechanism that has to be opted in case of any unfortunate incident. The POA personnel who are part of any kind of proceedings in relation to this document shall be responsible to ensure confidentiality of the whole process.

This document shall also be opted by the member units of POA who are expected to develop their own mechanisms to protect and prevent harassment and abuse in sports. All member units of POA will have to work in close collaboration with POA.

The aim of this document is to guarantee:

1. Easy access to the relevant information to all individuals and members
2. Education of athletes and every individual associated with the Olympic movement of Pakistan of their rights and responsibilities towards each other to protect each other and prevent harassment and abuse of sports.
3. Provision of safe environment to our athletes where they can excel in their respective fields
4. Channelization of information to make athletes more aware and confident to report any issue they face themselves or they witness with their fellow athletes.
5. To ensure Confidentiality and necessity of reporting of such matters to relevant stakeholders
6. To take on board a “counselor & Lawyer” for professional and legal assistance
7. To create a simple and reliable reporting mechanism developed by Women & Sports Commission of Pakistan Olympic Association.



Table of Contents

Let's explore together!.....	2
— Psychological abuse	3
— Physical abuse	3
— Sexual harassment.....	3
— Sexual abuse.....	3
— Neglect.....	3
Reporting Mechanism:	5
Electronic Reporting.....	5
Telephonic Reporting.....	6
Manual Reporting.....	6
Processing of Complaints & Reports	6
<i>False Reporting</i>	6



Let's explore together!

Sports occurs in the very society where we live and are part of. Sports is no exception and the moment we admit that the sports is as vulnerable as are the other sections of life, we will start moving in right direction. Therefore the people belonging to and practicing sports meet all sorts of people and experience different issues including problematic situations. In this context, POA is taking measures to equip athletes and educate them of their right and responsibilities. With these efforts, we are hopeful that the athletes and other personnel belonging to the Olympic Movement shall be empowered and in case of any unfortunate incident, if the victim keeps silence, it will aid in increase of the harassment and abuse cases.

What is Harassment & Abuse in Sport?

Harassment and abuse can be expressed in five forms that 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 here as:

Psychological abuse— means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation or any other treatment that may diminish the sense of identity, dignity, and self-worth. [SEP]

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. [SEP]

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. [SEP]

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.

Neglect— within the meaning of this document means the failure of a coach or



4

another person with a duty of care towards the athlete to provide a minimum level of care to the athlete, who 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, color, 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 may be deliberate, unsolicited and 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. The IOC Consensus Statement 2008 considers that harassment and abuse are on a continuum; and therefore should not be separated.

Are you facing Harassment?

&

Abuse / Are you witnessing Harassment & Abuse?

If you are going through any of the above-mentioned kinds of harassment or you have witnessed for your teammates, please come forward and feel free to write to us!

WE PROMISE CONFIDENTIALITY OF THE MATTER!

WE ENSURE ANONYMITY OF THE COMPLAINANT!

Please use the below mentioned reporting mechanism and do not hesitate to contact members of the commission.

Report if you are going through any of the below:

- o Reduced ability to concentrate or sleeplessness
- o Anxiety, depression and physical stress reactions
- o Sleeping Disorder
- o Poor self-esteem, and self-confidence, for instance in relation to your own sporting achievements
- o Poor work/training performance
- o Negative impact on other co-athletes and family life
- o Problems in trusting others
- o Problems in close relationships
- o A ruined relationship between coach – athlete
- o Quitting sports activities
- o A negative effect on social activities
- p A feeling of guilt and shame



Reporting Mechanism:

There are three ways through which you can report an incidence of Harassment & Abuse to the Women & Sports Commission given below:

Electronic Reporting

A separate Email ID has already been generated for reporting to ensure privacy of the matter. Feel free to email the incidence happened or even if you are anticipating it at HAREPORT@nocpakistan.org. Remember that all data received on this email shall be treated very confidentially and the email or information will not be revealed, so do not be afraid.

A simple online form for reporting is available publically on the POA website, link is also shared on the Whatsapp group of POA Affiliates. Information you will provide through this google form will be sent to the Email ID mentioned above and will be treated with confidentiality.



Telephonic Reporting

In case you feel to speak to someone regarding any minor or major issue related to Harassment & Abuse at any point in your sporting career, representative of Women & Sports Commission is just a Call/ Text Message / WhatsApp away from you. For telephonic reporting, please feel free to contact POA Representative at Cell# 0301-4055559.

Manual Reporting

A handwritten letter/ can be dropped or posted at the below mentioned address. The letter should be addressed to Women Commission of POA then the same shall be only seen by the concerned and dedicated female representative.

Address: Pakistan Olympic House, 2-Hameed Nizami (Old Temple) Road, Lahore.

Processing of Complaints and Reports

The Women and Sports Commission of POA has deputed a member to receive such complaints and process reports and complaints after initial processing, the Commission is empowered to submit its findings to a high level Committee, to be constituted by the President POA, that may evaluate the matters and recommend measures to the President POA for severe action. Apart from the action taken by the POA, the matter can be sent to governmental authorities.

False Reporting

In case of complaints and reports are found to be false and filed on malafide, the authority shall be competent to choose any action at its own discretion.