



## **SAFEGUARDING POLICY**

Freestyle Roller Sports NZ (FRS) considers as a fundamental right of all individuals involved in its activities, to be able to participate in a safe and respectful environment and strongly believes that the welfare of its members is paramount.

The FRS abides by [World Skates Code of Conduct and Code of Ethic policies](#)

Freestyle Roller Sports NZ acknowledges its responsibilities in this regard and is committed to creating and supporting an environment and a culture free from harassment and abuse. Behaviours and actions that constitute harassment and abuse will not be tolerated.

All forms of harassment and abuse constitute a violation of this Policy and of the World Skate Code of Conduct and Code of Ethics.

Athletes, Parents, Management, Coaches, Staff Members, Representatives and Officers, Volunteers and anyone else anyway involved in Freestyle Roller Sports NZ activities shall respect and comply with the principles provided for in this Policy.

### **Definition of Harassment and Abuse**

Freestyle Roller Sports NZ rejects and punishes each and every form of harassment and abuse as a basic principle of integrity and specifically, by means of the rules included in World Skate's Code of Conduct and Code of Ethics.

Freestyle Roller Sports NZ adopts the following definitions of forms of harassment and abuse:

– 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.

– 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. inappropriate training loads when injured or in pain), forced alcohol consumption, or forced doping practices.

– 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.

– Sexual abuse — any conduct of a sexual nature, whether non-contact or contact, where consent is coerced/manipulated or is not or cannot be given.

– Neglect — failure of a coach or another person with a duty of care towards the athlete to provide a minimum level of care to the athlete, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

To be defined as harassment and/or abuse, a conduct can be based on any grounds including race, religion, ethnic origin, gender, sexual orientation, age, disability, socio-economic status, athletic ability as well as any other ground which may be used to cause the incident.

It can include a one-off incident or a series of incidents and it may be in person or by other means, including online social media.

Harassment and abuse are often the result of an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual or by an entity against another person or group.

Most of the time harassment and abuse are strongly connected and may be one the result of the other or its consequence. Therefore, the two violations are often performed with a single conduct.

### **Safe Guarding Children in Sports**

Freestyle Roller Sports NZ acknowledges that a huge number of athletes taking part in its events are minors, under the age of 16. Therefore, in order to provide a targeted protection to this specific category of individuals, Freestyle Roller Sports NZ undertakes to involve parents of minors in its activities and to keep the children safe, also by acting in accordance with the [International Safeguarding Children in Sport guidelines](#).

Freestyle Roller Sports NZ undertakes to treat potential harassment and abuse cases involving minors, using all due caution and by making the whole process as smooth as possible considering not only the sensitivity of the topic in general, but also the



involvement of individuals who are facing the most important and challenging phase of their lives.

In case some of the definitions provided for in this Policy are not exhaustive or fully comprehensive in all meanings in terms of describing a conduct, an act or a fact, reference should be made to the law applicable to the case concerned.

### **Purpose of the Policy**

This Policy aims to prevent harassment and abuse, to raise awareness of, and provide clarity on, what constitutes harassment and abuse as well as to set up the process for reporting incidents and case management.

### **Roles and Responsibilities**

Freestyle Roller Sports NZ shall be responsible for implementing this Policy, for communicating it to all individuals taking part in its activities and for reporting any incident of harassment and abuse which may occur. When required by any applicable law, Freestyle Roller Sports NZ shall report the competent authorities in case an abusing or harassing conduct violating the law is brought to its attention.

Freestyle Roller Sports NZ shall be responsible for ensuring that reports of harassment and abuse that are brought to its attention in accordance with the conditions of this Policy, are managed in a fair and responsible way; for providing appropriate support to individuals who may be concerned of an alleged incident of harassment or abuse.

Freestyle Roller Sports NZ shall make sure that investigations will be carried out in order to impose appropriate disciplinary or corrective measures when there has been a violation of this Policy or of any other World Skate rules concerning harassment or abuse.

Freestyle Roller Sports NZ shall make sure that there will be a safeguarding plan and reporting procedure in place at all of its events.

[Report Form for Harassing and Abusing Conducts](#)