

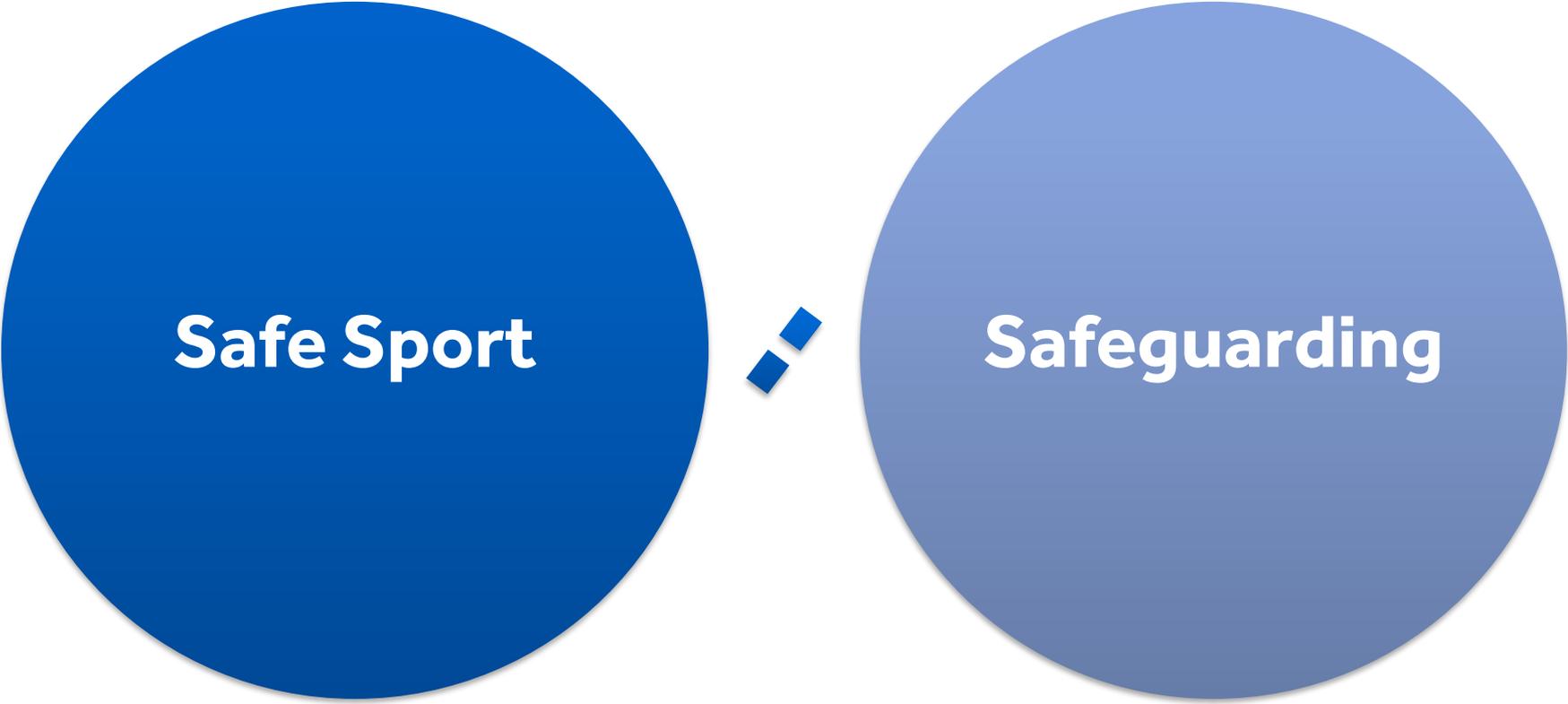


Safeguarding Basics for Umpires

*Inas Hussein
World Rowing Safeguarding Lead
2026*

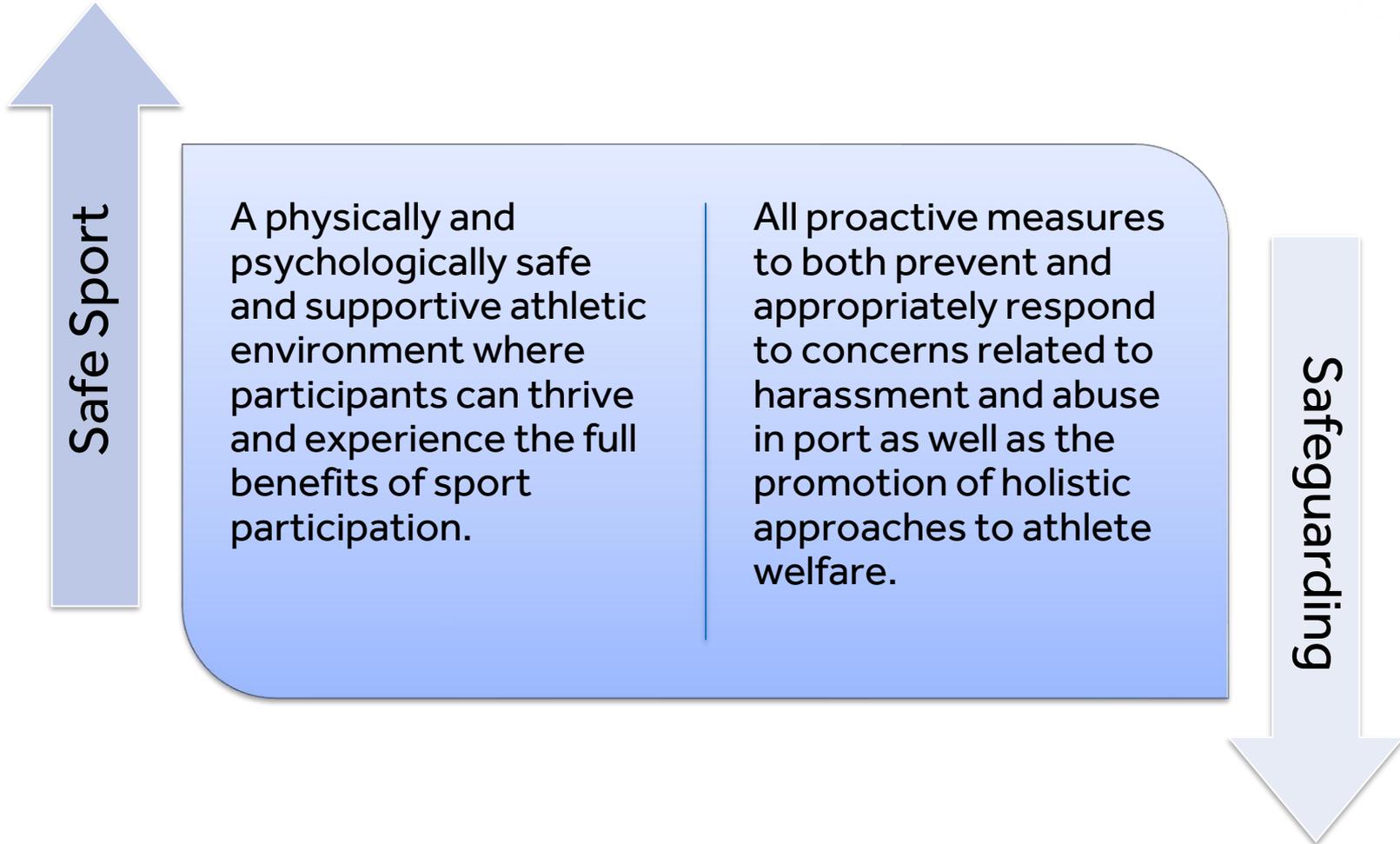


What is the difference between



Safe Sport

Safeguarding



Source: 2024 IOC consensus statement: interpersonal violence and safeguarding in sport

What is Safeguarding?

Safeguarding refer to the actions we do, and proactive measures put in place to minimise risk and **prevent** any kind of harm or abuse from happening, as well as appropriately **respond** to concerns related to harassment and abuse in sport.

Prevention

By taking actions and measures to minimise risk and doing everything possible to prevent any kind of harm or abuse from happening in your sport.

Response

By taking the appropriate actions and measures when you are concerned that someone around you is at risk or is already suffering harm or abuse.

In Rowing, who is responsible for maintaining a safe sport environment and safeguarding all participants?

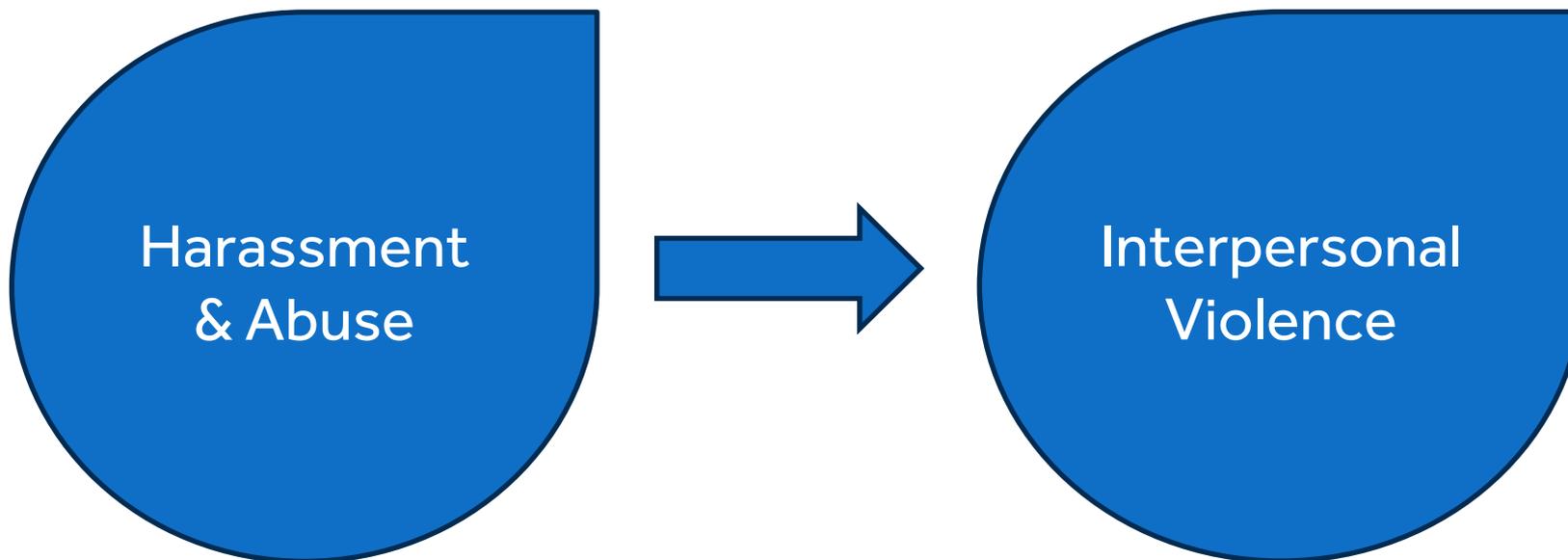


Everybody

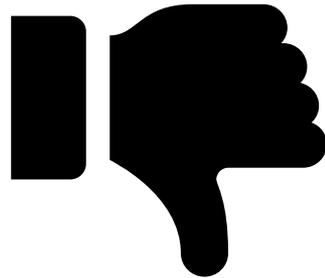


Creating a safe sport environment and safeguarding rowers and other participants in Rowing activities and events is everybody's responsibility.

Definitions & Terminology Used



What actions or behaviours in sport make you think 'this is not safe' or 'this crosses a line'?



2024 IOC consensus statement:

interpersonal violence and safeguarding in sport

1. Interpersonal violence
2. Child abuse/maltreatment
3. Sexual violence
4. Physical violence
5. Psychological violence
6. Neglect

1. Bullying
2. Hazing
3. Grooming



Interpersonal Violence in Sport

“The practice of sport is a human right. Every individual must have the possibility of practising sport, without discrimination of any kind and in the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play”

(Extract from the Olympic Charter: Fundamental principles of Olympism. Principle 4)

Risks Inherent to Sport



Who can be a perpetrator of interpersonal violence?



Victims of Interpersonal Violence

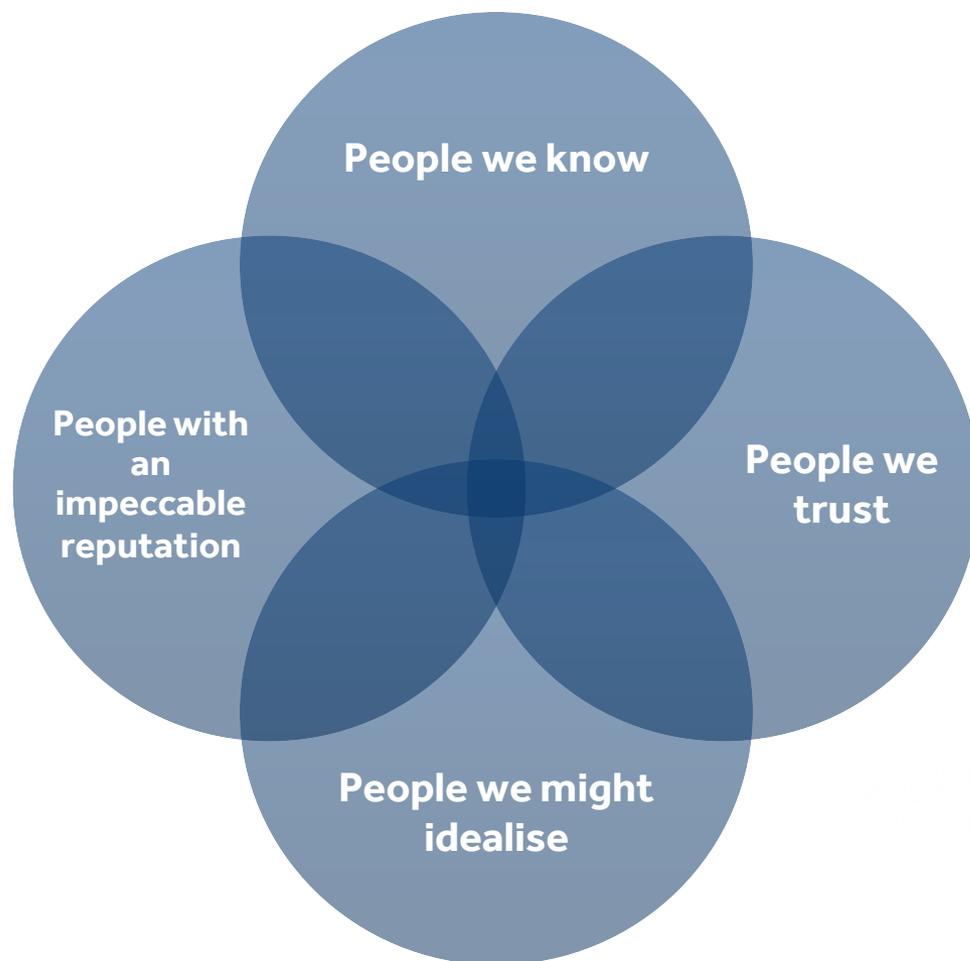
The cultural context of interpersonal violence is rooted in discrimination based on power differentials across a range of social and personal factors.

Anyone can be a **victim** of harassment and abuse just as anyone can be a **perpetrator**. This includes coaches, medical practitioners and other entourage members, volunteers and even rowers themselves (including child athletes).

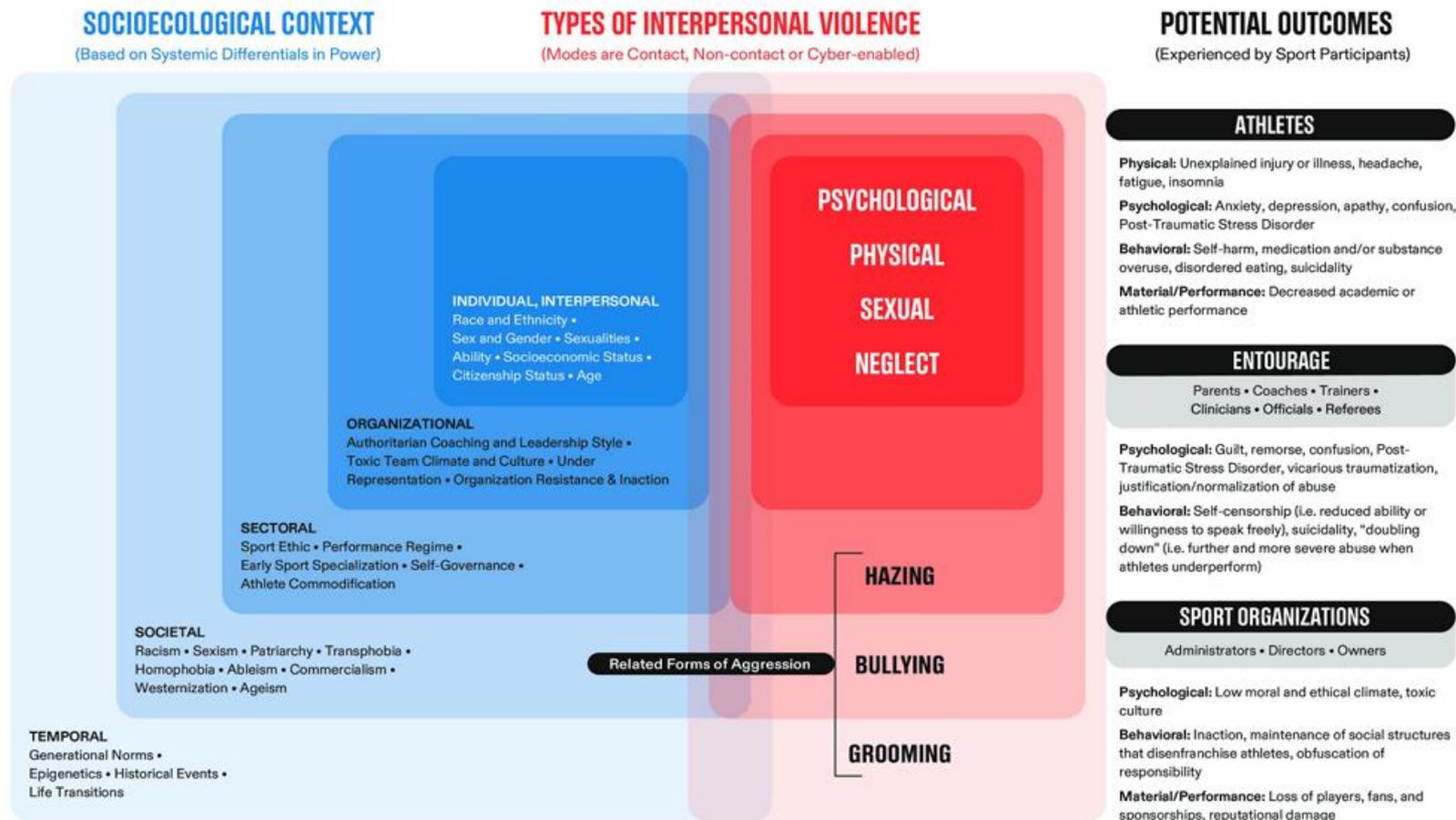


It is absolutely essential to understand that an **“offender profile”** for **perpetrators** of harassment and abuse in sport does not exist; **offenders can be anyone.**

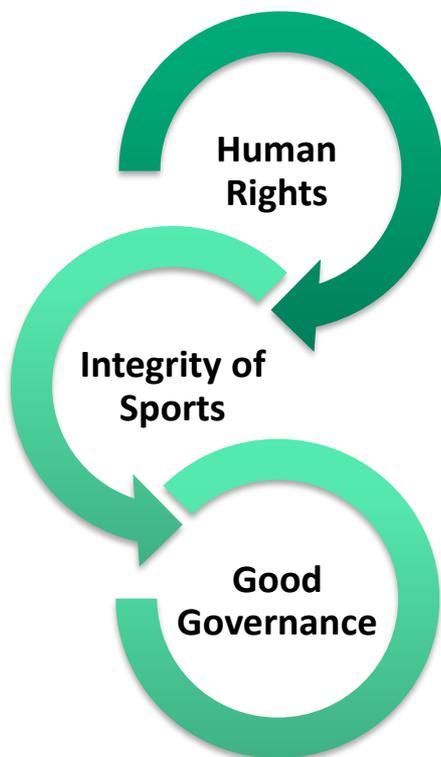
Victimisation data tells us that these perpetrators tend to be:



Socioecological model of interpersonal violence in sport. A graphic representation of the interconnected complexities of abuse in sport (lists are non- exhaustive)



Source: 2024 IOC consensus statement: interpersonal violence and safeguarding in sport



“Sport settings that emphasise mutual care, are athlete centred, promote healthy relationships, embed trauma- and violence- informed care principles, integrate diverse perspectives and measure IV prevention and response effectiveness will exemplify safe sport.

A shared responsibility between all within the sports ecosystem is required to advance effective safeguarding through future research, policy and practice”

World Rowing Safeguarding Work



- Safeguarding Policy & Procedures – introduced February 2019.
- Awareness and education initiatives – all rowing communities, including OCs.
- Education & communication opportunities - including online webinars/seminars/training.
- Support for MFs to implement policy and embed best practice at grassroot level.
- Online resources available on the Safeguarding webpage of the World Rowing website.
- Event Safeguarding Officers – at all World Rowing & European events since 2019.
- 2020 Extraordinary Congress – OC Safeguarding Officer – Regatta Roles -Duties of the OC.
- World Rowing Coaches Conference/Education Sessions.

And we keep improving

World Rowing's Safeguarding Policy & Procedures



World Rowing Policy Safeguarding Participants in Rowing from Harassment & Abuse

1. Policy Statement

1.1 World Rowing believes that it is a fundamental right of all individuals involved with World Rowing, whether they are an athlete, staff, or a volunteer, to be able to participate in a non-violent, safe and respectful environment.

1.2 In that spirit, World Rowing acknowledges its duty of care in this regard and is committed to creating and supporting an environment and a culture free from harassment and abuse. The welfare of all individuals involved with World Rowing is paramount. Behaviour and actions that constitute harassment and abuse will not be tolerated.

1.3 All forms of harassment and abuse constitute a violation of the World Rowing Code of Ethics and the International Olympic Committee (IOC) Code of Ethics.

1.4 World Rowing Member Federations, volunteers and staff are bound by the principles of this Policy and are deemed to have agreed to comply with this Policy.

2. Definition of Harassment and Abuse

2.1 World Rowing has adopted the definitions of harassment and abuse as set out in the IOC Consensus Statement 2016 (www.olympic.org/athlete365/library/safe-sport/):

"Harassment and abuse can be expressed in five forms which may occur in combination or in isolation. These include i) psychological abuse, ii) physical abuse, iii) sexual harassment, iv) sexual abuse, and v) neglect.

These forms of abuse are defined here as:

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., age-, or physique-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, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.



World Rowing Procedures Safeguarding Participants in Rowing from Harassment & Abuse

The following Procedures relate to the World Rowing Policy on Safeguarding Participants in Rowing from Harassment and Abuse (hereafter referred to as the 'Policy') and are intended to provide guidance on how reports of incidents of Harassment or Abuse shall be managed by World Rowing.

1. Reporting Procedure

1.1 Anyone who has a concern about a possible incident of Harassment or Abuse that relates to World Rowing activities should report it. Individuals are encouraged to submit a report through the correct channels as outlined below (see 1b). Directly affected individuals as well as third-party individuals who have witnessed a possible incident of Harassment or Abuse can report the incident.

1.2 Any person who reports a possible incident of harassment or abuse in good faith shall not be subject to reprisal because of submitting a report; their identity shall be treated confidentially. These protections shall not apply to a person intentionally making false accusations.

1.3 At World Rowing, the Safeguarding Officer (SGO) shall be the person responsible for managing and coordinating reports received under these Procedures.

1.4 When to report

- All possible incidents of Harassment or Abuse should be reported as soon as possible;
- If the directly affected individual is under 18 years of age there is a duty to report;
- If the directly affected individual is 18 years or over, their consent should be obtained to pass on information, however in some cases information may still be passed on, for example, if they are at risk of imminent harm or if not acting may harm someone else, or if there is a concern that a criminal act may have taken place.

1.5 How to submit a report: Reports can be submitted to World Rowing as follows:

- Using the template form (Appendix i);
- By email (safeguarding@worldrowing.com);
- In person to the Safeguarding Officer or a Designated Person.

1.6 What to include in the report (see template form in Appendix i):

- For the directly affected individual, include the name, date of birth/ age, gender, position or role (e.g. athlete, volunteer), contact details, country of base. Include any other additional information as relevant, e.g. if the person concerned has any disability, impairment or other special needs;

Athletes;

Coaches, medical personnel & athlete entourage;

World Rowing Staff & Consultants;

World Rowing Council & Commission members;

All accredited persons at a World Rowing sanctioned Event.

Physical Changes

- Fatigue or decreased energy.
- Weight loss or weight gain.
- Frequent, unexplained injuries, such as bruises, scratches, fractures, bites, cuts and burns.

Personality Changes

- Bullying of peers or acting out.
- Change in mood, for example, becoming sad or irritable.
- Fear of going home or seeing parents.

Attitude Changes

- Loss of interest or anhedonia.
- Decreased or lack of concentration.
- Sudden drop in performance.
- Fear of participating in sports.

Low Level Concern

Poor practice that can be resolved without a disciplinary process.

Serious Concern

Serious or repeated breaches that will require disciplinary action or may require medical help such as self harm.

What behaviours do you think can create risk or harm at an event?



Risky Behaviors:

know what to look for



Misuse of Power or Influence

Poor Professional Boundaries

Disrespectful or Harmful Communication

Inappropriate Digital or Media Behaviour

Ignoring or Reinforcing Harmful Conduct

Environmental and Event-Related Risks

Other Examples You May Encounter

**What to do if you witness or suspect
abuse? Or**

**If someone discloses or reports
directly to you?**



If you are approached

Receive

Record

Report

Receive

Stay calm.

Listen carefully.

Let them know they have done the right thing.

Tell them it is not their fault.

Do not promise confidentiality.

Take them seriously.

No leading questions.

Stop when they want to stop.

Consider whether you should talk to the alleged abuser.

Explain what you will do next.

Do not delay acting on a report of abuse.



Record



- Make a written note of the concern.
- Stick to facts and do not judge.
- Maintain an unbiased approach when responding to disclosures.
- Do it as soon as possible.
- Keep a copy in a secure place.

Report

Depending on the gravity of the concern and relevant authorities to deal with it (Policy – Club – National Federation – World Rowing Safeguarding Lead ...etc.)

Be aware of national organisations that you can contact for help (especially for victim support)

Share on a 'Needs to Know' Basis Only



Remember: You are not responsible for investigating concerns or determining whether abuse/harm has or has not happened.

Your responsibility is to alert the relevant Safeguarding/Safe Sport authority and/or Safeguarding/Safe Sport/Welfare Officer in your specific context, who will initiate the relevant procedures.



Unless you are specifically trained and have the authority – it is **NOT** your job to investigate!

Safeguarding At World Rowing Events



world rowing
We Are All in the Same Boat!

No Place for Harassment and Abuse in Rowing

Creating Safe Rowing Events for All Participants

Concerned about how you, or someone else, is being treated by another team member or colleague? Feel free to reach out to World Rowing Event Safeguarding Officer or email World Rowing Safeguarding at safeguarding@worldrowing.com

Your Wellbeing Matters! Come Talk to Us About How We Can Support You.

World Rowing Safeguarding officer
Frida Svensson

Organising Committee Safeguarding officer
Luca Schuler

AVAILABLE AT THE WORLD ROWING OFFICE AND AROUND THE EVENT VENUE.

world rowing
We Are All in the Same Boat!

No Place for Harassment and Abuse in Rowing

Creating Safe Rowing Events for All Participants

Concerned about how you, or someone else, is being treated by another team member or colleague? Feel free to reach out to World Rowing Event Safeguarding Officer or email World Rowing Safeguarding at safeguarding@worldrowing.com

Your Wellbeing Matters! Come Talk to Us About How We Can Support You.

World Rowing Safeguarding officer
Inas Hussein

Organising Committee Safeguarding officer
Zhang Jun

AVAILABLE AT THE WORLD ROWING OFFICE AND AROUND THE EVENT VENUE.

world rowing
We Are All in the Same Boat!

No Place for Harassment and Abuse in Rowing

Creating Safe Rowing Events for All Participants

Concerned about how you, or someone else, is being treated by another team member or colleague? Feel free to reach out to World Rowing Event Safeguarding Officer or email World Rowing Safeguarding at safeguarding@worldrowing.com

Your Wellbeing Matters! Come Talk to Us About How We Can Support You.

World Rowing Safeguarding officer
Zhong Ming

Organising Committee Safeguarding officer
Agné Vanagenjé

AVAILABLE AT THE WORLD ROWING OFFICE AND AROUND THE EVENT VENUE.

World Rowing Incident Report Form



Incident Reporting Form

[Reports of harassment and or abuse in Rowing can be submitted here](#)

Safeguarding Officer

World Rowing's Safeguarding Lead is Inas Hussein. You can contact Inas through either of these emails:

inas.hussein@worldrowing.com

safeguarding@worldrowing.com

Continental, Regional or National levels



gettyimages
Credit: Fayethequeen

STAYING SAFE:

Your Rights & Responsibilities



STAYING SAFE:

Always keep the best interests of the athletes in your care at heart.

Make sure that you have the qualifications and expertise to fulfil your role.

Display high standards of professional behaviour at all times, by acting as a positive role model for everyone, and respecting the rights, dignity and worth of every person without any form of discrimination.

You must remember that you are in a position of trust, so maintain appropriate boundaries with athletes and report any form of bullying, harassment, or behaviour that would reasonably be considered abusive amongst or towards any individuals.

Be aware of your own conduct. Avoid placing yourself in questionable situations, like spending time alone with an athlete (for example in a hotel room).

Ensure that you know what is expected of you in terms of behaviour and abide by your organisation's codes of conduct and ethics.

Know the safeguarding policies, codes and procedures you are required to comply with in each relevant context you participate in as a professional - at club, national or international levels.

STAYING SAFE:

Request further safeguarding education if you feel you need it.

Ensure that any time spent with young athletes is conducted in an open environment and that all activities are supervised appropriately.

Communicate in a constructive, age-appropriate manner while making reasonable efforts to include your athletes when making decisions that might affect them.

Lead by example by exercising good sportsmanship and promoting the Olympic values of excellence, friendship and respect.

Correspond with athletes online via text messages, emails, social networks or other cyber media, only when properly authorised, (and for young athletes you should ensure that parents and carers are aware of such correspondence).

Refrain from engaging in social media activities with athletes that could reasonably be considered inappropriate. For example, through private social media conversations or posting photos or comments that may compromise their well-being.

As a professional in sport, your role and responsibilities should be clearly defined in your terms of reference or contract. If, for some reason, they are not clear, we encourage you to clarify your role with your superiors.



**What should I do if
allegations of
interpersonal violence
are made against me?**

Guiding Recommendations

Report it immediately

Write a statement

Investigation

Police intervention

Avoid contacting others

Thanks for your Attention

