



SOUTH AFRICAN RUGBY UNION ("SARU")

SAFEGUARDING POLICY AGAINST HARASSMENT AND ABUSE

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1. PREAMBLE

SARU recognises the risks of offensive, harmful or abusive behaviour posed towards vulnerable persons who participate in rugby. To mitigate such risks, this policy has been developed in order for SARU to respond accordingly, in line with the relevant legislations such as The Children's Act 38 of 2005 and The Criminal law (sexual offences and related matters) Amendment Act 32 of 2007.

Anyone who is involved in SARU teams, competitions or tournaments will be governed by this policy. In cases where a full-time employee of SARU is in breach of this policy, the SARU HR policies will be applied.

Reference to one gender in this Policy will include the other.

2. INTRODUCTION

SARU is the custodian of rugby in South Africa and it is important that SARU creates an atmosphere in which everybody who participates in rugby can have a safe, rewarding and positive experience irrespective of their race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth or athletic ability.

Harassment and physical and emotional abuse can occur in sport and can damage the reputation of Sports Organisations. SARU strongly contributes to the protection of everyone involved in sport. and believes that all Players, coaches, officials, staff and volunteers who wish to participate in rugby, have a right to participate in a safe and inclusive environment, free from all forms of harm, discrimination, abuse, violence and neglect. SARU is therefore committed to safeguarding and protecting all who participate in rugby from harassment and abuse and ensuring that all participants are treated with respect and dignity.

SARU recognises that the welfare, safety and well-being of all who participate in rugby, regardless of their role, is important. SARU recognises that whilst any of these participants can be subjected to Abuse the following groups ("Vulnerable Persons") may be more vulnerable than others, including but not limited to:

- Children
- People with a Mental and/or a Physical Disability
- Competitive Players
- Women
- Elderly Persons, and
- Other Vulnerable Adults

3. PURPOSE

The purpose of the SARU Safeguarding Policy is to ensure that Players, Players with disabilities, children and others taking part in rugby can do so without fear of harassment or abuse. The key objectives of the policy are to:

- Ensure everyone involved in rugby understands that all forms of harassment and abuse are unacceptable and will not be tolerated.
- Enable anyone who has witnessed or experienced harassment or abuse within rugby to report the incident without fear of victimisation or retaliation.
- Ensure an appropriate and co-ordinated response to any incidents of harassment or abuse within or connected to participation in sport, irrespective of whether they arise at local, national or international level.
- Implement effective measures that minimise the likelihood of incidents of harassment and abuse arising.
- Ensure all reasonable steps are taken during the recruitment of staff and volunteers to prevent unsuitable individuals from working in rugby.

4. DEFINITIONS

- **Abuse** means any incident involving non-accidental harm, discrimination, bullying, harassment, abuse, violence and neglect;
- **Adult** means Players 18 years and older, male and female including Players with impairments;
- **Players** means all Rugby Players of all ages;
- **Players with disabilities** means those who have long-term physical, mental, intellectual or sensory impairments that, on interaction with certain barriers, may hinder their full and effective participation in society on an equal basis with others;
- **Exco** means the Executive Committee of SARU

- **Bullying or cyberbullying** means unwanted, repeated and intentional, aggressive behaviour usually among peers, and can involve a real or perceived power imbalance experienced through physical, verbal or electronic medium. Bullying can include actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone;
- **Child** means every person below the age of 18 years unless, under the law applicable to the child, majority is attained earlier;
- **Hazing** means an organised, usually team-based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members;
- **Homophobia** means antipathy, contempt, prejudice, aversion or hatred towards LGBTQIA+ community;
- **SARU Judicial Committee** is the relevant body of SARU to, where applicable, adjudicate in case of violation of this SARU Safeguarding Policy;
- **Safeguarding Officer** refers SARU's Safeguarding Officer, as set out in clause 4 of this Policy;
- **Members** for the purposes of this Policy shall mean "Members" as defined in clause 1.2.16 of the Constitution including "Associate Members" as defined in clause 1.2.5 of the Constitution
- **Negligence** means the failure of any Person with a duty of care towards the Player to provide a minimum level of care to the Player, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.
- **Non-accidental harm** means any unwelcome sexual harassment and/or abuse, financial abuse, bullying and emotional abuse, hazing, neglect, physical abuse and child exploitation.
- **Persons** means a Player, trainer, referee, touch-judge, coach, selector, medical officer, physiotherapist, Player agent or other individual who is or has been at any time involved in the Game of Rugby Football, or in the organisation, administration, or promotion of the Game under the jurisdiction of SARU or a Member of the SARU or other body affiliated to SARU or a club as defined in clause 1.2.7 of the Constitution; and for the purposes of the adjudication of

breaches or contraventions of the Code of Conduct, the persons mentioned in paragraphs 1.4 and 1.6 of the Code of Conduct;

- **Policy:** means this SARU Safeguarding Policy concerning the protection against Harassment and Abuse in Sport;
- **Safe sport** means an athletic environment that is respectful, equitable and free from all forms of non-accidental violence to Players;
- **SARU Investigating Team** means a team comprising of the Safeguarding Officer, a person from the Legal and Compliance Department and a person from the Human Resources Department;
- **Sexism:** means the belief that one sex or gender is superior to another. Sexism is distinguished by prejudice or by discrimination based on person's sex or gender. Although sexism can affect anyone, women and girls are more often affected by sexism.
- **Volunteers** means people working or assisting SARU during team preparation and delivery at rugby events/tournaments/matches and contributing to Committees and Commissions;
- **Whistle-blower** A whistle blower means a person who in good faith exposes secretive information or activity, covered by the Protected Disclosure Act 26 of 2000 as amended, that is deemed illegal, unethical, or not correct within a private or public organization.

5. SCOPE

Without any distinction of age, gender, race, religion, creed, ethnical origin, physical attributes, sexual orientation, athletic ability, socio economic status or other kind of unfair discrimination the Policy applies to:

- 5.1. Any Person who participates in SARU events as an employee, volunteer, associate or member;
- 5.2 The Policy applies to any incidents of harassment and abuse that occur during or connected to participation in any SARU activity or connected to any activities where the participant is representing SARU.
- 5.3 The Policy therefore is applicable to all levels of rugby and provides a framework for those involved in rugby to meet their duty of care towards all who participate in rugby regardless of whether they are professional or amateur Players, employees, volunteers, spectators or service

providers. The Policy is mandatory for all staff and volunteers delivering services to SARU, SARU members and its affiliates. Any individual or organisation that is providing a service to SARU must also demonstrate that they comply with these standards. SARU, its members and their affiliates must support their Safeguarding Officer to fulfil their role and ensure their organisation is fully compliant with this Policy. All SARU members and their affiliates should also read and comply with the policy.

6. WHAT IS HARASSMENT AND ABUSE?

Harassment and abuse can be expressed, but not limited to, five forms which may occur in combination or in isolation. These include:

- 6.1.1 Psychological abuse; which means a pattern of deliberate, prolonged, repeated non-contract behaviours within a power differentiated relationship. This form of abuse is at the core of all other forms. Some definitions refer to emotional or psychological abuse interchangeably. In this document, we refer to psychological abuse in recognition that the psyche consists of more than emotions. It also consists of cognitions, values and beliefs about oneself, and the world. The behaviours that constitute psychological abuse target a person's inner life in all its profound scope;
- 6.1.2 Physical abuse; which means non-accidental trauma or physical injury caused by punching, beating, kicking, biting, burning or otherwise harming a Player. This could include forced or mandated inappropriate physical activity (e.g., age-inappropriate or physique-inappropriate training loads; when injured or in pain); forced alcohol consumption; or systematic doping practices;
- 6.1.3 Sexual harassment; which means any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical,
- 6.1.4 Sexual abuse; which means any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/ manipulated or is not or cannot be given;
- 6.1.5 Neglect; which means the failure of parents or care givers to meet a child's physical and emotional needs or failure to protect a child from exposure to danger. This definition equally applies to coaches and Player entourages;

- 6.1.6 Bullying or cyberbullying which means unwanted, repeated and intentional, aggressive behaviour usually among peers and can involve a real or perceived power imbalance experienced through physical, verbal or electronic medium. Bullying can include actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone;
- 6.1.7 Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability. It can include a once-off incident or a series of incidents. It may be in person or online. Harassment may be deliberate, unsolicited and coercive.
- 6.1.8 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.
- 6.1.9 All participants are susceptible to be a target of the various forms of harassment and abuse

7. ROLES AND RESPONSIBILITIES

SARU and members of SARU:

- 7.1 must play a part in ensuring that the rugby environment is free from any kind of Abuse;
- 7.2 shall adopt this policy mutatis mutandis;
- 7.3 must abide by the policy
- 7.4 shall communicate their Safeguarding Policy and measures to their affiliates and act to prevent any form of Abuse within their jurisdiction;
- 7.5 will provide training on safeguarding to their members and affiliates who have regular contact with children and vulnerable adults and to all safeguarding officers;
- 7.6 shall appoint a Safeguarding Officer or Officers for their organisation

8. SAFEGUARDING OFFICER

- 8.1 The SARU Safeguarding Officer should be a suitably qualified person and who will be supported by the SARU Internal Investigation team, which will include but will not be limited to a member from Legal and a member from HR.
- 8.2 The SARU Safeguarding Officer has the following role and duties:
- 8.2.1 To be the main point of contact for anyone reporting suspected Abuse at any time;
 - 8.2.2 To be the main point of contact for any request concerning the Safeguarding Policy or safeguarding matters;
 - 8.2.3 To manage the reporting and investigation procedure set out in clause 11.2 of this Policy.
 - 8.2.4 To inform the Chairperson of the National Judicial Committee in case of a disciplinary or ethical procedure;
 - 8.2.5 To provide, if requested, support to anyone who reports a case of possible Abuse and/or to anyone who has been the subject of Harassment and Abuse.
 - 8.2.6 To implement and uphold SARU's Safeguarding Policy;
 - 8.2.7 To agree safeguarding plans with the LOC applicable SARU events/tournaments/matches
 - 8.2.8 To respect the confidentiality, as set out in clause 10 of this Policy
 - 8.2.9 When the SARU Safeguarding Officer becomes aware of a criminal offence not having been reported to the local authorities in accordance with the applicable law, it is his responsibility to contact them immediately.

9. APPLICABLE LAW / RELEVANT AUTHORITIES

- 9.1 In a case where the incident occurs abroad and the victim is a person under the jurisdiction of SARU, and subject to 5.2 above, the matter will be pursued in South Africa and this Policy would apply;
- 9.2 In case of any report to the relevant local authority the applicable law will be the national law of the country where the incident happened;

- 9.3 When a criminal offence is suspected the SARU Safeguarding Officer, on instruction from the SARU Investigating Team must refer such cases to the relevant local authorities;

10. CONFIDENTIALITY

- 10.1 The SARU Safeguarding Officer undertakes to respect the confidentiality of all the information received at any phase of the procedure;
- 10.2 All the information provided by the whistle blower shall be kept by the SARU Safeguarding Officer and are considered as confidential at any time;
- 10.3 In the event the incident could be a criminal offence, the SARU Safeguarding Officer must share the collected information with the relevant national authorities in accordance with the applicable law;

11. REPORTING PROCEDURE

SARU strongly encourages the reporting of all incidents of suspected Abuse, regardless of who the offender may be in order to foster well-being in SARU.

11.1 Whistle blowing

- 11.1.1 SARU strongly supports whistle blowers by providing a confidential reporting system and believes it is important for anyone who has concerns to speak out early in order to prevent and stop any damages inflicted on anyone;
- 11.1.2 The whistle blower can be anybody who is aware or has concerns about any form of Abuse;
- 11.1.3 In a case where it seems that the victim of Abuse and neglect needs urgent medical or police attention, the whistle blower must immediately contact the appropriate services. If not, the incident shall be reported by following the reporting procedure, as set in clause 11.2 of this Policy;
- 11.1.4 The report must be presented to the SARU Safeguarding Officer, as set out in clause 11.2 of this Policy;

11.1.5 The whistle blower has a right to keep his/her anonymity and all the information s/he gives to the SARU Safeguarding Officer is strictly confidential, as set out in Clause 6 of this Policy;

11.2 Reporting Procedure

11.2.1 Anyone can report any incident or concerns to the SARU Safeguarding Officer

11.2.2 The report can be freely made by any communication means which includes but not limited to, email, telephonic, written submission and verbal report. However, SARU strongly recommends the whistle blower completes the report form provided in Appendix A;

11.2.3 In case of non-use of the report form, it is very important that the whistle blower provides the following information, if possible:

- Name, age, nationality and email address of the victim;
- The nature of the violation;
- A summary of the incident with as much details as possible;

11.2.4 To take the report into consideration, the information is the minimum requirement to engage in the investigation procedure or in case of a criminal offence, to alert the relevant local authorities if they have not already been aware of the incident;

11.2.5 All the information, provided by the whistle blower, shall be kept by the SARU Safeguarding Officer and is considered confidential. In the event the harassment or abuse is a criminal offence, the SARU Safeguarding Officer must share the information collected with the relevant local authorities in accordance with the applicable law;

11.2.6 The SARU members must report immediately to SARU any case of Abuse that they have been aware of, as well as any sanctions given to any of their affiliates, and if needed could request help from the SARU Safeguarding Officers.

11.3 Case Management

11.3.1 When the Safeguarding Officer receives a complaint, it will be referred to the SARU Investigating Team within 7 days of receipt where after the SARU Investigating Team may decide:

- 11.3.1.1 Not to pursue the matter further; or
- 11.3.1.2 to appoint an independent investigating officer (with the necessary skills and expertise) to investigate the case and report back to the SARU Investigating Team who may decide:
 - 11.3.1.3 Not to pursue the matter further;
 - 11.3.1.4 to refer the matter to the relevant local authorities; and/or
 - 11.3.1.5 to refer the matter to the Chairman of the National Judicial Committee to appoint a Judicial Officer/Disciplinary Committee to conduct a hearing.

11.4 Case management principles,

- 11.4.1 Any issue arises in relation to the protection, safeguarding or welfare of Vulnerable Persons shall be the paramount consideration.
- 11.4.2 Any investigation or inquiry is to proceed upon the basis that the primary consideration will be a determination of the risk posed to Vulnerable Persons.
- 11.4.3 Individuals about whom there are concerns should be treated fairly and honestly and should be provided with support throughout the process.
- 11.4.4 Any investigation must be sensitive to the welfare of the children and vulnerable adults during its processes and, at all times, hold central the need to keep the interests of Vulnerable Persons as paramount.
- 11.4.5 Unless the determination finds no, or an insignificant risk, effective steps must be taken to manage or reduce the risk. Where issues other than risk to Vulnerable Persons are under consideration in any investigation such issues must remain subordinate to the requirement to determine the risk posed to Vulnerable Persons.
- 11.4.6 The assessment of risk involves consideration of the actual or potential harm that an individual may pose to Vulnerable Persons.
- 11.4.7 The assessment of risk does not involve making a finding based upon either the criminal or civil standards of proof (i.e. certainty or “the balance of

- probabilities”). The assessment requires a defensible decision that a risk does or does not exist and, where it does, a determination of the extent of such risk.
- 11.4.8 Save in exceptional cases, the assessment will not require the production of a formal risk assessment report.
- 11.4.9 The steps taken to address any perceived risk to Vulnerable Persons must have regard to the nature and extent of the risk as well as to any particular and relevant aspects of the sport and, in the light of this, must seek to ensure that such steps will be effective.
- 11.4.10 In cases where the perceived risk is low, and no criminal or disciplinary charge could be made out, it may be nonetheless necessary to impose stringent restrictions on an individual or remove his/her ability to participate in the sport.
- 11.4.11 In case of suspicion of a criminal offence the matter shall be referred to the relevant local authorities, in accordance with the applicable law
- 11.4.12 During the investigation procedure the SARU Investigating Team and persons involved with the investigation must respect the confidentiality of the information, as set out in clause 6 of this Policy;
- 11.4.13 Where SARU’s rules and this Policy have been breached, the SARU Safeguarding Officer shall inform the Human Resources department in order to engage in the disciplinary or ethical procedure, as set out in clause 8 of this Policy

12. DISCIPLINARY PROCEDURE

In the event of Abuse but which is not deemed to be a criminal offence in accordance with the applicable law, the matter shall be dealt with in accordance with the SARU Disciplinary and Judicial Regulations.;

- 12.1 A member of the SARU Investigating Team cannot be a member of the SARU Disciplinary Committee;
- 12.2 Where a matter has been referred to the relevant local authorities the SARU Investigating Team may at any stage for whatever reason refer the matter to the Chairperson of the National Judicial Committee in accordance with clause 5 of the SARU Disciplinary and Judicial Regulations.;

- 12.3 Should the abuser, who is found guilty, appeal against the decision of the Disciplinary Committee, the sanction remains applicable and shall be enforced pending the outcome of the appeal, unless otherwise determined by the Disciplinary Committee;
- 12.4 Safeguarding decisions applied by the SARU Disciplinary Committee or the relevant local authority will be kept on record at the SARU HR department.

13 NON-RECENT INCIDENTS

Serious allegations of sexual abuse may be made some time after the event. Where a non-recent allegation is made, the SARU Safeguarding Officer will manage the process according to clause 7.

This policy does not apply any specific limitations periods for sexual abuse and any serious allegation of non-recent abuse will be treated in accordance with these procedures.

14 CRIMINAL CONVICTIONS & FINDINGS OF FACT

- 14.1 SARU shall establish that an incident of Abuse has occurred where:
- 14.1.1 A SARU participant is convicted of a criminal offence; or
 - 14.1.2 Another recognized regulatory body has determined that an allegation(s) of Abuse against a SARU participant is/are proven; and
 - 14.1.3 The SARU Disciplinary Committee having considered any representations made by the participant and any other affected parties may determine that it is appropriate to impose a sanction relating to SARU activities.
- 14.2 The SARU Disciplinary Committee may apply the sanction to some or all SARU activities or determine its own sanction(s). Any sanction imposed by SARU shall be subject to a right of appeal in accordance with the SARU Disciplinary and Judicial Regulations.
- 14.3 Sanctions that can be invoked during the disciplinary procedure are referenced in Addendum "A"

15 RETENTION OF RECORDS

- 15.1 Any information relating to complaints of Abuse will be stored securely and be compliant with the requirements of the Protection of Personal Information Act;

- 15.2 Any information about poor practice or complaints about Abuse that may indicate that a participant in a position of trust is unsuitable to work or volunteer in the sport will be retained for as long as the participant remains active in the sport or for 10 years, whichever is longer, even if it were not possible at the time that the information was first reported to instigate any formal proceeding.
- 15.3 Any other records relating to other complaints will be retained for a period of 3 years unless a similar complaint arises within that period.
- 15.4 Any records relating to disciplinary action taken by SARU should be retained in accordance with the retention periods set out in SARU Disciplinary and Judicial Regulations.

16. SAFE RECRUITMENT AND VETTING OF STAFF & VOLUNTEERS

Refer to the Vetting process of staff and volunteers with vulnerable persons at SARU Process Flow Document (Addendum B)

- 16.1 All Candidates, whether a volunteer or paid, applying for positions which require them to work with Vulnerable Persons will be required to:
- Declare to the Employer (SARU or its members and affiliates) that they do not appear in the National Register for Sexual Offenders through an affidavit and a Police Clearance certificate;
 - Two referees who will be contacted by SARU for reference check.
- 16.2 The SARU minimum standards for the vetting of applicants for roles in the sport to be undertaken during the recruitment process for new applicants and retrospectively for all existing employees (staff and volunteers) in order to prevent unsuitable individuals from working with Vulnerable Persons are:
- 16.2.1 That all potential and existing employees and volunteers must submit a police clearance certificate.
- 16.2.2 That all potential and existing employees (staff and volunteers) must also disclose to their employers (on affidavit) that they have never been convicted of a sexual offence against a child or a mentally disabled person and that their name does not appear in Part B of the National Child Protection Register as a person deemed unsuitable to work with children.
- 16.2.3 That all potential and existing employees and volunteers must provide the names of two

referees who must provide a reference using SARU's employee reference form

- 16.3 SARU, SARU's members and their affiliates must implement the minimum standards to check the suitability of individuals from working with Vulnerable Persons. Any concerns raised as to the suitability of an individual to work with Vulnerable Persons during the vetting of employees (staff and volunteers) must be investigated before a decision is made to appoint a new employee (staff or volunteer); or to continue to employ an existing employee, including a volunteer.
- 16.4 If a concern has arisen during the vetting of existing employees or volunteers regarding their suitability to work with Vulnerable Persons, SARU, SARU's members and their affiliates may suspend the employee (staff and volunteer) from all or some of their duties whilst an investigation is conducted.
- 16.5 As people who want to abuse Vulnerable Persons may seek out various avenues to gain access to them children, young people, persons with a mental and/or physical disability and other vulnerable adults, it is important that the minimum standards for vetting are followed at all times, even where there is only one applicant for a position.

Once-Off Volunteers

- 16.6 All once - off volunteers who work with Vulnerable Persons will be required to undergo SARU's vetting procedures.
- 16.7 The following additional measures may be implemented when interviewing for a role in sport to check the suitability of volunteers to work with Vulnerable Persons
- 16.8 When Considering a once-off volunteer the person's qualifications and experience for the role, these steps must be followed;
- 16.8.1 Verifying the person's qualifications and experience;
 - 16.8.2 Identifying a timeline of previous roles in sports, and any other role that involved working directly with Vulnerable Persons;
 - 16.8.3 Assessing attitudes and commitment to safeguarding
 - 16.8.4 Assessing their previous experience of working with children both inside and outside of sport;
 - 16.8.5 Giving the applicant a scenario of a safeguarding nature such as child not being collected after a sport session and ask what they do in that circumstance;

16.8.6 Asking the applicant if they have ever been refused work that involved contact with Vulnerable Persons or anything that the organisation or club should know that could affect their suitability to work with Vulnerable Persons.

16.9 In line with best practice, SARU recommends that the minimum standards for the vetting of applicants for roles in the sport in order to prevent unsuitable individuals from working with Vulnerable Persons are renewed every three years.

16.10 SARU subscribes to The CHILDREN'S ACT 38 OF 2005 and The CRIMINAL LAW (SEXUAL OFFENCES AND RELATED MATTERS) AMENDMENT ACT 32 OF 2007

APPENDIX A

Safeguarding Reporting Form

FORM FOR REPORTING CONCERNS	
Whistle Blowers Information	
Name	
Age/Date of birth	
Nationality	
Addresses (Domicile and e-mail)	
Telephone	
Relationship to the victim	
Position on harassment:	<input type="checkbox"/> Witness <input type="checkbox"/> Someone reported you <input type="checkbox"/> Victim <input type="checkbox"/> Other (specify)
Victim's Information	
Name	
Age/Date of birth	

Nationality	
Addresses (Domicile and e-mail)	
Telephone	
Victim is:	<input type="checkbox"/> Player <input type="checkbox"/> Staff <input type="checkbox"/> Volunteers <input type="checkbox"/> Official <input type="checkbox"/> Others (clarify)
Other specific information (Young athlete, impaired athlete...)	
Detail of the harassment or abuse	
Nature of the incident:	<input type="checkbox"/> Psychological abuse <input type="checkbox"/> Physical abuse <input type="checkbox"/> Sexual harassment <input type="checkbox"/> Sexual abuse <input type="checkbox"/> Neglect <input type="checkbox"/> Bullying <input type="checkbox"/> Other (specify)
Date, time, place, country of the incident	
Information about the harasser or abuser if possible (identity, contact...)	
The incident is:	<input type="checkbox"/> Suspicion of harassment or abuse <input type="checkbox"/> Recognised harassment or abuse
Explication of the incident (as accurate as possible)	
Any action taken before the report (relevant authorities):	<input type="checkbox"/> Yes (specify which one) <input type="checkbox"/> No

Other Information
<i>All information in this document is strictly confidential and only SARU Safeguarding Officer can read it.</i>

ADDENDUM A

Sanctions that can invoked during the disciplinary procedure

1. Sanctions and measures shall be proportional to the infringement of the SARU Safeguarding Policy. The following factors shall be taken into consideration:
 - 1.1 The nature of the violation;
 - 1.2 The severity of the violation;
 - 1.3 Previous violations;
 - 1.4 Status of the Vulnerable Person (young, impaired [physical, mental, intellectual or sensory] or adult participant);
 - 1.5 The relationship between the abused person and the abuser;
 - 1.6 Risk of re-occurrence;
 - 1.7 other relevant circumstances;

2. In addition to sanctions prescribed in the SARU Disciplinary and Judicial Regulations, the SARU Disciplinary Committee can apply one or more of the following sanctions, depending on the nature and severity of the conduct and whether there are any aggravating and mitigating circumstances:

- 2.1 Formal written warning;
- 2.2 Training and/or supervision;
- 2.3 Suspension for a period of time;
- 2.4 Termination of membership, licence, agreement or contract;
- 2.5 Financial sanction;
- 2.6 Competition ban suspension;
- 2.7 Banishment from SARU structures;
- 2.8 Any other sanction that the SARU Disciplinary Committee considers appropriate in the circumstances.

ADDENDUM B
Process Flow – vetting process

Vetting process of staff/volunteers working with vulnerable persons at SARU

