



**Athletics**  
Namibia

# **Safeguarding Policy**

# **1. Introduction**

The Athletics Namibia Federation is committed to creating and maintaining a safe and secure environment for all individuals participating in our athletic programs and events, particularly children, young people, and vulnerable adults. Athletics Namibia believes that everyone in athletics should be treated with respect and dignity, and be protected from harassment, abuse and exploitation. This Safeguarding Policy outlines our commitment to making our athletes feel safe and supported.

## **2. Scope**

This policy will apply to Athletics Namibia Federation and each registered athlete, member, coach, or participant is required to comply with this policy and the safeguarding policy of World Athletics.

This policy intends to set expectations, define the specific roles and responsibilities of Athletics Namibia, and most importantly will create a structure for the reporting of safeguarding abuse.

## **3. Principles**

### **3.1. Zero Tolerance**

Athletics Namibia Federation has zero tolerance for any form of abuse, neglect, or exploitation of children, young people, or vulnerable adults within our organization. This includes physical, emotional, sexual, or any other form of abuse.

### **3.2. Duty of Care**

We have a duty of care to ensure the well-being and safety of all participants involved in our programs and events. This duty extends to protecting everyone's right to be treated with dignity and respect, and to be free from discrimination whether it is based on sex, race, age, ethnicity, ability, sexual orientation or gender identity, beliefs, religion or political affiliation.

### **3.3. Empowerment**

We are committed to empowering our members, coaches, officials, and volunteers with the knowledge and skills required to identify and report safeguarding concerns effectively.

### **3.4. The right to participate**

Everyone has the right to participate, enjoy, and develop through athletics in a safe and inclusive environment free from all forms of harassment, abuse, and exploitation.

### **3.5 The right to be heard**

Athletics Namibia is committed to protect the right of everyone, both children and adults, to have their voices heard particularly if raising a concern about their own or another person's welfare without the fear of retaliation.

## **4. Definitions**

- Child: Any individual under the age of 18 years old.
- Vulnerable Adult: Any individual aged 18 years or older who may be at risk of harm or exploitation due to physical or mental impairment or disability.

## **5. Responsibilities**

### **5.1. Athletics Namibia Federation**

- The Athletics Namibia Federation shall:
  - appoint a designated Safeguarding Officer who is responsible for the implementation and oversight of safeguarding policies and procedures;
  - provide relevant training to all employees, volunteers, coaches, and officials on safeguarding practices;
  - vet any individuals working with children or vulnerable adults in line with acceptable ethical practices;
  - raise awareness of harassment, abuse and exploitation by developing and delivering education and training for those involved in athletics;
  - respond to concerns raised expeditiously.

## 5.2. Coaches, Officials, and Volunteers

- All coaches, officials, and volunteers must adhere to this Safeguarding Policy and report any safeguarding concerns promptly to the designated Safeguarding Officer.
- Coaches and officials shall receive training on recognizing and responding to safeguarding concerns.
- Coaches and officials shall ensure that their behavior is appropriate and respectful when working with children, young people, and vulnerable adults.

## 5.3. Parents/Guardians

- Parents and guardians are encouraged to support their children's involvement in athletics and to be vigilant about their child's safety.
- Parents and guardians should report any safeguarding concerns they may have to the designated Safeguarding Officer.

# 6. Reporting Procedures

## 6.1. Reporting a Concern

Any individual who has concerns about the welfare of a child, young person, or vulnerable adult involved in Athletics Namibia Federation programs or events should follow these reporting procedures:

**Immediate Concerns:** If there is an immediate risk of harm, contact local law enforcement or emergency services without delay.

**Internal Reporting:**

- Report the concern to the designated Safeguarding Officer using the confidential reporting form (Appendix A) or through other established reporting channels.
- Include as much detail as possible, such as the nature of the concern, the individuals involved, and any relevant dates or locations.

**Supportive Measures:** In cases where an immediate risk is not present, but concerns have been raised, the designated Safeguarding Officer will assess the situation and take appropriate action, which may include implementing supportive measures to ensure the safety and well-being of the individual(s) involved.

## **6.2. Mandate of the Safeguarding Officer**

The Safeguarding Officer will be a member of the executive board of Athletics Namibia. He/she will, without delay, receive and process all concerns reported on behalf of Athletics Namibia Federation. Upon processing same, the Safeguarding Officer may investigate the concern reported and request individuals to submit statements under oath in support of their claim or defense. Upon conclusion of the investigation, which may not be later than 2 (two) months from the date on which the report is received, the Safeguarding Officer will submit a detailed report to Athletics Namibia Federation for its consideration and, if so proposed by the Safeguarding Officer and approved by the executive board of the Athletics Namibia Federation, refer the concern to the disciplinary committee.

## **6.3. Confidentiality**

All reports and concerns will be treated confidentially and shared only with those who need to be aware for safeguarding purposes. The organization will respect the privacy of all individuals involved, consistent with legal requirements.

## **6.4. Whistleblowing**

Athletics Namibia Federation encourages whistleblowing and protects individuals who report concerns in good faith from any form of retaliation.

## **7. Review and Monitoring**

This Safeguarding Policy will be reviewed annually and updated as necessary to reflect any changes in legislation or best practice. The designated Safeguarding Officer will monitor its implementation and effectiveness.

## **8. Acknowledgment**

All members, coaches, officials, volunteers, and parents/guardians are required to acknowledge their understanding and commitment to this Safeguarding Policy.