



AIBA

ANTI-HARASSEMENT POLICY

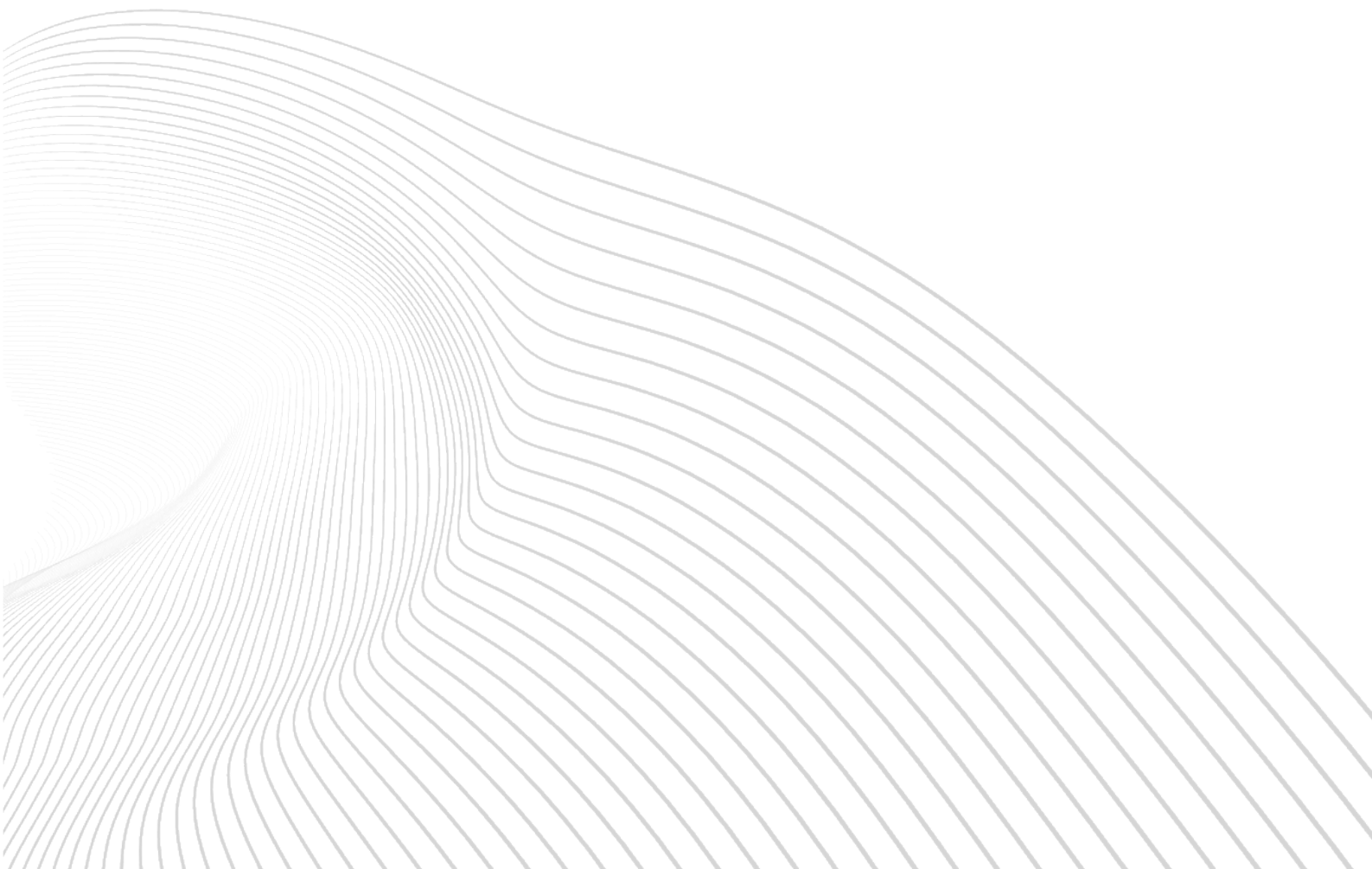


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INTRODUCTION

Article 29.1 of the AIBA Constitution provides that the AIBA Board of Directors has the authority to enact regulations and undertake all other acts that do not fall within the specific competence of another body.

In line with articles 3 and 4 of the AIBA Constitution and the IOC Consensus Statement (2016), these Regulations are intended to safeguard anyone related to or affiliated with AIBA (including notably employees, Boxers, and Officials) from harassment and abuse.

1. INTERPRETATION

- 1.1 Capitalized terms used in these Regulations shall have the meaning ascribed to them in the Constitution.
- 1.2 The following terms – used in these Regulations only – have the meanings ascribed to them in this article:

“Boxers with disabilities” means those who have long-term physical, mental, intellectual or sensory impairments that, in interaction with certain barriers, may hinder their full and effective participation in society on an equal basis with others.

“Bullying” (or cyberbullying if conducted online) means unwanted, repeated and intentional, aggressive behaviour usually among peers, and can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone.

“Child and adolescent” means human being below the age of 18 years unless, under the law applicable to the child, majority is attained earlier. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10–19 years of age.

“Constitution” means the AIBA Constitution adopted on December 13, 2020, together with all subsequent amendments.

“Hazing” means organised, usually team-based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members.

“Integrity Officer” means a person appointed by the Board to investigate and prosecute any breach of the Regulations before the Ethics Committee and/or the Disciplinary Committee

“Negligence” means acts of omission regarding athlete safety. For example, depriving an athlete of food/or drink; insufficient rest and recovery; failure to provide a safe physical training environment; or developmental age-inappropriate or physique-inappropriate training methods.

“Safe sport” means an athletic environment that is respectful, equitable and free from all forms of non-accidental violence to Boxers.

1.3 In these Regulations, unless otherwise specified:

- a) references to articles are references to articles in these Regulations;
- b) a reference to any of the regulations, or to any provision or provisions in a regulation, shall be construed, unless the context otherwise requires, as including a reference to any amendment or replacement made to the same from time to time;; and
- c) in the event of any inconsistency between these Regulations and the Constitution, the Constitution shall prevail.

1.4 All headings and titles in these Regulations have been inserted for ease of reference only and may not be considered as an aid to its interpretation.

2. OBJECTIVES

The purpose of these Regulations is to:

- i. Set out the legal framework for safeguarding AIBA employees, Boxers and other persons related to or affiliated with AIBA from any harassment, in line with the IOC Consensus Statement (2016)
- ii. Clearly define harassment and abuse
- iii. Establish a reporting and an investigation procedure
- iv. Establish a procedure in case of infringement
- v. Serve as a guideline for National Federations to establish their own Anti-harassment Policy.

3. SCOPE OF APPLICATION

- 3.1 These Regulations apply to all persons subject to AIBA Constitution, bylaws, regulations, constitutions of AIBA Confederations and National Federations, namely Officials, Coaches and Boxers, as well as, Referees and Judges, Technical Delegates and International Technical Officials, AIBA Board of Directors members, committees' members, directors, officers, other organization volunteers, as well as AIBA staff, part-time, temporary and contract employees.
- 3.2 These Regulations shall apply to alleged incidents which occur:
- i. During AIBA Events;
 - ii. While conducting AIBA business;
 - iii. Outside of AIBA, if AIBA's reputation is harmed by said conduct.
- 3.3 AIBA shall have jurisdiction to deal with any case of alleged harassment or abuse which occurs between persons of different National Federations.
- 3.4 In cases of an alleged incident of harassment or abuse which has occurred between persons belonging to the same National Federation, AIBA shall take action to safeguard the concerned Boxer/person, including by taking any disciplinary action, if necessary, if:
- i. the relevant National Federation does not have an appropriate procedure to safeguard its members, namely Boxers, from abuse;
 - ii. the relevant National Federation fails to act within a reasonable time to safeguard the concerned Boxer/person.

4. DEFINITIONS OF HARASSEMENT

- 4.1 Harassment and abuse can be expressed in five forms which may occur in combination or in isolation, namely:
- i) **Psychological abuse**, i.e. a pattern of deliberate, prolonged, repeated non-contact behaviours within a power differentiated relationship. The behaviours that constitute psychological abuse target a person's inner life in all its profound scope.
 - ii) **Physical abuse**, i.e. non-accidental trauma or physical injury caused by punching, beating, kicking, biting, burning or otherwise harming an athlete. This could include forced or mandated inappropriate physical activity (eg, age-inappropriate

or physique-inappropriate training loads; when injured or in pain); forced alcohol consumption; or systematic doping practices.

- iii) **Sexual harassment**, i.e. any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.
- iv) **Sexual abuse**, i.e. any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.
- v) **Neglect**, i.e. the failure of Coaches and Boxers entourages to meet a child's physical and emotional needs or failure to protect a child from exposure to danger.

4.2 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.

4.3 It can include a one-off incident or a series of incidents.

4.4 It can take the form of Bullying, Hazing or Negligence.

4.5 It may be in person or online.

4.6 Harassment may be deliberate, unsolicited, and coercive.

5. PREVENTIVE MEASURES

5.1 AIBA undertakes to raise awareness and educate its stakeholders on the importance of Safe sport and the strict prohibition of any kind of harassment and abuse.

5.2 AIBA will make available educational materials and other information on what may constitute harassment and abuse and on where National Federations, Confederations and their members may seek further information, advice and support.

5.3 When possible, AIBA will perform pre-employment screening such as criminal record checks to determine whether a prospective AIBA employee/person being screened has a relevant criminal history which should be taken into consideration in the recruitment process.

5.4 Every National Federation, Confederation, Boxer, employee and Officials of AIBA has a responsibility to play a part in ensuring that the boxing environment is free from harassment and abuse.

6. AIBA SAFEGUARDING OFFICERS

- 6.1 The AIBA Board of Directors, in consultation with the AIBA Athletes' Committee, shall designate one male and one female AIBA Safeguarding Officer.
- 6.2 Such persons should be trained and experienced in the field of safeguarding from harassment and abuse (e.g. medically and/or legally), and his/her responsibilities should include:
- i. receiving reports of alleged incidents, either directly from the victim, the whistleblower, or any other person, and keeping such reports safe;
 - ii. handling the reporting and the investigation procedures (case management);
 - iii. determining whether information of a case should be disclosed to the competent local authorities and/or referred to the AIBA Ethics Committee, and
 - iv. providing support to any concerned persons throughout the reporting and investigation procedures.
- 6.3 The AIBA Safeguarding Officer shall be designated for an undetermined term.
- 6.4 The AIBA Board of Directors can revoke an AIBA Safeguarding Officer if the latter fails to perform its duties with diligence and care.

7. REPORTING AND INVESTIGATION PROCEDURE

- 7.1 AIBA encourages all incidents of harassment and abuse to be reported, regardless of who the offender may be.
- 7.2 Reports may be made in writing, including by email, or verbally.
- 7.3 Alleged incident of harassment and abuse may be reported to the following persons:
- i. The AIBA Safeguarding Officers
 - ii. The AIBA Integrity Officer(s)
 - iii. Any AIBA staff/organ.
- 7.4 All reports through any reporting channel will be referred to one of the AIBA Safeguarding Officers.
- 7.5 The AIBA Safeguarding Officer who receives the report directly from the concerned person shall be competent to manage the case. If the case is referred to the AIBA

Safeguarding Officers through another channel, the AIBA Safeguarding Officers shall decide among themselves who will manage the case, taking into consideration their availability, experience, specific knowledge, the gender of the alleged victim and any potential conflict of interests.

7.6 The AIBA Safeguarding Officer shall ensure that the reports are documented. This documentation should include the name, title, address, contact information and signature of the reporting person. The documentation should also include information pertaining to the reasons and basis for the report, including any evidence which might suggest that harassment and abuse has occurred.

7.7 Based on the particular facts as detailed in the reports, the AIBA Safeguarding Officer will determine how to proceed with each case, namely:

- i. Investigate the case, namely by requesting the production of documents to any relevant entity/person and questioning any relevant person, in compliance with the principle of confidentiality set out at Section 9
- ii. If the report is manifestly arbitrary or false, or in the absence of conclusive evidence, close the case against the accused person.
- iii. If the AIBA Safeguarding Officer has reason to believe that the author of the report knew his report was false, it can refer the case to the Integrity Officer and/or the AIBA Ethics Committee in compliance with Section **Error! Reference source not found.**
- iv. Refer the case to the AIBA Ethics Committee

7.8 In any event, if the AIBA Safeguarding Officer believes that the case could constitute a criminal offence, it should report it immediately to the relevant local authorities before undertaking any type of internal investigation.

8. DISCIPLINARY PROCEDURE

8.1 If the AIBA Safeguarding Officer believes, for whatever reason, that a case of harassment and/or abuse is likely to have occur, it shall refer the matter to the Integrity Officer and/or the AIBA Ethics Committee.

8.2 The AIBA Ethics Committee shall comply with the AIBA Procedural Rules.

- 8.3 If the author of the report is not the victim, it shall not have a right to participate in the proceedings.
- 8.4 Where the AIBA Ethics Committee have determined that a case of harassment and/or abuse is confirmed to have taken place, it may:
- a. impose a reprimand on the person found responsible for such harassment;
 - b. impose a fine of up to CHF 50'000
 - c. suspend the person from all boxing activities for up to 2 years;
 - d. take any other measures it deems appropriate in the circumstances to safeguard the safety of the victim and the reputation of AIBA.
- 8.5 All disciplinary measures may be imposed individually or in combination with any other disciplinary measure.
- 8.6 When determining the sanction, the AIBA Ethics Committee shall take into consideration the following factors:
- i. the nature and severity of the violations
 - ii. the number of violations.
 - iii. any other relevant circumstances (e.g. when the abused or harassed person is a Child or adolescent or a Boxer with disability).

9. FALSE ACCUSATION

- 9.1 If the AIBA Safeguarding Officer believes, for whatever reason, that the author of the report knew his report was false and did it with the view to having investigative and ethics or disciplinary proceedings opened by AIBA against the accused person, it can refer the case to the Integrity Officer and/or to the AIBA Ethics Committee
- 9.2 The AIBA Ethics Committee shall comply with the AIBA Procedural Rules.
- 9.3 Where the AIBA Ethics Committee have determined that the intentional false accusation is confirmed to have taken place with the aim to harm the reputation of the accused person, it may impose on the author of the false report disciplinary sanctions in compliance with

Section 8, including any other measures to safeguards the rights of the unjustly accused person.

10. CONFIDENTIALITY

- 10.1 All matters pertaining to an alleged incident of harassment and abuse, in particular reports of harassment and abuse, personal information of the concerned persons, other information shall be regarded as confidential.
- 10.2 The personal information should not be disclosed, except:
- i. if the concerned person gives his/her prior consent
 - ii. if disclosure is necessary to protect someone from harm, or if a potential criminal act comes to the attention of AIBA.
- 10.3 Notwithstanding the above, decisions pursuant to Section 8 and Section 9 could, in principle, include confidential information and be publicly disclosed by AIBA. When disclosing such decisions, AIBA shall:
- i. not include any personal information of the victim without obtaining the victim's consent,
 - ii. anonymise personal information of other concerned persons in certain cases, taking into consideration the privacy interests of such concerned persons.

11. FINAL PROVISIONS

- 11.1 In the event these Regulations are translated into a different language or languages, the English version shall prevail.
- 11.2 This document has been adopted by the AIBA Board of Directors at its meeting on 30 June 2021. It comes into force on 1 July 2021.

Lausanne, 30 June 2021