

# OFFICIALS & STAFF

## WBSC #SAFEALL GUIDELINES

As representative of WBSC, all officials and staff—including umpires, TCs and scorers—and any others accredited at the WBSC Event must ensure that everyone, not only athletes but also yourself, feel safe and welcome in baseball/softball. It is everyone's responsibility to make sure that our sport remains safe, inclusive and enjoyable. This Guideline will provide you three topics:

- What is considered Harassment and Abuse
- What you have to look out for & what are the key signs
- What you have to do when reported or when you want to report

Furthermore, you can also refer to the [WBSC Safeguarding from Harassment and Abuse Rules](#) for better guidance around what are the procedure to handle reported case.

REMEMBER

### WHAT IS HARASSMENT & ABUSE?

THIS IS NOT OKAY!!!

#### HARASSMENT

is an unwanted action. The victim should decide what is acceptable or not. This can include bad comments, insults, jokes, and unwelcome attention.

#### ABUSE

can happen in many forms and behaviours below:

- Physical Abuse      hitting, beating, kicking, shaking, biting, strangling, scalding, burning, poisoning, suffocating etc.
- Emotional Abuse      isolation, verbal assault, humiliation, intimidation or any other unwelcome act which may lower the sense of your identity, dignity and self-worth
- Sexual Abuse      physical touch, talking about sexual and private things in person or online or any other behaviour that is sexual or makes the victim feel uncomfortable, threatened, scared or illegal.
- Neglect      when the victim is not provided with basic needs such as food, water, shelter, appropriate clothing, supervision, access to education / health services.

#### CHECK YOURSELF

Be sure your behaviour  
isn't making someone  
else feel unsafe

#### CHECK OTHERS

Someone around you  
may need help  
or support

#### AND SPEAK UP!

Whenever something  
does not feel right

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### WHERE, WHEN & BY WHOM CAN HAPPEN?

- during sport: training, tournament, changing room, medical treatment
- while travelling: camps, in car/bus, at accommodation
- between athletes: bullying, neglect, peer pressure, abuse, harassment
- with other people: coaches, managers, officials, parents, volunteers, staff

### SYMPTOMS OF VICTIM

Crying, agitation, low self-esteem  
Withdrawn, unusually quiet, absent, isolation  
Bruises, scars and other physical injuries  
Post traumatic stress disorder (PTSD)  
Anxiety, depressed, sleeping disorder  
Drastic weight loss or gain, nausea  
Lack of interest, lack of confidence

### BEHAVIOUR OF PERPETRATOR

Violent and aggressive  
Being secretive or asking to keep secrets  
Singling out or favouring certain people  
Offering to help often – lifts home, 1:1 coaching  
Being left alone with a specific person often  
Sexual jokes, asking about relationships  
Creating scenario where physical touch is required

Above symptoms and behaviours might be telling you that they are either causing trouble or in trouble and in need of help and support. There are many ways that you can get reports:

- by telling you directly (Disclosure)
- by someone else telling you instead (Allegation)
- by you noticing someone is not okay (Suspicion)

### IT MAY SOUND LIKE:

#### DISCLOSURE

"I need to tell you something what happened to me...."

"That happened to me too"

"I have done something I shouldn't have...."

#### ALLEGATION

"I am worried about my friend, she told me something happened to him/her...."

"I saw that person doing something wrong to my friend...."

#### SUSPICION

"I just don't feel right about this situation..."

"I don't like the way that person treats him/her"

"That person makes me really uncomfortable..."



### ACTION TO TAKE

All reports that are received (whether verbally or written) must be directed to a dedicated **Safeguarding Officer** on-site. It is NOT a duty of officials or other staff to investigate on its own. The report can also be sent to WBSC Official Reporting Channel – [safeguarding@wbsc.org](mailto:safeguarding@wbsc.org)  
And remember, you should keep the information always confidential.