

The background of the cover features a series of curved, parallel lines in shades of blue, purple, and grey, creating a sense of motion and depth. The WBSC logo is prominently displayed in the upper center.

WBSC

WORLD
BASEBALL SOFTBALL
CONFEDERATION

Game Time!

SAFEGUARDING
FROM HARRASSMENT
AND ABUSE
RULES

SAFEGUARDING FROM HARRASSMENT AND ABUSE RULES

Approved by the WBSC Executive Board on 24 March 2018.

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CHAPTER 1 PREAMBLE

Article 1 Preamble

1.1 The World Baseball Softball Confederation (WBSC) as the world governing body for the sports of Baseball/Softball, has agreed to adopt and publish a set of rules within which all the people involved with the Baseball/Softball global community can feel protected through having available official reporting channels.

1.2 While recognising the basic human rights set out in the [UN Declaration of Human Rights](#), and specifically for children, the [UN Convention on the Rights of the Child](#), the WBSC is also committed to respecting all internationally recognised human rights and will strive to promote the protection of these rights.

1.3 These Safeguarding from Harassment and Abuse Rules (Rules) have been approved by the WBSC and are based on core principles in the International Olympic Committee (IOC)'s [Olympic Charter](#), namely:

- a) Olympic Charter—Principle 4
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.
- b) Olympic Charter—Principle 6
The enjoyment of the rights and freedoms set forth in this Olympic Charter shall be secured without discrimination of any kind, such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.

1.4 These Rules have been approved by WBSC pursuant to the [Athletes' Rights and Responsibilities Declaration](#) (Athletes' Declaration) established by athletes and for athletes through worldwide consultation process led by the IOC.

1.5 The WBSC has aligned its [Strategic Plan](#) to further strengthen these Rules and safeguard all who participate in Baseball/Softball from harassment and abuse, ensuring that all everyone is treated with respect and dignity.

Article 2 Terminology

The following definitions are used in these Rules and based on the [IOC Consensus Statement: harassment and abuse \(non-accidental violence\) in sport](#) are used in this Rule:

2.1 Safeguarding refers to the processes and mechanisms of ensuring that sports and sporting events are safe settings for all and in which human rights are fully respected.

2.2 Harassment is defined by the unwanted nature of the action, which could include attention or the provision of items. It is for any given individual to determine what they consider to be acceptable and what they regard as offensive. This includes sexual comments, racist insults and jokes, verbal abuse and unwelcome attention.

2.2.1 Sexual Harassment means any verbal or physical conduct of a sexual nature, which is unwelcome, or where consent is coerced, manipulated or cannot be given. Sexual harassment can take the form of sexual abuse.

2.3 Abuse may occur in forms below in combination or in isolation:

2.3.1 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. Examples:

Criminal Conduct	Facilitator punches participant in the head several times for missing a score during a match;
Disciplinary Conduct	Facilitator reduces participant to tears on a regular basis by making them perform exercise that are age-inappropriate;
Performance Review	Facilitator makes participants run laps of the sports field as punishment for failing a task.

2.3.2 Psychological Abuse means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation, or any other treatment which may diminish the sense of identity, dignity and self-worth. Examples:

Criminal Conduct	Facilitator starts sending unwanted personal messages and stalking a participant;
Disciplinary Conduct	Facilitator constantly laughs at a participant and encourages other participants to laugh when the participant makes mistakes;
Performance Review	Facilitator shows favourism in the team with the result that some participants feel excluded.

2.3.3 Sexual Abuse means any conduct of sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given. Examples:

Criminal Conduct	Facilitator rapes or sexually molests a participant;
Disciplinary Conduct	Facilitator insists on participants wearing revealing attire while performing exercises;
Performance Review	Facilitator favours female athletes over male athletes or vice versa.

2.3.4 Neglect means the failure of a facilitator or another person with a duty of care towards a participant to provide a minimum level of care to the person, thereby causing harm, allowing harm to be caused, or creating an imminent danger of harm. Examples:

Criminal Conduct	Facilitator takes participants for a training ignoring the extreme weather condition and without adequate safety equipment and measures, causing death of a participant.
Disciplinary Conduct	Facilitator fails to keep a register of attendance and a child goes missing from the session unnoticed;
Performance Review	Facilitator does not allow time for water breaks during a practice session in the heat.

2.4 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 one-off incident or a series of incidents. It may be in person or online. Harassment may be deliberate, unsolicited and coercive. 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.

2.5 Bullying can occur anywhere, at home, school, the sports field, other place in the community and online. It is a wilful and repeated harm, usually taking place over an extended period and can cause physical and emotional harm, which in turn can affect a person's health and development.

2.5.1 Physical Bullying includes, pushing, kicking, hitting, pinching, any unwanted physical contact and other forms of violence or threats.

- 2.5.2 Verbal Bullying includes, name-calling, sarcasm, spreading rumours, giving abusive comments and persistent teasing.
- 2.5.3 Emotional Bullying includes excluding, tormenting, ridiculing and humiliating.
- 2.5.4 Cyberbullying is a modern type of bullying with the use of digital technologies, which can take place on social media, messaging platforms, gaming platforms and mobile phones. Behaviours experienced can range from being ignored, disrespected, picked on, or targeted in virtual spaces to more severe forms such as the hacking of personal accounts, persistent harassment, posting embarrassing or denigrating content, or threats of physical violence against victims through electronic communication.

2.6 Participants means all those individuals including athletes, coaches, managers, umpires, officials, jury members, medical personnel, staff, volunteers and any other members of any delegation who are accredited.

2.7 Children or Underaged defines young person under 18 year of age and are protected under the UN Convention on the Rights of the Child which has been adopted by 197 nations.

2.8 WBSC Event refers to any tournament for all disciplines of the sport of Baseball/Softball or any other meetings organised directly by the WBSC whether in physical or virtual form, including World Cups, Olympic Qualifiers, Premier12, Virtual Cup, Executive Board Meetings and Congresses. The duration of WBSC Event starts from the official arrival date until the departure date specifically set by each group depending on the role at the WBSC Event.

2.9 Continental-level Event includes tournaments for all disciplines of the sport of Baseball/Softball or any other meetings organised directly by the WBSC Continental Associations (CA) in physical or virtual form. This includes, Continental Championships, Continental Executive Board Meetings and Congresses.

2.10 National-level Event includes tournament or any other meetings organised or under jurisdiction by the WBSC Member Federations in physical or virtual form. This includes National Championships and any club level activities.

Article 3 Rejection of Harassment and Abuse Statement

3.1 Any form of discrimination, physical or sexual abuse and sexual harassment is completely incompatible with the intrinsic values of sports. Within the WBSC, there is zero tolerance for discrimination and harassment irrespective of gender, ethnic background, religious faith, sexual orientation and disability or any other kind.

Article 4 Scope of Application

4.2 These Rules apply to WBSC:

4.1.1 During any WBSC Event;

4.1.2 To all participants of any WBSC Event; and/or

4.1.3 To alleged incidents of harassment and abuse within our sport at the WBSC level.

4.2 These Rules apply to Continental Associations:

4.2.1 During any Continental-level Event;

4.2.2 To all participants of any Continental-level Event; and/or

4.2.3 To alleged incidents of harassment and abuse within our sport at the continental level.

4.3 These Rules apply to Member Federations:

4.3.1 During any National-level Event;

4.3.2 To all participants of any National-level Event; and/or

4.3.3 To alleged incidents of harassment and abuse within our sport at the national level.

CHAPTER 2 ROLES & RESPONSIBILITIES

Article 5 WBSC Integrity Unit

5.1 The WBSC Integrity Unit (WBSC IU) shall implement the following preventive measures:

- 5.1.1 Update relevant rules and policies, based on feedback received from participants and external experts to comply with the IOC's standards.
- 5.1.2 Share educational materials and other information regarding harassment and abuse in sport to athletes and other participants including their respective entourages prior to, during and after the event, in particular explaining what may constitute harassment and abuse, and where athletes and other participants and their respective entourages may seek further information, advice and support.
- 5.1.3 Educate and appoint dedicated Safeguarding Officer for each WBSC Event.
- 5.1.4 Promote and organise various educational and promotional campaign in coordination with the WBSC Athletes' Commission.

5.2 The WBSC IU shall be responsible for the following investigation measures:

- 5.2.1 Coordinate with Safeguarding Officers to gather evidence and supporting document
- 5.2.2 Collect the final report from the Panel and share it with any parties involved in the case.
- 5.2.3 Receive any appeals from any Continental or National level cases and present to the Executive Board for their decision.

Article 6 Safeguarding Officer

6.1 The WBSC IU shall be responsible for ensuring that there will be a Safeguarding Officer nominated and available at each event. The Safeguarding Officer shall be responsible for:

- 6.1.1 Communicating with all participants at event including Local Organising Committee for the nomination of its role.
- 6.1.2 Responding and documenting all reports of harassment and abuse during the event (refer to Appendix 2 for the Official Reporting Form);
- 6.1.3 Determining whether the report should be resolved internally or further investigated, therefore the follow-up is required.
- 6.1.4 Recommending whether a case should be notified also to local medical/social service and/or local authorities (preferably where the incident happened), as appropriate and necessary pursuant to local law where the incident happened. For clarity, the local authorities are responsible for determining whether to conduct a criminal investigation in relation to an alleged incident.
- 6.1.5 Cooperation and liaising with appropriate bodies, including WBSC IU and external authorities, for the entire investigation process.
- 6.1.6 Providing support to any concerned persons.
- 6.1.7 Making sure to respect and maintain the confidentiality in compliance with the Article 12.

Article 7 WBSC Integrity Commission

7.1 In accordance with the WBSC Commissions By-Laws, the WBSC Integrity Commission is composed of members with majority of being external independent representatives.

7.2 When a matter, case or report of harassment and abuse (**Case**) has been received by the WBSC Integrity Commission, the chair of the Integrity Commission shall nominate up to three (3) members within the Integrity Commission Disciplinary Panel to form an independent ad hoc panel (**Panel**) to examine the case and make the final recommendation to the WBSC EB.

Article 8 Panel

8.1 Upon nomination, the Panel shall review the Case and all the evidence and relevant data provided by the WBSC IU and the Safeguarding Officer.

8.2 In case further information or evidence is required, the Panel shall request it from the WBSC IU.

8.3 The Panel must give an opportunity to the person against whom a Case has been brought to make a submission to the Panel in writing, orally or by virtual means (at the election of the Panel) and for that person to be heard in that person's defence.

8.4 The Panel shall make final recommendation for each Case based on the evidence and material and report back to the WBSC IU. The WBSC IU will then proceed to communicate the recommendation to the WBSC EB.

CHAPTER 3 REPORTING & PROCEDURES

Article 9 Reporting

9.1 Anyone may report an incident or potential case of harassment and abuse.

9.2 There are a number of reporting channels including to:

9.2.1 Safeguarding Officer onsite at events;

9.2.2 Any WBSC officials and/or staff at WBSC Events;

9.2.3 WBSC Hotline – safeguarding@wbsc.org;

9.2.4 [IOC's Integrity and Compliance Hotline](#)

9.2.5 Dedicated physical address below for anonymous reports;

World Baseball Softball Confederation (WBSC)
Avenue Général-Guisan 45, 1009 Pully, Switzerland
Attention to: Integrity Unit

9.2.6 Any other contact point identified by Continental Association (CA) or National Federation (NF) during their events; and

9.2.7 Local authorities.

9.3 Reports of harassment and abuse may be made in writing or verbally. The Safeguarding Officer or the WBSC IU shall ensure that such reports are documented—refer to Appendix 2 for the Reporting Form.

Article 10 Procedure

10.1 WBSC

10.1.1 Any reports received through WBSC Safeguarding Officer or WBSC IU shall be handled as per the flowchart under Appendix 1.

10.1.2 The appointed Panel will have sixty (60) calendar days after its appointment—unless additional time is justifiably needed, in which case the WBSC EB may extend this deadline upon request from the Panel—to complete the process and make the final recommendation to the WBSC EB.

10.2 Continental Association (CA) or National Federation (NF)

The procedure for handling the report received must be in accordance with what the CA or NF defines in its own procedure or flowchart.

10.3 Exception

If an alleged incident of harassment or abuse has occurred between persons belonging to the same NF Delegation, the incident shall be resolved by such NF. However, In the case of conflict of interest, the national-level case should be dealt by the respective CA, while for continental-level case shall be resolved by the WBSC IU.

Article 11 Appeal

11.1 In a case of national-level cases, the appeal can be lodged to the pertinent CA. If any of the parties does not agree with the decision of the CA, it may appeal to the WBSC EB. Further appeal can be then lodged to the Court of Arbitration for Sport (CAS) as final.

11.2 In a case of continental-level cases, the appeal can be lodged to the WBSC EB. If any of the parties does not agree with the decision of the WBSC EB, it may appeal to the CAS as final.

11.3 In a case of WBSC-level cases, if any of the parties does not agree with the decision of the WBSC EB, an appeal can be lodged to the CAS. No appeal may be made against the decision of the CAS.

11.4 The following procedures must apply to the appeal lodged to the WBSC EB:

11.4.1 The appellant must submit the Reporting Form (refer to Appendix 2) together with the decision and the supporting evidence for further appealing procedure within twenty-one (21) days of receipt of notice of the decision.

11.4.2 In accordance with the Disciplinary By-Laws, the WBSC EB may appoint a Panel depending on the level of the Case before making the final decision. In this circumstance, the Panel shall provide necessary findings and recommendation to the WBSC EB within due time set by the WBSC EB.

11.4.3 Any Member or individual that is involved in a dispute or has lodged an appeal to the WBSC EB shall receive official notification of the decision by email and/or registered letter preferably within thirty (30) days but up to sixty (60) days from the day the appeal has been lodged.

11.5 Any financial conditions for lodging appeals shall be in accordance with Article 12 of the Disciplinary By-Laws.

Article 12 Confidentiality

12.1 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 gathered during investigations and results of investigations ("Confidential Information") shall be regarded as confidential.

12.2 The WBSC or the pertinent body may disclose Confidential Information to appropriate persons or authorities if:

12.2.1 a failure to disclose such information may cause harm to someone;

12.2.2 such information relates to a potential criminal act that comes to the attention of the WBSC or the pertinent body; or

12.2.3 the involved parties agree on disclosing specific information to facilitate the investigation.

12.3 The decisions, in principle, include confidential information and shall be publicly disclosed by the WBSC or the pertinent body. When disclosing such decisions, the WBSC or the pertinent body shall:

12.3.1 not include any personal information of the victim without obtaining the victim's consent; and

12.3.2 make anonymous personal information of other concerned persons in certain cases, taking into consideration the privacy interests of such concerned persons.

12.4 All data collected through reporting and procedures shall be recorded and stored by the WBSC or the pertinent body and kept under this confidentiality Article.