

SAFEGUARDING IN SPORT POLICY

E-vote #26-81 (07/10/2026)

CMAS SAFEGUARDING IN SPORT POLICY

Protection from discrimination, harassment and abuse

for athletes and participants

1. Introduction

1.1 The CMAS Safeguarding in Sport Policy is a formal policy that sets out how a sports club, organisation, federation, or governing body will protect children, young people, and vulnerable participants from harm, abuse, neglect, bullying, harassment, exploitation, and inappropriate behaviour while participating in sporting activities.

1.2 Its purpose is to create a safe, positive, respectful and inclusive sporting environment and to clearly define the responsibilities of directors, coaches, officials, volunteers, employees, athletes and parents. This policy covers appropriate codes of conduct and professional boundaries; recruitment, vetting and training of coaches and volunteers; supervision of children and vulnerable participants; safe use of changing rooms, travel and overnight accommodation; photography, video and social media; anti-bullying and harassment; and procedures for responding to safeguarding concerns.

1.3 Any form of discrimination, harassment or abuse is completely incompatible with the values of sports and in particular with the spirit of CMAS. Within CMAS there is zero tolerance for discrimination, harassment or abuse (be it physical, mental, professional or sexual) – here refereed also as “Misconducts” –, irrespective of race or ethnic origin, culture, religion or belief, gender sexual orientation, language, age, political or other opinion, disability, socio-economic, or other status.

1.4 CMAS believes that all athletes, staff, volunteers, officials, clubs, National Federations, parents/guardians, and other participants have the right to participate and develop in sport, in a safe and inclusive manner.

2. Policy Statements

2.1 This document sets forth the CMAS Policy regarding discrimination, harassment and abuse in all its forms. All stakeholders are expected to endorse this Policy and the definitions of discrimination, harassment and abuse must be known by all the stakeholders, in particular by the athletes.

2.2 This Policy covers conduct during training sessions, competitions, camps, travels and social events connected to activities; online/digital communications linked to CMAS; in general, any contest under the aegis of CMAS.

3. Definitions

Discrimination: treating any person unfairly or differently based on protected characteristics, including, but not limited to, the following list: race/ethnicity, nationality, sex/gender, sexual orientation, gender identity, religion, disability, age or any other personal status.

Harassment: unwanted conduct – physical, verbal, non-verbal, or digital – that intimidates, humiliates, denigrates or creates a hostile environment.

Abuse: any intentional or negligent act or pattern of behaviour causing physical, emotional/psychological, sexual, or neglect-related harm. Abuse can include exploitation and coercion.

Sexual harassment: any unwelcome sexual attention. It refers to behaviour towards an individual or group that involves sexualized verbal, non-verbal or physical behaviour, whether intended or unintended, legal or illegal, that is based on an abuse of power and trust and that is considered by the victim or a bystander to be unwanted or coerced.

Sexual abuse: any unwelcome sexual conduct/attention. More precisely, by sexual abuse we mean to trick or coerce a person into a sexual relationship the person does not want or is not sufficiently mature to consent to.

4. Purpose of the CMAS Safeguarding Policy and the Core Principles

4.1 The CMAS Safeguarding Policy is formulated with the purpose of protecting the physical and psychological integrity of the athletes and of any other person related to CMAS community.

4.2 The Core Principles are:

a. Ensure everyone can participate in a safe, respectful and inclusive environment.
b. Prevent harm through education, clear boundaries and supervisions.
c. Respond promptly, fairly and confidentially to concerns.
d. Apply consistent disciplinary procedures.
e. Protect complainants and witnesses from retaliation.
f. Continuously improve safeguarding practices.

4.3 The affiliated National Federations and clubs are strongly recommended to replicate the actions condemning the harassment and sexual abuse. Any other existing association, even not affiliated, is expected to proceed in the same manner.

5. The CMAS Code of Conduct

5.1 All individuals associated to CMAS or engaged in activities related to it must follow the conduct outlined below:

a. Treat others with respect and dignity.
b. Respect boundaries and obtain consent where required (and never ignore withdrawal of consent).
c. Avoid abusive language, bullying, intimidation or humiliating conduct.
d. Use appropriate language and behaviour when communicating with athletes (especially minors).

e. Maintain professional boundaries in one-to-one interactions (particularly involving minors).
f. Report any safeguarding concerns immediately in accordance with Art. 7
g. Comply with all safeguarding training and procedures.

6. Inclusion, education and preventing discrimination

6.1 CMAS commit to:

a. Fair selection and participation practices based on objective criteria
b. Reasonable adjustments for disability and special needs where feasible;
c. Culturally sensitive communication and respectful coaching methods.
d. Develop a number of educational tools related to athlete safe sport.
e. Raise awareness and create an educational programme to be delivered at CMAS training camps and at championships (also available on the CMAS website).

7. Reporting concerns

7.1 Suspected harassment and abuse must be immediately reported to the general secretariat of CMAS, which will swiftly inform the competent CMAS Official thereof.

7.2 Complaints of discrimination are handled with the same seriousness as other safeguarding concerns.

a. Confidentiality and anonymity

7.3 CMAS ensures that it will act with impartiality, and any report/complaint will be treated confidentially. The personal data (name, date of birth, nationality) of the complaint will not be disclosed unless the complainant gives written consent or the disclosure is needed to avoid harm for any of the involved parties.

7.4 Confidentiality will also given to the accused until such time any investigation or hearing has been concluded. Confidentiality can be waivered in the instance that the accused may be a serious risk to individuals and groups. In this case, the local authorities will be informed and asked to intervene.

7.5 Reports/complaints received anonymously will require sufficient detail for CMAS to review.

b. Processing the complain

7.6 Once the report/complaint form is received, it will be forwarded to the CMAS Sport Prosecutor to conduct an investigation (the "CMAS Official"); should there be valid grounds to proceed, the matter will be referred to the judicial bodies of CMAS in accordance with the applicable disciplinary rules.

7.7 The CMAS Official may decide not to take further on a complaint if:

(i) in the opinion of the CMAS Official, the facts alleged in the complaint would be insufficient, to establish Misconduct under the CMAS Safeguarding Policy;

(ii) in the opinion of the CMAS Official, the investigation of the complaint would not advance the purpose of the CMAS Safeguarding in sport in the circumstances, either because of an impossibility to investigate the case due to significant delay between the alleged events and the time of the compliant or for any other reason; and

(iii) if the complaint is made anonymously and cannot be otherwise corroborated.

7.8 CMAS may, at any point before a matter is final, impose temporary measures. Generally, such temporary measures are implemented based on the severity of the allegations, the evidentiary support for the allegations, and/or the perceived risk to Participants.

8. Disciplinary procedure

8.1 CMAS will ensure impartial treatment of the case and the individuals involved respecting the confidentiality rules outlined. Each party will be treated with respect and equally during the discipline procedure.

8.2 CMAS will ensure procedural fairness in the case of an allegation, following the procedure of the Disciplinary Code.

8.3 The judicial bodies of CMAS can make a decision based on written submissions from all parties and/or a fair impartial hearing of those involved in the complaint.

8.4 The judicial bodies have the authority to impose sanctions as appropriate for the case in question.

8.5 Measures and sanctions, including monetary fines, must respect the principle of proportionality. The following factors should be taken into consideration when determining proportionality: a) nature and severity of the violations; b) the number of violations; c) any other relevant circumstances (e.g. when the abused or harassed person is a minor).

8.6 The judicial bodies will determine what details of the case are appropriate to disclose in any decision made.

9. Policy review and Governance

9.1 This Policy will be revied:

a. At least annually, and
b. Whenever there is a significant incident, legal/regulatory change or update to safeguarding standards.

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