

FIS Snow Safe Policy - Safe Sport for All

All athletes, staff and volunteers have the right to participate and develop in sport, in a safe and inclusive environment, free from all forms of discrimination, abuse, violence, neglect and exploitation. *This seems very obvious!*

Sports organisations and all those involved in sport should always promote best practice and be open to recognise and listen to concerns, putting athletes of all ages at the heart of the organisation.

The new FIS Snow Safe Policy (2018)

- sets out the FIS policies and provides guidance for developing best practice in caring for athletes and participants, and also defines the various forms of abuse;
- defines and separates areas of responsibility between **FIS** and **the NSAs**, the **Organisers of major FIS events** (FIS World Championships and FIS Junior World Championships), and **staff / volunteers** appointed by FIS;
- contains a commitment to the welfare of all involved, an in-competition policy, and guidance for the National Ski Associations;
- describes the ways in which we can develop national and international best practice to safeguard athletes of all ages from harassment and abuse (*non-accidental violence*).

The message is very simple – **SAFE SPORT FOR ALL**

What is Harassment and Abuse?

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. The forms of harassment and abuse are defined as:

- Psychological abuse
- Physical abuse
- Sexual harassment and abuse
- Neglect

The FIS Snow Safe Policy also describes the **impacts** of harassment and abuse on athletes and on sports organisations – these may be long-lasting and very serious.

Recognising the signs of abuse, and **reporting all concerns**, are key skills for all of us who are involved in sport.

Secure procedures and reporting lines must be set up to ensure that concerns are heard and investigated.

The aims of the FIS Snow Safe policy are to:

- promote good practice;
- provide athletes of all ages with appropriate safety and protection whilst involved in activities under the jurisdiction of FIS, National Associations and Organisers of FIS major events;
- to allow staff and volunteers to make informed and confident responses to specific safeguarding and athlete/child protection issues.

FIS has appointed a **Lead Welfare Officer**; contact details are included within the Snow Safe Policy.

National Ski Associations

FIS acknowledges the duty of care owed by National Ski Associations (“NSAs”) to protect, safeguard and promote the welfare of all athletes.

FIS therefore strongly encourages all NSAs to adopt the general principles of Safeguarding, defining their own Policies and Procedures, in accordance with their own national legal framework.

The FIS Snow Safe Policy has been **compiled with the input and oversight of international specialists** and therefore **conforms to general legal principles**. **FIS can provide support and guidance to NSAs** to set up policies for the prevention of harassment and abuse within their nations, as well as to Organisers of major FIS World Championships and Junior World Championships.

The kick-off workshop to support NSAs will be run at the FIS Technical Committee Meetings, in conjunction with the Youth & Children’s Seminar – on Wednesday 26th September, 2018. *All nations are strongly advised to send a representative to these workshops.*

Together, the **FIS Family** can work globally to create safer sport for all!

Oberhofen, May 2018