ISSF Regulations Safeguarding against Harassment and Abuse

1. PREAMBLE

The IOC Consensus Statement on Harassment and Abuse in Sport provides that it is incumbent upon all stakeholders to adopt, implement and monitor policies and procedures for safe sport which state that all athletes have a right to be treated with respect and protected from non-accidental violence and all forms of harassment and abuse.

Accordingly, and in furtherance of the principles of both the ISSF Integrity Code and General Regulations, to which all persons associated with ISSF are bound, and the European Convention on Human Rights; notably the respect for human dignity, the rejection of discrimination and the rejection of all forms of harassment and abuse, the ISSF Council has adopted the *ISSF Regulations Safeguarding Against Harassment and Abuse* (hereinafter "*Safeguarding Regulations")* pursuant to Article 7.3.1 of the ISSF Constitution.

These *Safeguarding Regulations* establish a clear set of rules that must be in place, notably in the context of an ISSF Event (as defined herein), in recognition of the importance of providing all ISSF athletes, members and competition officials with a field of play that is free from abuse and harassment both in and out of competition. As a result, in safeguarding incidents, in the event of conflict, the provisions in these *Safeguarding Regulations* shall take precedence over any other ISSF Rules or Regulations, including the ISSF Integrity Code.

It is incumbent upon all ISSF Member Federations and Continental Federations to adopt and implement rules, within their confederation or federation, or by way of their National Safe Sport Authority, that are in substantial conformity with these *Safeguarding Regulations*.

2. OBJECTIVE

2.1 The *Safeguarding Regulations* govern behaviour of all persons involved in any capacity at ISSF Events and all persons involved with shooting sport in any capacity outside competition periods.

2.2 The *Safeguarding Regulations* regulate and look to ensure in particular:

- that measures are taken to prohibit the exploitation of young athletes;
- that ISSF policies and procedures, safeguarding all athletes, members and competition officials from harassment or abuse, are respected and followed on and off the field of play;
- that athletes, other team members and competition officials have a way by which to safely participate in sport and to confidentially report or disclose instances of abuse and harassment and;
- that every individual affiliated with ISSF can compete, participate, attend, train or work in an environment where they are treated with respect and are safe from harassment and abuse.

2.3 The *Safeguarding Regulations* are thereby intended to regulate and help safeguard athletes, team members, competition officials and all individuals involved with ISSF from harassment and abuse in sport both during ISSF Events and outside of competition periods by outlining clear definitions of prohibited behaviour, the steps in reporting said behaviour, the investigative process and the possible disciplinary outcomes of these processes.

2.4 The protection of the physical, emotional and social wellbeing, safety, and rights of all Covered Persons is vital to the health and future of the ISSF. Pursuant to the legal validity conferred to it by the Executive Committee, any decision or action taken under these Regulations or by the Adjudicatory Body under the ISSF Integrity Code shall be binding on all Covered Persons, subject to rights of appeal outlined in the ISSF Integrity Code.

3. SCOPE

3.1 These *Safeguarding Regulations* apply non-exclusively to (altogether referred to herein as “Covered Persons”) and any other persons who agree in writing to be bound by these *Safeguarding Regulations*:

a) any athlete holding an ISSF ID (“ISSF athlete”);
b) any member of an ISSF Body or Committee and ISSF staff;
c) any member of an ISSF Member Federation Executive, or member of its Board, committees or its staff;
d) any ISSF Official (as defined in the Integrity Code), ISSF athlete coach, trainer, manager, medical or para-medical personnel or other similar associate of any ISSF athlete;
e) any ISSF Event Organiser personnel, such as a Director, Technical Delegate, Jury member, Judge, competition official, staff, volunteer (hereinafter referred to as “competition officials”), and

f) any ISSF related-activity staff member, employee or volunteer.

3.2 All Covered Persons shall always conduct themselves in an ethical and professional manner and shall be bound by and comply with these *Safeguarding Regulations* and the ISSF Integrity Code.

3.3 Complaints made under these *Safeguarding Regulations* may be made by or on behalf of athletes or any Covered Person or any individual involved in any activities of the ISSF. All Covered Persons shall be bound by these *Safeguarding Regulations* both during competition periods, from the moment unofficial or pre-event-training begins at the range until the departure of the last Covered Person from the range, as well as outside of competition periods, during any ISSF related activity (which includes but is not limited to for example, Coaches Courses, Judges Courses, Committee Meetings, Workshops, Member Federation activities, etc).

3.4 Covered Persons are required to be familiar with and must abide by these *Safeguarding Regulations* as a condition of participation in ISSF Events or ISSF related activities and any breach of these *Safeguarding Regulations*, as defined at Articles 4 and 5 of these *Safeguarding Regulations* shall result in appropriate investigative and disciplinary actions in accordance with Articles 7 and 8 of these *Safeguarding Regulations.*

3.5 These *Safeguarding Regulations* are not meant to supersede any national level disciplinary processes which may be in place in a relevant National Federation, National Olympic Committee or National Safe Sport organisation (together or independently referred to as the "National Safe Sport Authority"). However, where a Covered Person, and notably an ISSF athlete believes they or any other Covered Person have been subject to behaviour in breach of these *Safeguarding Regulations*, they may report it directly to the ISSF. Where a complaint is received concerning a Covered Person, the Integrity Officer and Safeguarding Investigations Officer will proceed with assessing the merits of the complaint in accordance with Article 7 of these *Safeguarding Regulations* and may:

a) choose to refer the matter back to the relevant National Safe Sport Authority if the Integrity Officer and Safeguarding Investigations Officer are confident that the matter may be appropriately dealt with at the national level;
b) choose to work with the relevant National Safe Sport Authority to address the complaint; or
c) retain jurisdiction over the Covered Person and chose to undertake its own investigation independently from the National Safe Sport Authority.

3.6 Where there is no official National Safe Sport Authority in a National Federation's country and the complaint has first been brought to the National Federation's attention by any Covered Person, if the National Federation has not adequately addressed the complaint in accordance with internationally recognized safeguarding processes and principles and/or basic procedural human rights and the complaint is then referred to the ISSF Safeguarding Officer, the ISSF shall retain jurisdiction to conduct its own investigation into the matter. Should the eventual finding be that a breach of these *Safeguarding Regulations* has occurred, with the knowledge and/or negligence to act of the relevant National Federation the Adjudicatory Body could ultimately seek from the relevant National Federation reimbursement of ISSF's costs as a possible disciplinary measure, in addition to any other disciplinary measures which might be applicable under the ISSF Integrity Code against any individual involved in the matter. Any such investigative and disciplinary process must respect Articles 7 and 8 of these *Safeguarding Regulations*.

4. DEFINITIONS

4.1 For the purposes of these *Safeguarding Regulations*, definitions are as follows:

4.1.1 **ISSF Integrity, Ethics and Safeguarding Unit:** The independent ISSF Integrity, Ethics and Safeguarding Unit established under the ISSF Constitution and comprised of the ISSF Integrity, Ethics and Safeguarding Council, the ISSF Integrity Officer, the Adjudicatory Body and the Investigatory Body.

4.1.2 **ISSF Integrity Officer:** The ISSF Integrity Officer is as defined in the ISSF Integrity Code.

4.1.3 **ISSF Safeguarding Officer:** The individual designated as the point of contact to receive in-competition safeguarding complaints.

4.1.4 **ISSF Safeguarding Investigations Officer:** The Individual who may be called upon to assist with the investigation and resolution of complaints received under these *Safeguarding Regulations*.

4.1.5 **ISSF Event:** Any Shooting event recognised by, and organised in accordance with, the ISSF Constitution, ISSF General Regulations, ISSF General Technical Rules, any other ISSF Rules and Regulations and/or regulations of ISSF Member Federations or affiliated entities.

4.1.6 **Investigatory Body:** The Investigatory Body of the ISSF Integrity, Ethics and Safeguarding Unit established in accordance with the ISSF Integrity Code tasked with investigating complaints filed under these *Safeguarding Regulations*; may also be the Investigatory Body under the ISSF Integrity Code.

4.1.7 **ISSF Integrity, Ethics and Safeguarding Council:** The oversight body of the ISSF Integrity, Ethics and Safeguarding Unit as defined in the ISSF Integrity Code.

4.1.8 **Adjudicatory Body:** The Adjudicatory Body of the ISSF Integrity, Ethics and Safeguarding Unit established in accordance with the ISSF Integrity Code tasked with resolving complaints referred to it by the ISSF Integrity, Ethics and Safeguarding Council pursuant to these *Safeguarding Regulations* and the ISSF Integrity Code.

4.1.9 **Claimant:** In Safeguarding matters, the Claimant is the Covered Person (or legal guardian in the event the Claimant(s) is a minor or incapacitated) who is alleged to have experienced conduct that constitutes a violation of the *Safeguarding Regulations* and decides to move forward with a claim under the *Safeguarding Regulations* and the Integrity Code.

4.1.10 **Complainant:** A Covered Person, whether a Claimant, Respondent, victim, witness or other, who files a complaint with the ISSF Integrity, Ethics and Safeguarding Unit through any available means alleging that a violation of the ISSF Integrity Code or other ISSF Rule or Regulation has been committed (may also be understood as a being a “reporting person”).

4.1.11 **Covered Person:** As defined above at Article 3.1. For the purposes of these *Safeguarding Regulations*, a Covered Person may be a Claimant or a Respondent, or an individual requested to cooperation with any investigation.

4.1.12 **Respondent:** The Respondent shall be the Covered Person subject to the filing, as described in the ISSF Integrity Code.

4.2 *Safeguarding Regulations* Offences: A *Safeguarding Regulations* Offence will be deemed to have occurred whenever it is concluded further to the investigative process described at Article 7 of these *Safeguarding Regulations* that a Covered Person has engaged in prohibited conduct as defined and outlined at Articles 4 and 5 of these *Safeguarding Regulations*.

4.3 Harassment & Abuse

Harassment and Abuse are generally defined as follows and may occur in these various forms, in combination or in isolation:

4.3.1 "Psychological abuse" means any unwelcome act including confinement, bullying, physical or social isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity and self-worth.

4.3.2 "Emotional misconduct" includes (without limitation) verbal acts, physical acts, acts that deny attention or support, criminal conduct or stalking, as described here below:

a) Verbal acts: Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.
b) Physical Acts: Repeated or severe physically aggressive behaviours, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.
c) Acts that Deny Attention or Support: Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Participant from participation.
d) Criminal Conduct: includes any act or conduct described as emotional abuse or misconduct under applicable national laws (e.g., child abuse, child neglect).
e) Stalking: occurs when a person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) fear for the safety of a third person, or (iii) to experience substantial emotional distress or discomfort.

4.3.3 "Physical Misconduct" means without limitation any emotional contact or non-contact behaviour that causes, or reasonably threatens to cause, physical harm to another person. Examples of physical misconduct may include, without limitation:

a) Contact violations: Punching, beating, biting, striking, strangling or slapping another; intentionally hitting another with objects, such as sporting equipment; encouraging or knowingly permitting an Athlete to return to play prematurely following a severe injury (e.g., a concussion) and without the clearance of a

medical professional. Attempting such acts or making threats to take such action.

b) Non-contact violations: Isolating a person in a confined space, such as locking an Athlete in a small space; forcing an Athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface); withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; providing alcohol to a person under the legal drinking age; providing illegal drugs or nonprescribed medications to another. Threatening with a firearm (loaded or unloaded).

c) Criminal Conduct: Physical Misconduct includes any act or conduct described as physical abuse or misconduct under applicable law (e.g., child abuse, child neglect, assault). Note that any such complaint will usually be referred to applicable authorities.

d) Exclusion: Physical Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance. For example, hitting, punching and kicking are well-regulated forms of contact in combat sports, but have no place in shooting-sport. Physical Misconduct also does not include conduct reasonably accepted as part of sport or conduct reasonably accepted as part of Participant's participation.

4.3.4 "Bullying" means without limitation repeated or severe behaviour(s) that are (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually. Bullying-like behaviours directed at adults may be addressed under other forms of misconduct, such as Hazing or Harassment. Examples of bullying behaviour may include, without limitation, repeated or severe:

a) Physical hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another person.

b) Verbal ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.

c) Social, including cyberbullying use of rumours or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.

d) Exclusion: Conduct may not rise to the level of bullying behaviour if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behaviour), or arising from a conflict or struggle between persons who perceive they have incompatible views or positions. Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

4.3.5 "Physical abuse" means without limitation 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.

4.3.6 "Sexual harassment" means without limitation 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.

4.3.7 "Sexual abuse" means without limitation any conduct of sexual nature, whether non-contact, contact or penetrative, where consent is coerced, manipulated or is not or cannot be given.

4.3.8 "Neglect" means without limitation the failure of a Covered Person with a duty of care towards the athlete or competition official to provide a minimum level of care to the athlete or competition official, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

4.3.9 "Harassment" means without limitation repeated or severe conduct that is one of those: (a) causes fear, humiliation or annoyance, (b) offends or degrades, (c) creates a hostile environment (as defined above), or (d) reflects discriminatory bias in an attempt to establish

dominance, superiority or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability; or (e) any act or conduct described as harassment under applicable federal or state laws. Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behaviour.

a) Conduct may not rise to the level of Harassment if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behaviour), or arising from conflict or struggle between persons who perceive they have incompatible views or positions. Harassment does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

b) Harassment and abuse can include a one-off incident or a series of incidents.

c) Harassment and abuse may be in person or online.

d) Harassment and abuse may be deliberate, unsolicited and coercive.

e) Harassment and abuse may result from an abuse of authority or control, meaning the improper use of a position of influence, power or authority.

5. PROHIBITED BEHAVIOURS

The following outlines, without limitation, prohibited behaviours that may, along with any actionable *Safeguarding Regulations* Offence as defined at Article 4, result in violations of the *Safeguarding Regulations* and the ISSF Integrity Code.

5.1 Harassment and abuse

As defined in Article 4 of these *Safeguarding Regulations*, Covered Persons shall not harass or abuse any other Covered person.

5.2 Unfair and/or Discriminatory Conduct

5.2.1 Covered Persons shall not engage in unfair or unethical conduct including any attempt to injure, disable or intentionally interfere with the preparation or competition of any athlete or the work or decision of any competition official.

5.2.2 Covered Persons shall not discriminate in the provision of services on the basis of race, ethnicity, gender, national origin, religion, age or sexual orientation.

5.3 Abuse of Authority; Abusive Conduct

5.3.1 Covered Persons shall not abuse their position of authority or control and shall not attempt to injure or compromise the psychological, physical or emotional wellbeing of any athlete or competition official.

5.3.2 Covered Persons shall not engage in abusive conduct, either physical or verbal, or threatening conduct or language directed toward any Covered Person, parent, spectator or member of the press/media.

5.3.3 Covered Persons shall not exploit any athlete relationship to further personal, political or business interests at the expense of the best interests of the athlete.

5.4 Sexual Conduct

To prevent sexual abuse and the negative consequences resulting from the imbalance of a dual relationship, sexual conduct of any kind between any athlete and his/her Athlete Support Team Members and/or Covered Persons is discouraged. In addition, the following conduct is specifically prohibited:

5.4.1 Covered Persons shall not make sexual advances towards or have any sexual contact with any athlete who is under 18 years of age or under the age of legal maturity in the jurisdiction where the conduct takes place or where the athlete resides, if such activity is an offence when carried out abroad.

5.4.2 Covered Persons shall not sexually abuse an athlete or Covered Person of any age. Sexual abuse is defined as the forcing of sexual activity by one person on another person (i) of diminished mental capacity; or (ii) using physical force, threats, coercion, intimidation or undue influence.

5.4.3 Covered Persons shall not engage in sexual harassment - for example, by making unwelcome advances, requests for sexual favours or other verbal or physical conduct of a sexual nature where such conduct may create an intimidating, hostile or offensive environment.

5.5 Criminal Conduct

Any Covered Person who has been convicted of or entered a plea of guilty or no contest to a criminal charge or formal accusation involving the following shall not be permitted to work in any capacity (including volunteer) for ISSF or at an ISSF Event:

a) An offence involving use, possession, distribution or intent to distribute illegal drugs or substances,

b) An offence involving sexual misconduct, harassment or abuse,

c) An offence involving child abuse, or

d) An offence that is a violation of any law specifically designed to protect minors.

6. REPORTING PROCESS

6.1 ISSF complaints made in the context of ISSF Events:

6.1.1 The ISSF Safeguarding Officer/Verbal complaints

a) ISSF will nominate a Safeguarding Officer for each ISSF Event at its discretion and clearly identify the ISSF Safeguarding Officer during the Technical Meeting at the beginning of the ISSF Event.

b) The ISSF Event Technical Delegate will be the ISSF Safeguarding Officer, unless otherwise designated by ISSF.

c) The ISSF Safeguarding Officer, present at all ISSF Events, will be responsible for following up on all reported incidents of Harassment and Abuse.

d) Any individual who believes that any Covered Person has failed to meet his or her obligations under these *Safeguarding Regulations* and/or wishes to report a case harassment or abuse and/or make a complaint with regards to a possible case of harassment or

abuse during an ISSF Event, should promptly verbally and confidentially direct this complaint to the designated ISSF Safeguarding Officer during the ISSF Event in question.

6.1.2 Any individual who wishes to file a complaint against a Covered Person during ISSF Events and does not want to direct it verbally to the ISSF Safeguarding Officer can file the complaint with the confidential ISSF Integrity, Ethics and Safeguarding Unit on its hotline www.integrityunit.com/issf, by email issf@integrityunit.com or by telephone at the number published on the ISSF's website; directly to the ISSF confidentially at safesport@issf-sports.org; or to the ISSF Athletes Committee at athletes@issf-sports.org (hereinafter "contacts").

6.2 Complaints outside competition periods

6.2.1 Any individual who believes that any Covered Person has failed to meet his or her obligations under these *Safeguarding Regulations* and/or wishes to report a case of harassment or abuse and/or make a complaint or guide the ISSF Integrity, Ethics and Safeguarding Unit with regards to a possible case of harassment or abuse outside competition periods should promptly and confidentially direct this complaint, guidance or charge directly to the ISSF Integrity, Ethics and Safeguarding Unit by way of any of the contacts.

6.2.2 Complaints, guidance or charges made under these *Safeguarding Regulations* can also be made verbally by way of the ISSF Safeguarding Officer during an ISSF Event even if the incident reported has not occurred during the ISSF Event in question so long as the impugned behaviour has occurred in the course of any activities convened under ISSF jurisdiction as non-exhaustively defined at Article 3.2 of these *Safeguarding Regulations*.

6.2.3 Complaints can also be filed with the ISSF Athletes Committee to whom athletes can always convey any specific concerns. Covered Persons can either communicate directly with any Athletes Committee member or send an email to athletes@issf-sports.org.

6.3 Complaints during Olympic Games

6.3.1 For complaints that are specific to harassment and abuse occurring during the Olympic Games, athletes can approach the designated ISSF Safeguarding Officer or IOC Safeguarding Officer who will be

present at the Olympic Village throughout the Games time period. Athletes can also approach members of the IOC Athletes Commission or the IOC Medical and Scientific Commission.

6.3.2 In addition to the reporting channels outlined above at Article 6.2, for complaints during IOC supervised events like the Youth Olympic Games or involving officials affiliated with the IOC, athletes can make use of the IOC Integrity and Compliance Hotline available at https://ioc.integrityline.org/.

6.3.3 All complaints made to individuals or bodies affiliated to the IOC are analysed by the Ethics and Compliance Office and referred to the IOC Ethics Commission wherever applicable. The procedures are based on the IOC Integrity Code which can be referred to on the IOC and relevant Olympics website.

6.3.4 Should a Covered Person not file a complaint during the Olympic Games time period, it does not preclude them from doing so with the ISSF after the Games time period in accordance with Articles 6.1 and 6.2 of these *Safeguarding Regulations*.

7. INVESTIGATIVE PROCESS

7.1 Initial assessment:

7.1.1 Once a complaint is received by the ISSF Safeguarding Officer, or the ISSF Integrity, Ethics and Safeguarding Unit, or the Athletes Committee, the role of the individual receiving the complaint is to inform the Integrity Officer and initiate a prompt evaluation of the impugned action, to take any necessary conservatory measures to ensure the safety of Covered Persons where appropriate, to assist in a prompt resolution of the complaint when possible and/or to refer the matter to an impartial Safeguarding Investigations Officer.

7.1.2 A complaint can be settled at any stage in the investigative process.

7.1.3 Should it be determined, further to the initial assessment, that the matter is outside the jurisdiction of the ISSF, the Secretary General will promptly refer the matter to the appropriate authorities or entities.

7.2 Investigations during competition periods

7.2.1 Further to directly receiving a verbal complaint, or by confidential ISSF email or via the Athletes Committee, during or in the context

of an ISSF Event, the ISSF Safeguarding Officer will be so informed and shall be responsible for promptly and confidentially following up on the matter with the assistance of the ISSF Integrity, Ethics and Safeguarding Unit and the Safeguarding Investigations Officer, if needed.

7.2.2 The ISSF Safeguarding Officer and/or Safeguarding Investigations Officer shall promptly conduct a preliminary inquiry into the factual elements of any complaint it receives to determine if there has been an apparent breach of these *Safeguarding Regulations.* This inquiry will include (at a minimum) speaking with the Claimant, the person against whom the complaint is being made and any possible witness(es).

7.2.3. Should the matter be able to be quickly resolved to all the parties' satisfaction, the ISSF Safeguarding Officer shall be authorized to do so on behalf of the ISSF Integrity, Ethics and Safeguarding Unit with the assistance of the Safeguarding Investigations Officer if needed.

7.2.4 Should the ISSF Safeguarding Officer deem it necessary they will consult with athlete psychologists and medical teams as required.

7.2.5 Should it be determined that the matter needs to be remitted to local authorities, in cases involving sexual abuse or assault or criminal behaviour for example, the ISSF Safeguarding Officer shall refer the matter to the ISSF Integrity, Ethics and Safeguarding Council who will be entrusted with following up on this task with the assistance of the ISSF.

7.2.6 Should it be determined, in urgent and serious situations, that conservatory measures need to be taken to safeguard a Covered Person (such as expelling an offender from a Championship venue), such measures will be taken by the Safeguarding Officer or Integrity Officer or by any individual delegated to do so under the official authority of the ISSF Integrity, Safeguarding and Ethics Council who will be entrusted with promptly proceeding with the matter after such conservatory measures have been imposed. Not following the usual disciplinary process in such an instance would be justified under applicable Human Rights legislation because the duty to protect outweighs the duty of procedural fairness owed to a possible dangerous offender.

7.2.7 Any action taken under Article 7.2 of these *Safeguarding Regulations* shall be documented.

7.3 Additional assistance

7.3.1 Should a matter reported in competition or in the context of an ISSF Event prove too complex for the ISSF Safeguarding Officer, or should the ISSF Safeguarding Officer determine that they may not act impartially or without bias in a complaint, an impartial and unbiased professional (hereinafter Safeguarding Investigations Officer) appointed by the ISSF Integrity, Ethics and Safeguarding Council will then be promptly called upon to assist the ISSF Safeguarding Officer in completing the preliminary inquiry and to:

a) Review and determine the facts of the complaint in an expedited, thorough and unbiased manner and decide whether it is necessary to conduct a more extensive investigation in accordance with the investigative process outlined at Article 7.5 of these *Safeguarding Regulations*. If the preliminary inquiry outlined at Article 7.2.2 of these *Safeguarding Regulations* has not already been completed by the ISSF Safeguarding Officer, the Safeguarding Investigations Officer shall promptly do so.

b) Review and determine if any immediate conservatory measures need to be taken to safeguard the Covered Person in question, such as removing an individual from the field of play, the range or the competition in general.

c) In the case of a report involving a Minor as the alleged victim or third-party witness of Harassment and Abuse, the parents or legal guardian of the Minor should be informed, providing that doing so is not considered to represent a risk for such Minor's safety or wellbeing.

d) In the case that informing the parents or legal guardian as per Section 7.3.1 iii is considered to represent a risk for the Minor's safety or wellbeing, another person attending the ISSF Event within the same delegation as the Minor in an official capacity, preferably in a medical or legal capacity, must be informed, providing that doing so is not considered to represent a risk for the Minor's safety or wellbeing.

e) In urgent and serious situations, should the ISSF Integrity Officer or Safeguarding Investigations Officer determine that conservatory measures need to be taken to ensure the safety of a Covered Person, the ISSF Safeguarding Officer will be directed to take such measures under the official authority of the ISSF Integrity, Ethics and Safeguarding Council who will then be entrusted to promptly follow up with proceeding with the matter once the conservatory measures have been imposed.

Not following the usual disciplinary process in such an instance would be justified under applicable human rights legislation because the duty to protect outweighs the duty of procedural fairness owed to a possible offender.

f) The Safeguarding Investigations Officer or ISSF Integrity Officer shall also be responsible for consulting with psychologists and medical teams as required.

7.3.2 Any determination made under Article 7.3.1 of these *Safeguarding Regulations* shall be documented and moved forward with the assistance and cooperation of the ISSF.

7.3.3 Once the additional assistance has been provided by the Safeguarding Investigations Officer and any determinations or preliminary conservatory measures have been taken, the matter will proceed in accordance with Article 7.4 of these *Safeguarding Regulations*. On agreement of all parties, for the sake of consistency and confidentiality, the Safeguarding Investigations Officer shall proceed with the more formal investigation and thereby take on the role of the Investigatory Body as outlined in Article 7.4 of these *Safeguarding Regulations* and Article 19 of the ISSF Integrity Code.

7.4 Investigatory Body

7.4.1 When, after completing the preliminary process for complaints reported outside competition, it appears on a balance of probabilities that a *Safeguarding Regulations* Offence has been committed, the ISSF Integrity, Ethics and Safeguarding Council will proceed in referring the matter to an independent and impartial Investigatory Body (which may be the Safeguarding Investigations Officer) for a more thorough investigation to be conducted pursuant to Article 7.4 of these *Safeguarding Regulations*.

7.4.2 For complex complaints brought forth during ISSF Event periods, or for all complaints brought outside competition periods, the ISSF and/or the ISSF Safeguarding Officer or the ISSF Integrity Ethics and Safeguarding Unit will summon a third-party (Investigatory Body) to conduct a more extensive investigation into the complaint on the ISSF Integrity, Ethics and Safeguarding Unit's behalf should the Safeguarding Investigations Officer not have assumed this role. The Claimant and person against whom the conservatory measures have been taken will be notified of this process and advised of the steps involved as well as their rights and responsibilities.

7.4.3 Should any actions or conservatory measures have been taken under Articles 7.2.5 or 7.3.1 of these *Safeguarding Regulations* on the authority of the ISSF, an Investigatory Body shall promptly be appointed to undertake an investigation into the possible *Safeguarding Regulations* Offence. The Claimant and person against whom the conservatory measures have been taken will be notified of this process and advised of the steps involved as well as their rights and responsibilities.

7.4.4 The Investigatory Body will make a written demand for individuals directly involved in the complaint to provide information or evidence or cooperate with the investigation in any way that will assist the Investigatory Body in its determination as to whether a *Safeguarding Regulations* Offence has been committed. This will include at minimum but not be limited to making a written demand or speaking with the Claimant, the person against whom the complaint has been made and any relevant witness.

7.4.5 An adverse inference may be drawn when any individual directly involved in the complaint refuses to cooperate with the process. Where needed the ISSF Integrity, Ethics and Safeguarding Council, on behalf of the Investigatory Body, may make a final request for an individual to cooperate.

7.4.6 The Investigatory Body or the ISSF Integrity, Ethics and Safeguarding Council on behalf of the Investigatory Body, may make a written demand to additional Covered Persons to provide the Investigatory Body any information or evidence that may lead to the discovery of additional evidence relating to a possible *Safeguarding Regulations* Offence, including (without limitation) requiring the Covered Person to attend an in person or telephone interview and/or to provide a written statement setting forth his/her knowledge of the relevant facts and circumstances.

7.4.7 All Covered Persons must cooperate fully with such investigations. When requested to furnish information or evidence by the Investigatory Body, they shall be required to do so within seven (7) business days of the request failing which they will be deemed to have breached the ISSF Integrity Code. This will render the Covered Person subject to discipline under the ISSF Integrity Code.

7.4.8 The Claimant and the person(s) against whom the complaint has been made shall be notified of all relevant steps and accusations brought against them as required in this Article 7 of these *Safeguarding Regulations* and the ISSF Integrity Code.

7.4.9 Pursuant to the ISSF Integrity Code, the person against whom the complaint has been made shall be granted procedural rights and given the opportunity to be heard and defend the charge of committing an alleged *Safeguarding Regulations* Offence prior to an Investigative Report being issued and the matter being remitted to the Adjudicatory Body.

7.4.10 Further to completing the investigation, the Investigatory Body shall provide the ISSF with a written report documenting and outlining its findings on a preponderance of the evidence.

7.4.11 Investigative Reports are treated as confidential. There are, however, limits to confidentiality. The ISSF will make reasonable efforts to protect the privacy of individuals involved in the administration of Investigative Reports, while balancing the need to gather information to assess and/or investigate a complaint and to implement the Safeguarding Rules and Integrity Code in a manner that is procedurally fair.

7.4.12 To assist with the adjudication of the matter and reduce duplication of witness testimony, the Investigatory Body's findings shall be considered findings of fact. The Investigative Body's Report shall automatically become part of the case file, so long as any confidential sections are redacted to the Investigatory Body's satisfaction (in order among others to protect the identity or at-risk-witnesses), prior to being shared with the parties in the event the matter proceeds to adjudication.

7.5 Disciplinary action & sanctions

7.5.1 A decision of the ISSF Integrity, Ethics and Safeguarding Council or Adjudicatory Body to impose urgent preliminary measures during an ISSF Event cannot be appealed. Not following the usual disciplinary process in such an instance is justified under applicable Human Rights legislation because the duty to protect outweighs the duty of procedural fairness owed to a possible offender.

7.5.2 When, after completing its investigative process under Article 7 of these *Safeguarding Regulations* and Article 19 of the ISSF Integrity Code the Investigatory Body concludes on a balance of probabilities that a *Safeguarding Regulations* Offence has been committed, it shall so inform the ISSF Integrity, Ethics and Safeguarding Council by way of a detailed confidential investigative report which may include non-binding recommendations.

7.5.3 The ISSF Integrity, Ethics and Safeguarding Council will consider the contents of the Investigative Report (as findings of fact), the

Investigative Body's non-binding recommendations and the scope of application of the ISSF Integrity Code.

7.5.3.1 Based upon the same, the ISSF Integrity, Ethics and Safeguarding Council shall, by written confidential and official correspondence that shall be sent by the Integrity Officer, offer to the Respondent an option to accept Proposed Consequences in a full and final resolution of the matter in lieu of proceeding to a hearing.

7.5.3.2 Prior to offering Proposed Consequences to the Respondent, the Integrity, Ethics and Safeguarding Council shall contact the Claimant and inform them of the anticipated Proposed Consequences so that the Claimant may consent to the consequences being proposed and also waive their right to a hearing and/or to appeal the Decision (imposing the Proposed Consequences on the Respondent).

7.5.4 The resolution or adjudication processes shall generally follow Article 19-25 of the ISSF Integrity Code.

7.5.5 When, after completing the investigative process under Article 7.4 of these *Safeguarding Regulations* the Investigatory Body is not satisfied on a balance of probabilities that a *Safeguarding Regulations* Offence has occurred, it shall so inform the ISSF Integrity, Safeguarding and Ethics Council by way of a confidential Investigative Report and may still make non-binding recommendations to the ISSF Integrity, Safeguarding and Ethics Council along with its general findings. The Integrity, Ethics and Safeguarding Council may then refer the matter to the Adjudicatory Body to assist with the final resolution of the matter. All parties will be informed of the outcome.

7.5.6 If the Adjudicatory Body deems that the matter should be referred to local police authorities, it shall refer the matter to Integrity, Ethics and Safeguarding Council who along with the Secretary General will be entrusted with following up with this task.

8. NATURE OF COMPLAINTS

8.1 All complaints brought forward in good faith under these *Safeguarding Regulations* will be carefully considered by the ISSF Integrity, Ethics and Safeguarding Unit without retaliation or censure.

8.2 Retaliation is any adverse action or threat to take any adverse action against any person related to allegations of Prohibited Conduct. Adverse actions include, but are not limited to threatening, intimidating, harassing, coercing, or any other action or conduct with the potential effect of dissuading any reasonable person from reporting prohibited conduct or engaging in activity related to the reporting or investigative processes or punishing them for having done so.

8.3 All inquiries and investigations undertaken further to a complaint being filed shall be unbiased and impartial and any conclusions or actions taken under the *Safeguarding Regulations* shall be made without retaliation or censure.

8.4 It would be a serious violation of these *Safeguarding Regulations* and the ISSF Integrity Code for a Covered Person to harass or retaliate against any person who is participating or has participated in an investigative process conducted under Article 7 of these *Safeguarding Regulations*, including any retaliation against an individual who reports an allegation or participates in related proceedings (e.g. a witness). All parties to an investigative process and Covered Persons must refrain from engaging in behaviour or prompting or permitting someone else to engage in such behaviour that could constitute retaliation. Any such behaviour, when established on a balance of probabilities, would be subject to disciplinary action under the ISSF Integrity Code and may also be subject to applicable national penalties.

8.5 A Covered Person who fails to report actual or reasonably suspected Sexual Misconduct or Child Abuse to the ISSF or their National Safe Sport Authority, and (when appropriate) to law enforcement, may be subject to disciplinary action under the ISSF Integrity Code and may also be subject to applicable national penalties.

8.6 Where further to the investigative process outlined at Article 7, it is established on a balance of probabilities that the complaint brought against a Covered Person under the *Safeguarding Regulations* is knowingly false, frivolous, vexatious or malicious, the Investigatory Body will swiftly remit the matter to the ISSF Integrity, Safeguarding and Ethics Council who will refer the matter to the Adjudicatory Body for adjudication and discipline pursuant to the applicable disciplinary procedures.

9. TIME LIMIT TO FILE A COMPLAINT

9.1 A complaint filed under these *Safeguarding Regulations,* especially where a Covered Person's safety is at risk, should always be filed as soon as practicable.

9.2 A complaint filed under these *Safeguarding Regulations* should be filed with the ISSF within twenty-four months of the last event of alleged incident leading to the complaint unless there are extenuating circumstances which would allow the Investigatory Body to proceed with the investigative process at its own discretion. The information provided must be as precise and concise as possible. This Article does not preclude the Complainant to file a report with another entity or legal jurisdiction.

9.3 Allegations can go back further in time to describe incidents or events if the Complainant can demonstrate that they are related to the last event of alleged harassment that led to the complaint. This is especially necessary in cases where the Complainant intends to demonstrate a pattern of events or prohibited behaviour.

10. FINDINGS AND DISCIPLINE

10.1 The Adjudicatory Body has the discretion to impose sanctions on the Covered Person if it finds, based on a preponderance of the evidence, that any violations of the *Safeguarding Regulations* and/or ISSF Integrity Code occurred.

10.2 Any sanctions imposed by the Adjudicatory Body pursuant to Article 24 of the ISSF Integrity Code must be proportionate and reasonable, relative to the findings and conclusions of the Adjudicatory Body as to what has occurred. The decision regarding the appropriate disciplinary action shall be up to Adjudicatory Body and imposed in accordance with the ISSF Integrity Code. Bespoke sanctions and discipline may be offered by the Adjudicatory Body upon on a case-by-case basis as warranted if reasonable and proportional to the violation.

10.3 In addition to Article 24 of the ISSF Integrity Code, in imposing any potential discipline with regards to Safeguarding, the Adjudicatory Body shall consider without limitation:

a) The legitimate interest of ISSF and the relevant ISSF Member Federation in providing a safe environment for its participants;
b) The seriousness of the offense or act and impact on the victim;
c) The age of the accused individual and alleged victim when the offense or act occurred;
d) Any information produced by the accused individual, or produced on behalf of the individual, in regard to the individual's rehabilitation and good conduct;
e) The effect on the reputation of ISSF and the ISSF Member Federation;
f) Whether the accused individual poses an ongoing concern for the safety of participants in ISSF related activities; and

g) Any other information which, in the determination of the Adjudicatory Body, is appropriate for or relevant to the proper administration of justice.

11. CONFIDENTIALITY

11.1 All procedures arising from the application of these *Safeguarding Regulations* shall respect all applicable privacy legislation, notably with respect to minors and human rights.

11.2 All procedures and investigations undertaken under these *Safeguarding Regulations* will be always kept confidential in complete respect for all the privacy rights of the Covered Person and in accordance with all applicable privacy legislation, unless ISSF is required by law to disclose information relating to a specific case.

11.3 All information pertaining to an alleged incident of Harassment and Abuse, all matters and information of the Covered Persons and all information gathered during investigations and results of investigations shall be regarded as confidential and managed in accordance with all applicable laws. Decisions may be published in accordance with the ISSF Integrity Code.

11.4 Notwithstanding Article 11.2 of these *Safeguarding Regulations*, confidential information related to Minors will never be publicly disclosed.

11.5 All Covered Persons who are asked to take part in an investigation or disciplinary process under Article 7 of these *Safeguarding Regulations* agree to respect and be bound by all applicable privacy and human rights legislation.