



compass

CHILD SAFEGUARDING POLICY

ANNEX I. TO THE COMPASS CODE OF ETHICS

ANNEX II. TO TALENT SUPPORT AGREEMENT

I. PREAMBLE

In 2007 the IOC adopted a consensus statement on "Sexual Harassment and Abuse in Sport" which defines the problems, identifies the risk factors and provides guidelines for prevention and resolution.

In 2019 the International Table Tennis Federation also adopted a policy which outlined a framework for safeguarding underaged athletes.

Compass wishes to follow these great examples by implementing a policy within its reach in order to protect the most vulnerable from abuse and harassment.

Moreover, compass aims with this document and policy to underline its commitment to fight against any kind of violence or abuse of any shape or form, moreover, compass wishes to serve the sport of table tennis by promoting and highlighting the importance of such measurements, frameworks, policies and their education globally.

II. PURPOSE

In line with the aforementioned documents, this policy has been established to ensure that table tennis remains a safe and enjoyable sport for Talents/children when participating in compass' activity and/or compass event.

It is formulated with the purpose of protecting the physical and psychological integrity of the athletes and of any other person related to the compass' community.

Compass wishes to be a leading example by forming a safe sport environment, where the actions of all Parties involved are properly regulated and bound by the highest ethical and moral standards.

Compass strongly condemns harassment and abuse in all forms at any time and is committed to preventing this conduct by acting diligently to avoid its occurrence, and inappropriate situations that may give rise to their happening.

The protection of young athletes is one of the most important objectives of compass and the application of this Policy is the most effective way to achieve this goal.

This Policy is to be interpreted and applied by reference to their core aim of ensuring the welfare of the Talents.



III. DEFINITIONS OF PROHIBITED CONDUCTS

Compass adopts The IOC Consensus Statement 2008 (the consensus statement): harassment and abuse (non-accidental violence) in sport and prohibits all concerning acts as follows.

The most relevant definitions are listed in the present Policy below:

Bullying: Bullying (or cyberbullying if conducted online) is unwanted, repeated and intentional, aggressive behaviour, usually among peers, and can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone.

Child and adolescent: Every human being below the age of 18 years unless, under the law applicable to the child, majority is attained earlier. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10–18 years of age.

Hazing: An organised, usually team-based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members.

Homophobia: Antipathy, contempt, prejudice, aversion or hatred towards lesbian, gay or bisexual individuals/ LGBTI Community.

Neglect: The failure of parents or care givers to meet a child's physical and emotional needs or failure to protect a child from exposure to danger. This definition equally applies to coaches and athlete entourages.

Negligence: Acts of omission regarding athlete safety. For example, depriving an athlete of food/or drink; insufficient rest and recovery; failure to provide a safe physical training environment; or developmental age-inappropriate or physique-inappropriate training methods.

Physical abuse: Non-accidental trauma or physical injury caused by punching, beating, kicking, biting, burning or otherwise harming an athlete in a physical manor. This could include forced or mandated inappropriate physical activity (i.e.: age-inappropriate or physique-inappropriate training loads; when injured or in pain); forced alcohol consumption; or systematic doping practices.

Psychological abuse: A pattern of deliberate, prolonged, repeated non-contact behaviours within a power differentiated relationship. This form of abuse is at the core of all other forms. Some definitions refer to emotional or psychological abuse interchangeably. In this document, we refer to psychological abuse in recognition that the psyche consists of more than emotions. It also consists of cognitions, values and beliefs about oneself, and the world. The behaviours that constitute psychological abuse target a person's inner life in all its profound scope.

Safe sport: An athletic environment that is respectful, equitable and free from all forms of non-accidental violence to athletes.

Sexual abuse: Any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.

Sexual harassment: Any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.

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 or 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. The IOC Consensus Statement 2008, considers that harassment and abuse are on a continuum; and therefore, should not be separated.

All participants are susceptible to being a target of the various forms of harassment and abuse.

All forms of harassment and abuse constitute a violation of the compass Code of Ethics and the International Olympic Committee (IOC) Code of Ethics.

No Parties may

- (i) engage, or attempt or threaten to engage, in conduct that directly or indirectly harms the physical and/or mental welfare and/or safety of one or more of the other Parties especially the Talents, and/or
- (ii) pose a risk of harm to the physical and/or mental welfare and/or safety of one or more Talents or Parties.

IV. APPLICATION OF THE COMPASS CODE OF ETHICS

The compass Child Safeguarding Policy serves as an Annex I to the compass Code of Ethics and as Annex II. to the Talent Support Agreement.

The provisions of the Code shall be considered to govern and apply in their entirety unless otherwise specifically provided in this policy.

In case of any discrepancy between the provisions of the present Policy and the Code, the provisions contained herein shall prevail.

The scope of application is identical to the Code of Ethics keeping in mind that the immediate beneficiaries of this Policy are the persons under the age of 18.

V. REPORTING



- i. All possible incidents of Harassment or Abuse should be reported as soon as possible;
- ii. If the directly affected individual is under 18 years of age there is a duty to report;
- iii. If the directly affected individual is 18 years or over, their consent should be obtained to pass on information, however in some cases information may still be passed on, for example, if they are at risk of imminent harm or if not acting may harm someone else, or if there is a concern that a criminal act may have taken place.

Parties must report immediately all suspected harassment and abuse to the e-mail as follows: integrity@compass-tt.eu.

Reports/complaints can be anonym but will require sufficient detail for the Compliance Officer to review.

The Compliance officer will require all the necessary data and information taking into consideration the sensitive nature of each case.

The Officer will investigate within its capabilities any cases that are brought to its attention and take appropriate steps to safeguard the individuals at risk.

VI. COMPASS SPECIAL REGULATIONS FOR TRAINING CAMPS

1. SCOPE OF APPLICATION

It applies to all persons present at compass training camps or events who falls under the scope of the Code of Ethics.

The rules of the Code of Ethics and compass Child Safeguarding Policy are applicable and shall be followed by all stakeholders in compass training camps.

2. ACCOMPANYING PERSON FOR MINORS

Talents will be permitted to participate in compass training camps only in case

- a. they are accompanied by their parent(s) or by their relatives who has the parent's written permission (accompanying person)
- b. they are accompanied by coach or entourage member who has the parent's written permission (accompanying person).
- c. they have the written permission of their parent to attend on their own.

In case of a) and b) the aforementioned person is responsible for the wellbeing of the Talent throughout the entire period of the training camp, including the travel.

3. TRAVEL RULES FOR MINORS

Talents shall be supervised by the accompanying adults as defined in Section VI. point 2 a) and b) or shall have a written permission of their parents to travel on their own.

4. INSURANCE



All participants must secure and maintain in force and in effect appropriate general liability insurance during the term of the training camp which covers also his/her travel and stay at compass training camps.

Participants have full responsibility for any and all expenses, including medical expenses that may derive from injuries or sickness.

Compass employees' insurance are governed by the internal regulations applicable pursuant to the relevant contracts.

5. ACCOMODATION ARRANGEMENTS

Personal coaches must not share a room with the Talent unless the coach is also their parent or relative or have a written permission from the Talent's parent and the Talent her/himself to share the same room.

It is compass' responsibility to provide appropriate and safe sleeping arrangements for the Talents. This includes.

- an appropriate number of child athletes within one hotel room.
- No room sharing between females and males.
- En-suite bathrooms preferred.
- One single bed for each participant.
- Rooms are not accessible for public.
- Clean, safe rooms.

6. CAMP RULES

Strict curfew must be observed by the parent/accompanying person.

All participants shall comply with the rules of the facility.

Participants must communicate to compass all dietary restrictions (if any) in advance.

In case the Talent has any allergies/medical conditions (current or past injuries) it shall be properly communicated in advance.

Only healthy athletes/persons are allowed to participate at compass training camps.

Each participant is responsible for keeping the dorm room clean, in order, and free from damage. Participants will be responsible for any damage to the room.

Participants are expected to respect the rights and property of others. Loud noise and similar intrusive behaviour are prohibited.

7. TRAINING RULES

Appropriate male and female changing rooms and shower must be provided to Talents.

Talents of different genders are expected to share a training hall and to cooperate with each other during training.

One-on-one training with the Talent is a general practice during the compass training camp.



In case the Parent/Accompanying has concerns regarding the aforementioned training form, she/he may ask for the athlete's representative designated by compass, to be present during the training.

It is the obligation of the Talent's entourage to keep an appropriate distance from the professional work done by the compass' Expert Team to ensure that experts can provide the best of their knowledge without unnecessary interference to help the Talent's growth in table-tennis.

8. SEXUAL MISCONDUCT

Under no circumstances is any form of 'sexual behaviour' to occur between, with, or in the presence of, the Child Athlete. Engaging in sexual behaviour while participating in compass activities is prohibited even if the Child Athlete involved may be above the legal age of consent.

'Sexual behaviour' needs to be interpreted widely, to encompass the entire range of actions that would reasonably be considered to be sexual in nature, including but not limited to:

- 'contact behaviour', such as sexual intercourse, kissing, fondling, sexual penetration or exploiting a child through prostitution.
- 'non-contact behaviour', such as flirting, sexual innuendo, inappropriate text messaging, inappropriate photography or exposure to pornography or nudity.

9. MODIFICATION OF THE POLICY

In order to comply with the latest standards, the present policy will be modified from time to time. Compass will notify you regarding the modifications, but it is all Parties responsibility to adhere to such amendments.