



Safeguarding Athletes from Non-accidental Harm and Abuse in Sport

National Youth Sports Institute

In this document, the words “Institute”, “NYSI”, “we” and “us” refer to the National Youth Sports Institute. It is co-located with the Singapore Sports School (SSP) at 1, Champions Way, Singapore 737913, and 1 Stadium Walk, Singapore 397688.

Background

In view of the International Olympic Council (IOC) initiatives to establish prevention of harassment and abuse in sport (PHAS), NYSI is committed to safeguarding all youth athletes (hereby referred to as vulnerable parties) that we come into contact with during the course of our work, and exercise the duty of care for their welfare, holistic development and safety.

We believe that the vulnerable parties have an equal right to protection from abuse, regardless of their age, race, religion, ability, gender, language, background or sexual identity and consider the welfare of the vulnerable parties to be paramount.

All staff, hired vendors, associates, volunteers and anyone working on behalf of NYSI shall adhere to a number of ethical standards during all NYSI support, events and activities, including not tolerating any practice constituting any form of physical or mental injury. All forms of harassment including physical, mental, professional or sexual are prohibited. Behaviour that is humiliating, intimidating or insulting will not be tolerated.

Purpose

NYSI considers that every individual is entitled to live and work in an environment that is free from embarrassment, discomfort, intimidation or humiliation arising from acts of non-accidental violence and abuse, including those perpetrated knowingly and deliberately (acts of commission) or negligently (acts of omission), that undermine both the mental and physical health of the individual and the integrity of sport. In particular, NYSI recognises the right of athletes and all other members of NYSI to enjoy a safe and supportive sport environment.

The staff of NYSI will undertake every reasonable step to ensure that the vulnerable parties are protected, where our staff and associates are involved in the delivery of our work. All suspicions and allegations of abuse will be taken seriously and responded to in a swift and appropriate manner.

This document is reviewed periodically to align to the latest trends and developments in the Sports Safety and Child Protection landscape.

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Policy Context

This policy applies to all youth athletes whom NYSI support, all individuals who are subject to the SSP Code of Conduct, all hired vendors, associates, volunteers and anyone working on behalf of NYSI.

Based on recommendations by the IOC, NYSI adopts the IOC initiatives on the prevention of harassment and abuse in sport (PHAS).

NYSI calls upon its staff, all individuals involved in leadership, all officials and all athletes associated with NYSI to exemplify equitable, respectful and ethical leadership, to observe and respect the cultural differences and promote the rights, the well-being and protection of all individuals at all levels.

Non-accidental harms and abuse are a breach of the SSP Code of Conduct and will be investigated and sanctioned accordingly.

Definition

Non-accidental harms and abuse, including sexual abuse and assault, financial abuse, bullying and emotional abuse, hazing, neglect, physical abuse and child exploitation, are violations of human rights, regardless of cultural setting, that damage both individual and organisational health. Every member of NYSI shares the responsibility to identify and prevent non-accidental harms and to develop a culture of dignity, respect and safety within the NYSI community.

- Non-accidental harms: Non-accidental harms are defined as any unwelcome sexual harassment and/or abuse, financial abuse, bullying and emotional abuse, hazing, neglect, physical abuse and child exploitation.
- Sexual harassment and/or abuse: Sexual harassment and/or abuse is any unwelcome sexual advance, request for sexual favours or any other form of unsolicited or unwelcome sexual conduct. Sexual abuse and/or harassment often occurs after the careful grooming of the individual until he/she believes that sexual involvement with his/her abuser is acceptable, unavoidable or a normal part of the relationship and every day behaviour.
- Financial abuse: Financial abuse is bullying or exploitation involving material and/or fiscal assets including tactics to limit access to assets, concealing information about accessibility to assets or using assets as the basis to control an individual's behaviour.
- Emotional abuse: Emotional abuse is behaviour that may result in psychological trauma to an individual including anxiety, depression or post-traumatic stress disorder.
- Hazing: Hazing includes initiation activities that involve forms of ridicule and humiliation within a group or in public as well as pranks.
- Neglect: Neglect is willful inattention to an individual's basic needs including suitable shelter, nutrition and psychological support.
- Physical abuse: Physical abuse is all forms of inappropriate physical harm to the individual.

- Child exploitation: Child exploitation is exploitation of under-aged individuals. Exploitation refers to the use of an individual for ones' own benefit, gratification or satisfaction.

Recommendations for responding to non-accidental harms and abuse

Responding to non-accidental harms and abuse can include, but is not limited to, the following options before a complaint is made:

- Victims should clearly communicate to the harasser that his/her behavior is unwelcome, unacceptable and offensive. Be as direct as you can, particularly when the alleged harasser may have reason to believe that the behavior is welcomed, normal or appropriate.
- Victims can confidentially inform and seek support from a coach, official, colleague or any other senior person you have confidence in.
- Victims can take personal action by filing a formal or informal complaint to the appropriate (legal) authority.
- Witnesses should report non-accidental harms to a third party and the appropriate authorities.
- Inform the National Sport Association (NSA), International Sport Federation (ISF) or NYSI about any accusations. The Grievance Form (Annex A) detailing the incident should be submitted to the Safeguarding Officer and documented.

Reporting procedure for addressing incidents of non-accidental harms

Any person (whether an employee of NYSI or student-athlete or otherwise) seeking advice concerning wrongdoing, or wishing to report a disclosure of wrongdoing involving an employee of NYSI has the option of making the report to our Safeguarding Officer at andrea_chen@nysi.org.sg , shina_lee@nysi.org.sg or mohammad_ismail@nysi.org.sg.

All reports are strictly confidential except where otherwise required by law. As far as possible, the information on disclosures shall be restricted to the NYSI Safeguarding Committee.

Reporting Procedure

- Reports or complaints sent to Safeguarding Officer through designated email or in person, including the Grievance Form.
- Reports or complaints to be received by Safeguarding Officer.
- Safeguarding Officer to arrange necessary counseling support within 24 hours and notify parents of minors.

Internal analysis, intelligence gathering and liaison with public authorities, disciplinary procedure and decision



- Safeguarding Officer will coordinate with the relevant departments/persons within the organisation to assess if an incident of harassment/abuse is indicated.
 - Should there be a potential unlawful activity, the public authorities will be informed and they will continue the investigation and make a decision.
 - Should there be a potential disciplinary issue, the Safeguarding Officer together with the relevant departments/persons within the organisation will prepare the disciplinary file for an inquiry. NYSI Management and HR will convene the inquiry and make a decision.
- HR will notify the offender after the decision is made.

Communication

- Safeguarding Officer will notify the complainant involved and provide necessary support and counsel on the incident.