

Sexual Harassment and Abuse Policy

For the WORLD WINTER GAMES Special Olympics Turin 2025 is critical to fostering a safe and inclusive environment for athletes, staff, volunteers, and spectators. Below is a comprehensive framework for such a policy, adhering to best practices and international guidelines:

1. Purpose

The purpose of this policy is to:

- Prevent sexual harassment, abuse and retaliation at the WWGSO Turin 2025.
- Protect all individuals involved in the event.
- Provide clear procedures for addressing incidents and holding perpetrators accountable.
- Promote a culture of respect, dignity, and inclusivity.

2. Scope

This policy applies to:

- Athletes, coaches, officials, and team staff.
- Volunteers, contractors, and employees of the organizing committee.
- Media personnel, sponsors, and spectators.
- Anyone participating in or associated with the WWGSO Turin 2025.

3. Definitions

- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- **Sexual Abuse:** Any act of a sexual nature imposed on someone without their consent, including physical acts, coercion, or exploitation.
- **Retaliation:** Any adverse action taken against someone for reporting or opposing harassment or abuse.

4. Policy Principles

- **Zero Tolerance:** Any form of sexual harassment or abuse is strictly prohibited.
- **Respect and Dignity:** All individuals have the right to a safe and respectful environment.
- **Confidentiality:** All reports and investigations will be handled with strict confidentiality.
- **Non-Retaliation:** Retaliation against individuals who report sexual harassment or abuse is prohibited.
- **Compliance:** The policy adheres to international laws, including the International Olympic Committee (IOC) guidelines, local laws, and human rights standards.

5. Prevention Measures

1. Education and Awareness:

- Mandatory training for all athletes, staff, and volunteers on sexual harassment and abuse.
- Distribution of materials outlining acceptable behavior and reporting procedures.

2. Code of Conduct:

- Establish a clear code of conduct addressing respect, behavior, and boundaries.
- Require all participants to sign a commitment to uphold these standards.

6. Reporting Procedures

- **Reporting Channels:**
 - Hotmail system options available 24/7.
 - Anonymous reporting options to encourage disclosures.
- **Immediate Response:**
 - A dedicated response team to handle reports promptly and professionally.

7. Investigation and Disciplinary Actions

- **Independent Investigations:**
 - All allegations will be investigated.
- **Proportional Disciplinary Measures:**
 - Consequences for proven violations include suspension, dismissal, or legal action.

8. Support for Survivors

- **Access to Resources:**
 - Counseling, legal assistance, and medical care for survivors.
- **Protection Measures:**
 - Relocation or adjustments to ensure the safety of the survivor during investigations.

9. Monitoring and Evaluation

- Regular audits and assessments to ensure the effectiveness of the policy.
- Continuous improvement through feedback from stakeholders.

10. Accountability

The LOC, Special Olympics Int, and other stakeholders are collectively responsible for enforcing this policy and creating a safe environment.

References

- International Olympic Committee (IOC) Framework on Safeguarding Athletes.
- United Nations Guidelines on Violence Against Women and Girls in Sports.
- Local laws and regulations of the host country.