

Safeguarding & Reporting Policy

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I. Introduction

The Sport & Rights Alliance (SRA) is guided by the vision of a world where sport is an authentic force for good. Working alongside our partners, the SRA fights to embed human rights and anti-corruption practices across world sport. In collaboration with our partners, the SRA exists to promote the rights and well-being of those most affected by sport, including athletes, fans, workers, journalists, grassroots organizations and communities – especially women, LGBTI+ people, people of color, survivors of abuse and youth.

In delivering our programmes, SRA places the utmost importance on upholding the highest standards of safety for participants, partners, staff and any other individuals involved, particularly vulnerable groups. We strongly believe that everyone has an equal right to protection from discrimination, violence, abuse and exploitation. SRA seeks to uphold and promote these rights for all groups in everything we do. We recognise that children are often one of the most vulnerable groups, and protecting them and their rights from harm and exploitation is central to our safeguarding approach.

The work of SRA and our partners strives to challenge structures of power and privilege and seeks to change the norms and behaviours that lead to discrimination, abuse and inequality. While we recognise that an element of inherent risk exists due to the nature of this work, and recognise that we will never be able to completely eliminate it, we commit to reducing this risk of harm and limiting its impact through a trauma-informed, anti-oppressive approach.

We believe that all SRA staff, representatives, partners, funders, and other associated parties have a collective responsibility to ensure the safety of all people involved in our work, especially children and vulnerable groups. Safeguarding is defined as measures taken to protect the health, safety, wellbeing and rights of individuals so that they might live free of discrimination, violence, abuse, neglect, maltreatment and exploitation. SRA's Safeguarding and Reporting Policy confirms our commitment to safeguarding in our partnerships and programmes. It outlines the measures we will take to prevent safeguarding incidents and how we will respond when they do occur.

The Safeguarding and Reporting Policy should be read in combination with the Charter, Strategy Framework ("Strategy"), Operational Guidelines, Fundraising Strategy and Communications Strategy. By signing the Safeguarding Code of Ethics (Annex I), Core Partners agree to the agreements outlined. Please note that this is not a legally binding document.

II. Safeguarding Principles

The SRA's Safeguarding Vision is to create and sustain a proactive, trauma-informed approach to safeguarding based on human rights, anti-oppressive, anti-racist and feminist values that live throughout our organizational culture and daily practices. This approach should be guided by the interrelated safeguarding principles that are articulated below. Together with our safeguarding standards, they guide our actions in ensuring the safety of all people involved in our work, especially children and vulnerable groups.

Context

The SRA recognises that safeguarding issues emerge in the context of historically reinforced systems of power, oppression and inequality, which are experienced by individuals and groups differently based on their intersectional identities.

We commit to relevant and effective solutions to safeguarding concerns that recognise the complexity of people's identities, lives and uniqueness of every context, rather than addressing them as isolated incidents.

Participatory

The SRA acknowledges that the people most impacted by safeguarding, or lack thereof, should be central to defining, developing and measuring safeguarding practices and procedures.

We commit to meaningfully involving these groups in decision-making related to safeguarding so that they can play an increasing role in their own safety and protection.

Collective Responsibility

The SRA believes that actors share the responsibility for education, prevention and response related to safeguarding. We acknowledge that organisations, institutions and people in positions of power and with greater access to resources should be accountable for shouldering more responsibility.

We commit to facilitating collective action that is effective and appropriate among SRA partners and all people involved in our work.

Equitable Relationships

The SRA acknowledges the power dynamics and inequities that exist between individuals, organisations and other stakeholders. We recognise that these dynamics are one underlying cause of violence, abuse and other safeguarding concerns.

We commit to developing respectful partnerships built on trust and reciprocity and to behaving respectfully towards all people involved in the SRA's work.

Beyond Compliance

The SRA believes that striving for compliance with safeguarding requirements is typically inadequate to truly create meaningful and sustainable change. While strengthening compliance mechanisms is important, SRA acknowledges that safeguarding needs to be addressed more

holistically, including through challenging complex issues related to power, organisational culture and mindset, and underlying social and gender norms.

We commit to addressing multiple aspects of safeguarding at different levels in our own work, with our partners and in our programmes, including embracing the difficult conversations required for more meaningful change.

Inherent Risk

The SRA recognises that there is inherent risk in fighting for human rights and social change.

We commit to the protection of all who are involved in our work and strive to proactively create safe spaces for those engaged in the fight for gender equality. While we may never be able to completely eliminate this risk, we commit to doing all that we can to reduce it and limit its impact.

Safeguarding Journey

The SRA recognises that safeguarding is a journey and that all organisations, including our own, are at various points in their journeys.

We commit to learning and evolving throughout our own journey. While we expect everyone we work with to value and commit to safeguarding, we will meet people wherever they are in their journeys in order to advance safeguarding efforts.

Safeguarding Spectrum

The SRA believes that safeguarding should not only address the most explicit safety violations such as violence, exploitation and abuse, but also the daily experiences of discrimination, harassment, exclusion and other minor aggressions. A safeguarding mindset, together with appropriate systems and procedures, should be in place to deal with the whole spectrum of possible safeguarding concerns.

We commit to creating welcoming and safe spaces across all levels of our organisation, partnerships and programmes. We will respond adequately to all types of safeguarding concerns, recognising the harm they cause.

Holistic Wellbeing

The SRA recognizes potential workplace psychological hazards and prioritizes a trauma-informed approach, harm reduction principles and ethics of care in our work.

We commit to actively implement holistic wellbeing practices in our structure and promoting individual as well as culture and collective practices internally and externally throughout our activities.

III. Policy Overview

3.1 Purpose

The overall purpose of this policy and associated procedures is to provide guidance to the SRA on how to safeguard all people involved in our work, especially children and vulnerable groups.

The policy seeks to:

- Outline what SRA staff and other representatives should do in the course of their work to prevent, manage and respond to safeguarding concerns.
- Clarify SRA's expectations of partners, funders and other associated parties in relation to safeguarding.
- Ensure that SRA staff and representatives are safe in the course of their work.
- Provide a common language for safeguarding and a basis for shared understanding of our individual and collective responsibilities to operationalize safeguarding across our work.

3.2 Policy Outline

A brief **Introduction** to the Policy (Section 1 above) outlines the context in which the SRA is operating and establishes our safeguarding vision. The introduction is followed by SRA's eight Safeguarding Principles (Section 2 above), which serve as the foundation for our approach to safeguarding practice and articulate high-level commitments that we strive to live by. Now, the Policy Overview (Section 3) will describe key aspects of the policy, including the purpose and scope, and clarifies various stakeholders' roles, responsibilities and obligations related to safeguarding at the SRA. The eight Safeguarding Standards (Section 4) then provide operational guidance for actions to be taken in relation to safeguarding across the SRA's work, including in our programmes, partnerships and within the organization. Throughout the standards, we highlight examples of how the principles can be operationalized.

Each standard contains:

- Related Principles: by highlighting the principles that are most relevant to each standard and demonstrating their practical application, we aim to bring the principles to life and reinforce our commitment to each one.
- Implementation Methodology: provides operational guidance regarding actions that must be taken across all aspects of the SRA's work to prevent, manage and respond to safeguarding concerns.

While this document is extensive, there are limitations to what can be included. This policy should serve as a guide to inform what actions should be taken in situations that are not explicitly outlined within the document.

3.3 Guiding Frameworks

As an international organisation, the SRA endorses the general principle of the [United Nations Convention on the Rights of the Child \(CRC\)](#) that all the rights guaranteed by it must be available to all children without discrimination. Our policy aligns with Article 19 in conjunction with Article 3 of the CRC, which accords equal rights to protection for children from all forms of violence, abuse, neglect, maltreatment and exploitation. The SRA's policy also endorses the rights outlined in the [Convention on the Elimination of all Forms of Discrimination Against Women \(CEDAW\)](#), International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), and all international human rights enshrined in the Universal Declaration of Human Rights (UDHR), acknowledging that discrimination against women, people of color, LGBTI+ people and other marginalized groups prohibits their equal participation in all spheres of life.

Furthermore, as established in the SRA Charter and Code of Conduct, we believe that everyone should always be treated with respect, regardless of their sex, ethnic or social origin, language, religious or other beliefs, disability, gender identity, sexual orientation or other status. We believe that everyone has the right to freedom from all forms of discrimination, violence, abuse, neglect, maltreatment and exploitation and that abuse of these freedoms is unacceptable.

We believe that safeguarding can help to protect these freedoms for all individuals, with special emphasis on:

- Children – anyone below the age of 18 years
- Vulnerable groups – including both children and adults, who have limited power and access to opportunities to influence actions or decisions that impact them

3.4 Scope

This document constitutes SRA's global safeguarding and reporting policy. It extends to SRA's legal entity in the Netherlands and pertains to all programmes including the [Athletes Network for Safer Sports](#) (Network) other and partnerships, regardless of where the work is carried out. Whilst local legislation varies from country to country, this policy identifies the SRA's minimum standards, which must be upheld even in the event that they surpass the requirements of local legislation or expectations. The SRA has zero tolerance for safeguarding incidents and will take action, which could include dismissal, suspension, or transfer to other duties for staff or the termination of agreements with other partners and associated parties.

The SRA maintains that safeguarding is the collective responsibility of all people who are involved in our work. The roles, responsibilities and obligations of different people and groups are outlined below.

This Safeguarding and Reporting Policy pertains to:

1. Staff and other representatives of SRA - people who are acting directly on behalf of the organisation, including:

- All staff who are contractually employed by SRA;
- All consultants and contractors who are contracted to deliver work on behalf of the SRA;
- All Board Members, trustees or advisors who represent the SRA;
- Any other individual who carries out work, paid or unpaid, in the name of the SRA, including volunteers and interns.

2. Partners and other associated parties – groups or individuals that may be associated with SRA but do not act directly on behalf of the organisation, including:

- SRA Core and Strategic Partners and Network Advisory Council members
- Financial partners
- Design/Content partners

3.5 Roles and Responsibilities

The SRA intends to continue to reassess and strengthen our policy as new information and research is developed in this area. The SRA expects that all people involved in our work understand their safeguarding responsibilities and have knowledge and skills necessary comply fully with their obligations. All people involved in our work are required to be aware of risks to children and immediately report any concern about safety of children or breach in policy and to participate fully in any inquiry if requested.

The Executive Director will be responsible for effectively implementing the safeguarding and reporting policy across the organization and ensuring it is regularly updated. The Chair will act as a point of contact within the Board for any issues relating to safeguarding. The Board of Directors will review and endorse the Safeguarding and Reporting Policy annually and ensure adequate resourcing for its operationalization. The Core Partners will approve the Safeguarding and Reporting Policy as required at any given point in time and, at a minimum, immediately following Strategic Framework updates (note this is likely to be on a three-year cycle).

3.6 Complaints and Reporting System

The SRA acknowledges that having a safe reporting system is essential to build trust and accountability and to protect everyone involved within our work. When individuals feel safe and supported, it not only helps to address issues appropriately but also sends a signal that the SRA values the wellbeing and integrity of each person above anything else.

Anyone who has or is made aware of a complaint or concern relating to breach of this policy is obligated to report it immediately to their direct manager or the Executive Director. If the person does not feel comfortable reporting to the Executive Director (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern), they should report it to the Chair. If the report cannot be reported to either Executive Director or the Chair, it

should be reported to a Board Member. Investigations will be objective, transparent, and will be guided by external professional expertise and support when required.

Any concerns that the organization has about children's safety within the communities in which they work must be reported to the appropriate local authorities.

3.7 Whistleblower Protection

It is contrary to the values of the SRA for anyone to retaliate against any Staff, Core and Strategic Partner, Network Advisory Council members, Board members, Chair, Consultant, Intern or Volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of the SRA.

Whistleblowers are assured that they will not face any form of retaliation for reporting concerns in good faith. This includes protection against any form of adverse employment action, such as dismissal, harassment, discrimination, or any other form of retaliation. Individuals who believe they have experienced retaliation should report this immediately, and such concerns will be investigated promptly.

3.8 Confidentiality

All reports will be treated with the utmost confidentiality, and the identity of the whistleblower will, to the greatest extent possible, be protected throughout the investigation process. While complete anonymity may not always be possible, the organization will take all reasonable measures to ensure that information related to the whistleblowing process is disclosed only on a need-to-know basis.

3.9 Definition of Terms

Abuse: The harmful treatment of another individual emotionally, physically, or sexually, often regularly and repeatedly.

Brave Space: A space that not only ensures the safety of all present, but is intentionally designed to encourage dialogue that supports a movement towards social justice and the celebration of diverse experiences, thoughts and perspectives.

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

Child: Every human being under the age of 18.

Child abuse: (or maltreatment) constitutes all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in the

actual or potential harm to the child's health, survival, development, or dignity in the context of a relationship of responsibility, trust or power.

Child protection: Child protection is the safeguarding of children from violence, abuse, neglect, maltreatment and exploitation.

Child safeguarding: The responsibility that organizations have to make their staff, operations, and programs do no harm to children, and that they do not expose children to the risk and harm of abuse. Any concerns that the organization has about children's safety within the communities in which they work are reported to the appropriate authorities.

Child sexual abuse: The involvement of a child in sexual activity with an adult or another child who by age or development is in a relationship of responsibility, trust or power.

Commercial or other exploitation of a child: The use of a child in work or other activities for the benefit of others. This includes but is not limited to, child labor and use of children for prostitution. These activities are to the detriment of the child's physical or mental health, education, or spiritual, moral or social-emotional development.

Consent: When someone gives another permission to do something. Consent must be informed, meaning the person giving consent is fully aware of the implications of the act and that they can revoke consent at any time.

Contact with children: Working on an activity or in a position that involves or may involve interaction with children, no matter how minimal, either under the position description, or due to the nature of the work environment. This includes indirect interaction with children in the community.

Discrimination: Discrimination is the unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age, language, religion, disability, or sexual orientation.

Digital Safety: Protection from harmful actions in digital spaces, ranging from cyberbullying to engaging virtually with predators to exploitation of photos, videos, and information.

Emotional abuse: Includes the failure to provide a developmentally appropriate, supportive environment, including the availability of a primary attachment figure, so that the child can develop a stable and full range of emotional and social competencies commensurate with her or his personal potential and in the context of society in which the child lives. There may also be acts towards the child that cause or have high probability of causing harm to the child's health or physical, mental, spiritual, moral or social development. These acts must be reasonably within the control of the parent or person in a relationship of responsibility, trust or power. Acts include the restriction of movement, patterns of belittling, denigrating, scapegoating, threatening, scaring, discrimination, ridiculing, or other non-physical forms of hostile or rejecting treatment.

Harm: Behaviour that causes physical or psychological harm such as harassment or intimidation, that can cause fear, alarm or distress.

Neglect: The failure to provide for the development of the child in all spheres: health, education, emotional development, nutrition, shelter, and safe living conditions, in the context of resources reasonably availability to the family or caretakers and causes or has a high probability of causing harm to the child's health or physical, mental, spiritual, moral, or social development. This includes the failure to properly supervise and protect children from harm as much as is feasible.

Person with disability: *All* persons with disabilities *including* those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others.

Physical abuse: That which results in actual or potential physical harm from an interaction or lack of an interaction, which is reasonably within the control of a parent or person in a position of responsibility, power, or trust. There may be single or repeated incidents.

Power Dynamics: How relative levels of power affect the relationship and interactions between individuals, cultures, and contexts.

Safe Space: A place or environment in which a person or category of people can feel confident that they will not be exposed to discrimination, criticism, harassment, or any other emotional or physical harm.

Safeguarding: Measures taken to protect the health, safety, wellbeing and rights of individuals so that they might live free of discrimination, violence, abuse, neglect, maltreatment and exploitation.

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.

Violence: Behaviour involving physical, emotional, verbal or psychological force with the intention to hurt or injure another.

Working with children: Means being engaged in an activity with a child where the contact would reasonably be expected as a normal part of the activity and the contact is not incidental to the activity. Working includes volunteering or other unpaid work.

IV. Safeguarding Standards

Standard 1: Staff Recruitment and Training

The SRA places great importance on building a team that upholds the highest standards for safe programmes and believes in creating a culture of safeguarding that lives meaningfully throughout the organisation and our work.

Related Principles

- Beyond Compliance
- Collective Responsibility
- Safeguarding Spectrum
- Holistic Wellbeing

Implementation Methodology

Recruitment Processes

- During job interviews, a question or scenario related to safeguarding will be included as part of the interview guide. This signals to prospective candidates how seriously SRA takes safeguarding and provides an opportunity to assess their understanding of safeguarding issues.
- Safeguarding questions will be built into the process of conducting reference checks during recruitment. Wherever possible, references will be asked questions related to the character and behaviour of the candidate to assess whether they may have demonstrated behaviours that could pose a safeguarding risk. Further references may be requested if it is felt that one is insufficient, or concerns are raised.

Education and Training

- All new staff members and volunteers/interns, are required to read SRA's Safeguarding and Reporting Policy and sign our Safeguarding Code of Ethics.
- All new staff members and volunteers/interns will undergo an induction training in order to become familiar with the SRA's safeguarding and reporting policy and procedures.
- All new staff members and volunteers/interns will continue to receive safeguarding training as part of their onboarding as a core component of each member's role and responsibilities.
- SRA will provide annual safeguarding refresher sessions for all staff and volunteers/interns together with an annual safeguarding review conducted with staff.
- To support continuous improvement and adherence to SG standards, annual evaluations will be implemented to provide structured feedback to staff and highlight areas of improvement.

- The review provides an excellent opportunity for team members to learn from each other and advance SRA's safeguarding standards.
- The SRA team is encouraged to provide ongoing feedback and recommendations for the organization's safeguarding and reporting policy and procedures, which will be incorporated into the Board's annual review process.

Standard 2: Safe Partnerships

The SRA places great importance on building a team that upholds the highest standards for safe programmes and believes in creating a culture of safeguarding that lives meaningfully throughout the organization and our work.

Related Principles

- Equitable Relationships
- Collective Responsibility
- Safeguarding Journey
- Holistic Wellbeing

Implementation Methodology

The SRA works through partnership with Core and Strategic Partners, Network Advisory Council members and other organizations to achieve its mission and vision. We strive to enter into partnership with organizations and individuals in a way that honours our shared values and maintains a safe space for both us and partners to interact and engage.

Core and Strategic Partners, and Network Advisory Council members

- Before joining the SRA, all Core and Strategic Partners, and Network Advisory Council members will be presented this Safeguarding and Reporting Policy and sign the Safeguarding Code of Ethics.
- We ensure that the SRA's safeguarding principles are not compromised by our involvement in any consortium, alliance or network.
- We commit to influencing and supporting alliance, network or consortium members we are in partnership with to carry out their activities in accordance with strong safeguarding practices and procedures.

Donors

- Before securing funding, we discuss internally ethical implications of any partnerships with donors, funders or other financial partners.
- We strive to enter into partnerships with individuals or organizations whose investments or operations (both past and present) do not expose vulnerable groups to abuse or exploitation, or use power dynamics and privilege in a negative way.

Contractors

- Evaluating individuals' and organizations' impact on safeguarding and alignment with our safeguarding principles, including through reference checks, is built into our procurement and selection process. We strive to enter into partnerships with individuals or organizations whose work and approach (both past and present) do not expose

vulnerable groups to abuse or exploitation, or use power dynamics and privilege in a negative way.

- We include a compliance to safeguarding clause in all contracts and MOUs.
- All contractors are required to adhere to the SRA's standards on data privacy and security, data ownership, consent for use and re-use of data, sharing and destruction of data.

Standard 3: Safe Implementation

Although the SRA recognizes that there is an inherent risk in rights-based work for individuals, organizations and communities, we strive to create and maintain spaces as well as influence the impact of participating in those spaces (through our programmes, workshops and engagements with our partners and other stakeholders, both virtually and in person) that are as safe as possible within our capacity.

Related Principles

- Context
- Inherent Risk
- Participatory
- Holistic Wellbeing

Implementation Methodology

Staff Training

- The SRA provides training to relevant staff related to the creation and maintenance of safe spaces and safe programme and product design and development through staff wide safeguarding training and regular annual refreshers.

Programme Design and Implementation

- The SRA acknowledges that programmes have both intended and unintended impacts on communities and commits to working with communities to minimize harmful unintended consequences and staying accountable to communities impacted by harmful unintended consequences.
- When possible, we provide resources for local support, including through the Local Support map at this link: <https://sportandrightsalliance.org/athletes-network/resources/>
- The SRA complies with Article 19 in conjunction with Article 3 of the Convention of the Rights of the Child in considering the best interests of all children involved in programme implementation.

In-Person Annual Summit, Meetings and Convenings

- We acknowledge that there are intersecting identities in all of us that show up in different ways when we convene. We commit, as a staff, to recognizing and reflecting on our own identities and how that impacts the power dynamics during meetings, convening, and addressing those dynamics to ensure safe and equitable spaces.
- We commit to educating and supporting all partners and stakeholders in convenings to reflect on and acknowledge their own power and privilege in relation to others.

- We strive to create safe spaces, both emotional and physical, through our Safeguarding Code of Ethics (Annex I), Community Agreements (see Annex II), and other tools, to the best of our capacity.

Digital Workshops

- We commit to ensuring that all of our curated digital spaces, forums and platforms where individuals and groups interact, have strong Community Agreements inspired by our safeguarding principles and human rights, anti-oppressive, anti-racist and feminist values, and are displayed and communicated to all participants. These guidelines explain expectations regarding posting or commenting on a platform, interacting with others and establish consequences for misuse.

Standard 4: Safe Monitoring, Evaluation and Learning System (MEL)

Often times, Monitoring, Evaluation and Learning (MEL) activities can feel extractive and colonising, particularly when the individuals and groups have limited understanding or part in the process. The SRA strives to engaging individuals, groups and organisations through MEL activities in ways that are empowering and give ownership of the data, including its collection, evaluation and communications, to the individuals and groups whose data was used.

Related Principles

- Safeguarding Spectrum
- Collective Responsibility
- Equitable Relationships
- Holistic Wellbeing

Implementation Methodology

Monitoring and Data Collection

- The SRA commits to ensuring that all monitoring tools (surveys, benchmarks etc.) consider safeguarding and safe programming issues.
- The SRA commits to the principle of ‘do no harm’ and encourages partners to ensure that any MEL activities cause no harm to vulnerable groups.
- We design data collection approaches to take into account the safeguarding of all participants, assess risks during the design, and go a step further, to commit to creating empowering experiences for vulnerable groups during data collection.
- We commit to non-extractive principles in data collection.
- Before collecting data, SRA will obtain the informed consent of any participant or person involved in the study or data collection activity. If a (research) participant is under 18, then their consent will be sought along with the consent of their parent or guardian, either signed or recorded verbally.
- We commit to trying to provide all monitoring and collection tools in local languages when feasible.
- We acknowledge that certain qualitative and quantitative questions can be triggering and commit to ensuring participants understand that answering any question is voluntary.
- The SRA complies with Article 19 in conjunction with Article 3 of the Convention of the Rights of the Child in considering the best interests of all children involved in the collection and monitoring of data.

Standard 5: Media and Communications

The SRA places the highest importance on physical and emotional safety and consent when collecting and communicating the stories and experiences of those involved in our work and strive to explore new approaches that empower individuals in our programmes to control their own narratives and how those narratives are communicated.

- Context
- Inherent Risk
- Participatory

Implementation Methodology

Narrative Development

- As an organization, we commit to participatory collection and distribution methods for all images, videos, audio and stories.
- Before collecting or using any images or content or media and communications use, the SRA commits to understanding local contexts, traditions, and restrictions and how they might impact how we collect and use images and content.
- In all of our media and communications work, we commit to sharing an authentic and accurate depiction. This includes providing accurate captions and background information when necessary.

Collecting and Using Images and Stories

- The SRA will only and exclusively use images that do not reveal the identity of the child, nor share any personal contact or location information. In particular, children that have experienced violence, exploitation or have been abused should not have their faces displayed.
- The SRA commits to prioritising the protection, safety, and best interests of all individuals in our media and communication efforts.
- We will avoid questions, attitudes and comments that are judgmental, insensitive to cultural values, cause embarrassment or humiliation, or that reactivate trauma for those involved.
- When collecting content for our work, we commit to ensuring a physically and emotionally safe space for those involved, especially with children or vulnerable groups.
- The SRA commits to only using pictures and language that are decent, respectful and will not put anyone at risk of familial, community, or political backlash.
- We commit to give as much control to those involved as possible. This includes developing collection practices that put the story or image production in the hands of those at the centre of the story whenever possible.

Consent

- The SRA commits to obtaining consent before any images, videos, audio, or words are collected or shared with us. Consent may be obtained through a signature on a consent form or through digital confirmation of consent and can be revoked at any time.
- The SRA views consent as a dialogue and seeks to ensure that all who are in the position to give consent are informed and understand the implications of their images, videos, or other representation being used.
- In all circumstances, consent must demonstrate that those represented understand:
 - How their image or words will be used and by whom
 - How their privacy will be upheld
 - That their consent is voluntary and they have the right to decline or rescind consent at any time
- The SRA complies with Article 19 in conjunction with Article 3 of the Convention of the Rights of the Child in considering the best interests of all children represented in social media or communications.

Use of Social Media

- The SRA commits to upholding our safeguarding principles in relation to the use of social media and digital spaces. This includes requiring consent before collecting images or content, as detailed above, and amplifying the voices and narrative of those represented in our media coverage.
- The SRA commits to ensuring that our social media and digital platforms are spaces that contribute to safe and empowering digital spaces.

Standard 6: Digital and Data Privacy, Security and Safety

The SRA's work and approach often involve the gathering, use and sharing of data as well as utilisation of and engagement in virtual spaces using digital tools. As an organisation, we strive to ensure that we and the individuals, groups and partners we work with adhere to a high standard of data privacy and security and actively work toward creating safe and secure online spaces and digital interactions. We believe that privacy, security and safety are rights and collective responsibilities.

Related Principles

- Inherent Risk
- Participatory
- Safeguarding Spectrum

Implementation Methodology

Data Collection, Storage, Sharing and Destruction

- The SRA commits to the ethical collection, use, transmitting, managing, storing and destruction of data related to our programmes, projects and other engagements with individuals, groups and organizations.
- We strive to work with companies and technology actors that uphold ethical approaches to digital safety and protection.
- As an organization, we work to maintain compliance with the General Data Protection Regulation (GDPR). This relates to our data retention, website privacy and security. Please find detailed information here: <https://sportandrightsalliance.org/privacy-policy/>
- Copyright and ownership issues for digital data, photos, stories and other digital assets are clearly defined and explained both to those collecting data and those providing it during contracting and/or at the point of requesting informed consent.
- We do not under any circumstance sell or rent personal data of participants in our programmes.
- The SRA complies with Article 19 in conjunction with Article 3 of the Convention of the Rights of the Child in considering the best interests of all children impacted by digital security measures.

Virtual Spaces and Digital Tools

- The SRA strives to use technology (digital platforms, messaging apps, digital delivery mechanisms) that is safe and maintains certain levels of privacy and security, such as data encryption. We also strive to use technology that is accessible, regardless of socio-political contexts, abilities, age or language.

- We acknowledge that digital spaces and tools are not accessible to all and strive to provide support in all forms to accessing these spaces, learning the tools and engaging wholly in those spaces.

Standard 7: Identifying, Reporting and Responding

The SRA has a zero tolerance policy for any forms of violence and commits to identifying and reporting any incidents of physical, sexual, psychological and discriminatory abuse, and to responding in a way that respects both the safety and dignity of those harmed or involved. The SRA places a special emphasis on protecting children, young women and other vulnerable groups. Our approach ensures that all concerns are reported through a clear reporting structure and responded to appropriately.

Related Principles

- Collective Responsibility
- Safeguarding Spectrum
- Beyond Compliance
- Holistic Wellbeing

Implementation Methodology

Identifying

- We acknowledge that safeguarding incidents can take many different forms and that they may often be difficult to identify. As outlined in Standard 1, SRA representatives are trained on what safeguarding concerns can look like, what to look out for, and to be open to explore risks with those at the centre of a concern, whether it is discrimination, injury, neglect or abuse.

Reporting

- We commit to reporting any safeguarding concerns through the agreed reporting structure (see 3.6 above), including reports of safeguarding concerns involving SRA representatives, our partners or anyone working in collaboration with the organization.
- As per the Safeguarding Code of Ethics, it is the responsibility of all employees, interns, volunteers, contractors and partners who sign the Code of Ethics to report concerns, suspicions, allegations and incidents which indicate actual or potential abuse, or which suggest this policy may have been breached in any way.
- The responsibility for decisions and actions rests with the SRA as an organization and not with any individual.
- Details of concerns are treated with the highest degree of confidentiality and shared only with those necessary.
- If any member of either of these groups is implicated in a report, they will be excluded from all parts of the investigation process and response. When necessary, safeguarding complaints will be elevated to the Chair of the Board for appropriate action.

- The SRA expects that Core and Strategic Partners will generally follow their own safeguarding and reporting policy and procedures when reporting and responding to safeguarding incidents that arise in their organizations and programmes.

Responding

- We commit to responding to any safeguarding concerns in a timely fashion and to ensure that it safeguards the best interests of those affected, including reports involving SRA representatives and partners.
- Complaints can be received via email, text or online messaging, in person or over a call.
- The SRA has an obligation to respond to cases of harm and abuse. We recognize, however, that interventions requiring specialist expertise are outside of our area of competence and duty of care.
- As a general rule, the SRA will provide resources for local support after any complaint is made and assess whether additional external services and expertise may be required, such as counselling or support groups.
- The SRA complies with Article 19 in conjunction with Article 3 of the Convention of the Rights of the Child in considering the best interests of all children in all identifying, reporting and responding process for safeguarding infractions.

V. Safeguarding Commitments

The SRA places great importance on ensuring that everyone involved in our work is held to the highest safeguarding standards. Our Safeguarding and Reporting Policy, Safeguarding Code of Ethics (Annex I) and Community Agreements (Annex II) aim to ensure that a culture of safeguarding lives meaningfully throughout the organisation and the work we do.

Purpose

The SRA is committed to the safety and wellbeing of everyone involved in our work and related activities or programmes. While the Safeguarding Code of Ethics and Community Agreements are intended to protect all people, it aims to particularly reflect the SRA's commitment to safeguarding children and vulnerable groups and respond to potential code violations.

A. Safeguarding Code of Ethics

The SRA's Safeguarding Code of Ethics provides a guideline for behaviour. It explains what is expected of those who are involved in the delivery of our work, and what they, in turn, can expect to safeguard themselves and others from harm, abuse, discrimination, exploitation and harassment. Its purpose is to obtain a written commitment from those involved in our work to uphold these expectations and provide a pathway to report and respond to potential code violations.

Scope

It is required that everyone conducting work on behalf of or as a representative of the SRA sign the Safeguarding Code of Ethics. This includes:

- Staff, both full-time and part-time
- Core and Strategic Partners
- Network Advisory Council members
- Board Members
- Interns and Volunteers
- External Contractors who have direct contact with SRA
- Any other people conducting work on behalf of the SRA that the organization deems as needing to adhere to the Safeguarding and Reporting Policy and Safeguarding Code of Ethics

B. Community Agreements

The purpose of the Community Agreements is to mainstream our Safeguarding and Reporting Policy with the broader community we interact with during meetings, workshops and other public spheres (incl. subscribers to the Network). Before all meetings and when signing up to our programmes and newsletter, members receive a copy of the Community Agreements.

Annex I: Safeguarding Code of Ethics

Everyone conducting work on behalf of the Sport & Rights Alliance (SRA), including Core and Strategic Partners and Network Advisory Council members, has a duty to uphold the Principles of the SRA's Safeguarding and Reporting Policy and operationalize all aspects of the Safeguarding Standards. In doing so, they commit to striving to ensure the safety of all people involved in our work.

As such, I agree that I will:

- Adhere to this policy and be open and honest in my dealings with children, vulnerable groups, their families, communities, and all others participating in SRA programmes, projects, events, and activities.
- Report and respond to any safeguarding concerns, suspicions, incidents or allegations of actual or potential abuse or exploitation in accordance with SRA's Safeguarding and Reporting Policy and procedures.
- Cooperate fully in any SRA investigation of concerns or allegations of abuse including children and vulnerable groups while maintaining confidentiality of those concerned.
- Treat all people involved in SRA work, whether directly or indirectly, in a manner that respects their rights, integrity and dignity, and considers their best interests regardless of age, sex, gender, gender identity, sexual orientation, nationality, ethnic origin, colour, race, language, religious or political beliefs, marital status, disability, physical or mental health, family, socio-economic or cultural background, class, or any history of conflict with the law.
- Create and maintain an environment which prevents and protects against the abuse and exploitation of all of those involved in SRA's work, particularly children and vulnerable groups.
- Comply with all relevant international standards and local legislation in relation to child labour, and refrain from using children and young people aged below 18 years for labour.
- Contribute to building an environment where everyone the SRA engages with is:
 - Respected and empowered to discuss and participate in decision making and interventions related to their own safeguarding in accordance with their age, maturity and evolving capacities;
 - Informed about their own safeguarding and rights to protection; and
 - Informed about what to do if they have a safeguarding concern directly related to SRA's work or representatives.
- Respect the privacy, confidentiality and security of those associated with the SRA. This means I will:
 - Never ask for or accept personal contact details or invitations to share personal contact details (this includes email, phone numbers, social media contacts, address, webcam, skype, etc.) from any child or their family member (formerly) associated

with our work, or share my own personal contact details with such individuals except where this has been explicitly authorized by the SRA Executive Director.

- Never disclose, or support the disclosure of, information that identifies children involved in our work or their families, through any medium, unless that disclosure is in accordance with standard SRA policies and procedures and/or has the explicit consent of the SRA as well as the child and their legal parent/guardian(s).

I agree that I will not:

- Abuse, exploit, or harass another person or behave in any way that puts someone else at risk of harm.
- Engage in any form of sexual activity or develop physical/sexual relationships with anyone involved in SRA's work who is under the age of 18, regardless of the age of consent locally.
- Engage anyone, especially children and vulnerable groups, in any form of sexual activity which involves the exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour.
- Use physical punishment/discipline or use of physical force of any kind towards others.
- Use language or behave towards another person in a way that is inappropriate, offensive, abusive, sexually provocative, demeaning or culturally inappropriate.
- Fondle, hold, kiss, hug or touch another person in an inappropriate or culturally insensitive way.
- Have a child or vulnerable person, with whom I am in contact in a work-related context, stay overnight at my home or any other personal residential location or accommodation.
- Sleep in the same room or bed as a child or vulnerable person, with whom I am in contact in a work-related context. If it is necessary to sleep in close quarters to an unaccompanied child or vulnerable person, I will make sure that another adult is present and the situation it is in line with authorised procedures.
- Spend time alone with children or vulnerable people with whom I am in contact in a work-related context; I will always make sure that another adult is with me and/or I am with the child/vulnerable person in an open public place, where we are in plain view of others.
- Act in ways that shame, humiliate, belittle or degrade others, especially children and vulnerable groups, or otherwise perpetrate any form of emotional abuse.
- Discriminate against, show differential or preferential treatment to, or favour a particular participant, especially children and vulnerable people, to the detriment of them or others.
- Condone or participate in behaviour which is illegal, unsafe, or abusive towards others.
- Use any computers, mobile phones, video and digital cameras, or any such medium to exploit, harass or bully children or vulnerable people.
- Use computers, mobile phones, or video/digital cameras or other electronic devices, to access, view, create, download, or distribute pornography, especially abusive images of children or vulnerable groups.

The above is not an exhaustive list. Staff, Core and Strategic Partners, Board Members, Interns, Volunteers, Contractors and others conducting work on behalf of the SRA should consider all actions and behaviour which may compromise the rights and safety of children and vulnerable groups involved in our work.

Personal Conduct outside Work or Engagement with the SRA

We do not dictate the belief and value systems by which Staff, Core and Strategic Partners, Board Members, Interns, Volunteers and Contractors conduct their personal lives. However, we aim to develop a culture whereby Staff, Core and Strategic Partners, Board Members, Interns, Volunteers and Contractors respect and live by our safeguarding values and code of ethics every day (in and outside of the workplace).

I have read the SRA Safeguarding and Reporting Policy and this Safeguarding Code of Ethics and understand my personal responsibility to abide by the Policy and Safeguarding Code of Ethics at all times to protect myself and those with whom I may come into direct or indirect contact through my work with the SRA. I understand that failure to abide by the Policy and Safeguarding Code of Ethics may result in disciplinary actions, including immediate dismissal or contractual termination.

Name:

Signature:

Date:

Annex II: Community Agreements

Navigating trauma is a very delicate and personal experience. To ensure that we foster a respectful dialogue and mitigate unintentional harm, we developed a community agreement that includes the following commitments:

- I will be guided by the voices of those with lived experience.
- I will remember that each of us comes to the table with different perspectives on and experiences of abuse.
- I will avoid saying anything that could lead to re-traumatization or vicarious traumatization.
- I will recognize that each survivors' experience is unique, no one owes anyone their story, and that each is on their own journey.
- I will be mindful that sharing my own experience may be triggering for others and will not compare my own experience with those of others.
- I will be mindful that not all people with lived experience have chosen to share their stories publicly.
- I commit to absolute confidentiality and respect members' privacy.
- I will practice self-care and apply best practices for engaging those with direct or indirect lived experiences.
- I will take seriously any and all accusations of harm, intentional or not.
- I will treat others as equals, with valid perspectives, and honor the power of diverse perspectives.
- I will give my colleagues the benefit of the doubt and recognize that not everyone shares their perspectives in the same way.
- I will ask for consent and honor each other's autonomy.
- I will listen to listen, respecting silence and deferring to those who may not immediately express their thoughts.
- I will respect everyone's preferred way of contribution.
- I will not presume to speak for others or try to represent or explain their views.
- When differences do occur, I will listen and not judge, ensuring that disagreement does not translate into disrespect.
- I will participate with, compassion, and respect.
- I will embrace critical hope, recognizing that change is possible if we work together.
- When representing my personal views (as opposed to those of the organization I am representing), I will be careful to characterize them as such.
- I will be transparent about any potential conflicts of interest and, when necessary, recuse myself from discussions and votes in which I have a personal interest.