

# SEXUAL HARASSMENT POLICY



International Committee of Sport for the Deaf

Version 1

*Adopted by the Executive Board of the ICSD on 05 July 2022*

## 1. PREAMBLE

The spirit of sport is the celebration of the human spirit, body and mind, and is characterized by the following values:

- Ethics, fair play and honesty
- Health
- Excellence in performance
- Character and education
- Fun and joy
- Teamwork
- Dedication and commitment
- Respect for rules and laws
- Respect for self and other participants
- Courage
- Community and solidarity

Sexual abuse and sexual harassment are *completely incompatible with the intrinsic values of sports*.

Within World Deaf Sports there is *Zero tolerance* for discrimination and harassment irrespective of gender, ethnic background, religious faith, sexual orientation and disability.

It is an important goal *to develop tolerance and understanding and to establish recognition* of people's equality in order to avoid discrimination, harassment and bullying. Everyone within sports should seek *to establish secure settings and a secure atmosphere* for children, youth and adults alike.

Adults must *respect* the athlete's personal space and *never overstep* the limits for acceptable behaviour.

By sexual harassment we mean *unwelcome sexual attention that is offensive to the object to such attention*.

By sexual abuse we mean *to trick or coerce a person into a sexual relationship the person does not want, or is not sufficiently mature to consent to*.

The following policy apply within all World Deaf sports:

1. Treat everyone with respect, and refrain from all forms of communication, action or behaviour that may be perceived as offensive.
2. Avoid body contact that may be perceived as unwanted.
3. Avoid all types of verbal intimacy that may be perceived as sexually charged.
4. Avoid expressions, jokes and opinions that relate to the athlete's gender or sexual orientation in a negative way.
5. Seek to have both sexes represented in the support network.
6. Avoid contact with the athletes in private spaces unless there are several persons present or in agreement with parents/guardians or the sports management.
7. Show respect for the athlete's, coaches and leader's private life.
8. Avoid dual relationships. If a reciprocal relationship is established, the situation should be raised and clarified openly in the milieu.

9. Do not offer any form of reward with the purpose of demanding or anticipating sexual services in return.

10. Take action and give notice if a breach of these rules is experienced.

The support network (coaches, managers, representatives, functionaries, judges, parents etc.) have the main responsibility for letting these rules be known in the organisation/sports environment, and that they are adhered to.

## **2. POLICY**

It is the policy of ICSD, consistent with its efforts to establish a learning and employment environment, in which the dignity and worth of all individuals are respected, that sexual harassment is unacceptable conduct and will not be tolerated.

## **3. DEFINITION**

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other physical and verbal conduct and expressive behavior of a sexual nature when:

- A.** Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's sport opportunity or employment;
- B.** Submission or rejection of such conduct is used as the basis for sport or employment decisions affecting that individual; and/or
- C.** Such conduct has the purpose or effect of unreasonably interfering with an individual's sport experience or work performance, or creates an intimidating, hostile, or offensive sport or work environment.

Sexual harassment may involve the behavior of a person of either sex against a person of the opposite or same sex, and is a form of sex discrimination. It occurs in a variety of situations which share a common element: the inappropriate introduction of sexual activities or comments into the sport or work situation, the creation of relationships of unequal power and/or elements of coercion, such as requests for sexual favors as a criterion for granting work, sport, grading or financial benefits. Sexual harassment may also involve relationships among peers by the use of repeated sexual advances or demeaning verbal behavior resulting in a harmful effect on a person's ability to study or work.

## **4. RESPONSIBILITY**

The ICSD President has the responsibility and authority to ensure that the sexual harassment policy is carried out and that sport programs to sensitize members of the ICSD community on sexual harassment and its damaging consequences are provided.

- A.** Policy implementation is assigned to ICSD Secretariat.
- B.** Coordination efforts are assigned to the Chief Executive Director, who is the designated Equal Opportunity Officer of ICSD.
- C.** It is the intent of the ICSD Executive Board that all athletes, officials and staff adhere to the Policy and share in the responsibility of establishing and maintaining a sport and work environment free from sexual harassment.

## **5. COMPLAINT PROCEDURE**

Any athlete, officials and staff who feel he or she has been sexually harassed may lodge a formal complaint by following the ICSD's existing Harassment Complaint Procedures:

## Step 1

Informal complaints may be addressed at several levels. The options for an athlete or official include the following:

**I. Direct Request:** Athletes or officials who believe they are experiencing or have experienced harassment/discrimination are encouraged to make a direct request of the offender to stop the offensive behavior.

**II. Process Facilitator:** Process facilitators are designated individuals who have been trained to deal with harassment/discrimination issues and who have a thorough knowledge of ICSD's complaint procedures. If the athlete or official is uncomfortable in making a direct request or feels that such a request is inappropriate, s/he may meet with one of the process facilitators to discuss the incident(s) in a receptive and confidential manner. The Process Facilitator's responsibility may include any or all of the following:

**A.** The Facilitator will gather information regarding the basis of the complaint and will discuss the options available.

**B.** The facilitator will inform the complainant that retaliation against the complainant is prohibited.

**C.** The facilitator will also inform the person to whom the complaint is directed that retaliation against the complainant is prohibited.

**D.** The facilitator will meet with the parties involved to facilitate a resolution that is satisfactory to these parties.

**E.** The facilitator will document all meetings and keep a record for a period of three years or send documentation to the Equal Opportunity Officer.

**III. Supervisor or Instructor:** An athlete or official may directly contact the immediate Chief Executive Officer of the person to whom the complaint is directed and inform the supervisor of the offensive behavior(s). The complainant may request that a facilitator accompany him/her to the meeting with the supervisor.

**A.** The supervisor will inform the complainant that retaliation against the complainant is prohibited.

**B.** The supervisor will also inform the persons to whom the complaint is directed that retaliation against the complainant is prohibited

**C.** The supervisor or the supervisor and facilitator may facilitate a resolution acceptable to all parties involved.

**1.** Upon resolution of the complaint, the supervisor will document the resolution and send a copy to the Chief Executive Officer.

**2.** If the incident is not resolved, the supervisor will submit a notification to the Chief Executive Officer immediately.

## Step 2

If not satisfied by the results of Step 1, the complainant may request a meeting with the ICSD's Chief Executive Officer. The Chief Executive Officer will:

**I.** Arrange a meeting with the complainant

**II.** Interview the alleged offender and necessary witnesses

**III.** Report the findings to the ICSD President

### **Step 3**

If the complaint is not resolved as a result of the efforts of the Chief Executive Officer, either the complainant or the person to whom the complaint is directed may request a meeting with the ICSD President.

- I. The President may meet with the one who called the meeting or both parties.
- II. Final decisions for resolution rests with the ICSD President. No further intra-institutional appeal exists.

## **6. CONFIDENTIALITY ISSUES**

Data and the personal identities must be kept confidential. There should be careful supervision of staff to make sure that they, too, are adhering to the best practices in protecting the confidentiality of all people data. Some reasonable precautions to protect and respect the confidentiality of participants include:

- disseminating research findings without disclosing personal identifying information;
- storing research records securely and limiting access to authorized personnel only;
- removing, disguising, or coding personal identifying information.

All providers in the ICSD, including ICSD Executive Board, ICSD Secretariat staff, Regional Deaf Sports Confederation, National Deaf Sports Federations and International Deaf Sports Federations are required to maintain the confidentiality.

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