



## Singapore Hockey Federation's Safe Sport Policy

### Pre-Amble

The Singapore Hockey Federation (SHF) accepts the International Olympic Committee's Guidelines of 2016. In keeping with those Guidelines, the SHF establishes this Safe Sport Policy to safeguard all hockey players, officials, coaches and staff from any act of harassment, abuse or non-accidental violence.

In this respect the SHF is committed to maintaining a safe environment for hockey players, officials, coaches and staff to participate and sets out its commitment in the Safe Sport Commitment which is the Annexure to this Safe Sport Policy

### Definitions & Explanations

The SHF adopts in total the definitions expressed in the abovementioned Guidelines with some modifications to allow for the application of the laws of Singapore.

**"Harassment"** as stated in Article 1.4 of the IOC Code of Ethics or **"harassment and abuse"** includes psychological abuse, physical abuse, sexual harassment and neglect. These forms of harassment and abuse may occur in combination or in isolation. Any action captured by sections 3, 4, and 5 of the Prevention From Harassment Act (Cap 256A) shall also be considered to be an act of harassment for the purposes of this policy

**"Psychological abuse"** means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation, or any other treatment which may diminish the sense of identity, dignity and self-worth.

**"Physical abuse"** means any deliberate and unwelcome act - such as for example punching, beating, kicking, biting and burning - that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., age-, or physique- inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices.

**"Sexual harassment"** means any verbal or physical conduct of a sexual nature, which is unwelcome, or where consent is coerced, manipulated or cannot be given. Sexual harassment can take the form of sexual abuse.

**"Neglect"** within the meaning of these Guidelines means the failure of a coach, hockey player, staff or another person with a duty of care towards the athlete to provide a minimum level of care to the athlete, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

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 and 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.



### **Application**

Any act of Harassment, Psychological Abuse, Physical Abuse, Sexual Harassment or Neglect, shall be investigated by a Safe Sport Officer who shall be appointed by the SHF EXCO.

The Safe Sport Officer shall act independently of the SHF and its constituent bodies, EXCO, Council and Sub-Committees.

The Safe Sport Officer shall receive any information concerning acts in the Definitions & Explanations above and shall treat such information in confidence having regard to the interests of the player or official who has provided that information.

The Safe Sport Officer may refer any information received to the SHF Disciplinary Committee Chairman to deal with under the SHF Disciplinary Rules, or to the any competent authority including any police officer, or Magistrate of the State Courts.

The particulars of the Safe Sport Officer shall be provided to all SHF staff and volunteers (which will include players, coaches, managers and convenors of affiliates), who are required to report any actions set out in the Definitions and Explanations above to the said Safe Sport Officer. Failure to make such a report will be considered misconduct and shall be referred to the Chairman of the SHF Disciplinary Committee.

### **Education & Training**

The SHF EXCO shall ensure that players, staff and officials are made aware of the scope of the Definitions and Explanations above and are annually updated on the current prevailing Safe Sport Policy.

### **Staffing**

The SHF EXCO shall make best efforts to ensure that all candidates for employment are screened for prior behaviour or antecedents of harassment or abuse.

In particular all new staff shall be shown this Policy and be required to affirm that they have no such antecedent behaviour as set out in the Definitions and Explanations above.

### **Counselling**

The SHF EXCO shall make available a system of counselling and debriefing for persons within the fraternity who are victims of acts referred to in the Definitions and Explanations above.

*SHF EXCO*

*16 April 2019*



## Annexure

### Singapore Hockey Federation's Safe Sport Commitment

#### Definition

Based on the International Olympic Council's Consensus Statement developed in 2016, Safe Sport is defined as "an athletic environment that is respectful, equitable and free from all forms of harassment and abuse (non-accidental) violence".

#### Purpose

- To protect the interests of all persons involved in the sport of Hockey from harassment and abuse.
- To adopt practices and outline standards of behaviour
- To establish a safe sport culture

#### Responsibilities

The Singapore Hockey Federation (SHF) is responsible for the development and endorsement of this Safe Sport Commitment. The role of each entity within the SHF in relation to the development and compliance of the Safe Sport Commitment is detailed in the table below.

Entity	Role/Responsibility
<b>Executive Committee of the Singapore Hockey Federation</b>	<ul style="list-style-type: none"><li>• Promote the commitment to this policy and its expectations.</li><li>• Support policy review on an annual cycle as a minimum or at a time governed by legislation, regulations, or organisational learnings that promote a change to the policy and all relevant procedural guidelines.</li><li>• Ensure compliance to the policy via an inbuilt review mechanism.</li><li>• Ensure adequate resources are allocated to allow for the development and effective implementation of this policy.</li><li>• Develop opportunities for regular discussion at all levels to support a culture of openness and continued improvement and accountability towards safe sport</li><li>• Advocate and promote safe sport.</li></ul>



Entity	Role/Responsibility
<p><b>General Managers of the Singapore Hockey Federation</b></p>	<ul style="list-style-type: none"> <li>• Ensure all staff and volunteers understand their obligations in accordance with the Safe Sport Commitment and any relevant policy and procedural documentation.</li> <li>• Ensure the suite of safe sport policies is implemented and adhered to amongst relevant stakeholders in the Hockey fraternity.</li> <li>• Ensure the development and implementation of required internal policy/work procedures and guidelines are in place to support safe sport practice in accordance with the expectations of the Safe Sport Commitment.</li> <li>• Ensure adequate resources are allocated to allow effective implementation of the suite of safe sport policies.</li> <li>• Ensure appropriate supports, such as counselling and formal debriefing, are made available to persons in the Hockey fraternity who are victims of harassment or abuse.</li> <li>• Proactively share resources and experience in the development of safe sport initiatives as they are identified.</li> </ul>
<p><b>Staff and Volunteers of the Hockey fraternity</b></p>	<ul style="list-style-type: none"> <li>• Maintain a full understanding of the commitments and expectations of this policy, as well as all other policy relevant to safe sport.</li> <li>• To undertake any induction and training anticipated in this policy.</li> <li>• To take action to protect members of the Hockey fraternity (which shall include players, coaches, managers, and any volunteer involved in the sport of Hockey) from all forms of harassment and abuse.</li> <li>• To assist in creating and maintaining a sport safe culture and a culture of inclusion.</li> </ul>

**Our Commitment**

The Singapore Hockey Federation is committed to ensuring the safety and wellbeing of it's athletes and officials. Our policies and procedures seek to address risks to safe sport and to establish safe sport culture and practices. Our suite of safe sport policies is: accessible in forms that are easy to understand; have been informed by stakeholders' of the Hockey fraternity. We regularly review our policies, gain endorsement of changes and advise our stakeholders of changes.



### **We are committed to safe sport**

Through our Safe Sport Policy, we document our clear commitment to keeping sport safe from harassment and abuse.

### **Our staff and volunteers know the behaviour we expect**

We ensure that our staff and volunteers understands their role and the behaviour we expect in relation to keeping all players and officials are safe from harassment and abuse through application of the Safe Sport Policy.

### **We minimise the likelihood of recruiting a person who is unsuitable**

We have appropriate measures in place to minimise the likelihood that we will recruit anyone who might be unsuitable to work in sport. We have recruitment procedures that ensure:

- our commitment to safe sport is communicated to potential applicants for positions
- face-to-face interviews are held which includes safe sport related questions
- professional reference checks are undertaken

### **Induction and training is part of our commitment**

We provide all national players and officials with information during their induction / training about our commitment to keep sport safe including our Safe Sport Policy.

We have processes for encouraging two-way communication with staff and volunteers. We seek their feedback and have a process for responding. We respect diversity and seek to facilitate effective communication and involvement.

### **We maintain and improve our policies and practices**

We are committed to maintaining and improving our policies, procedures and practices to keep the sport of Hockey safe from harassment and abuse.

We monitor the Hockey environment to ensure appropriate practice and behaviour, and policies are followed. We review our records, checks and policies periodically.

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