

# International Judo Federation

Safeguarding from harassment and violence

## Preamble

At the end of the 19th century Jigoro Kano developed a school of jujutsu, that he called “JUDO”, different from the other martial arts Japanese school “Ryu” by its aims. Like the other schools, Judo cultivated the maximal efficiency, but the goal was not the same. Judo for “the improvement of man and society” is a method of physical, intellectual and moral education, by the practice of a martial art. Today judo is practiced all over the world by several million people and the International Judo Federation is a member of the International Olympic Committee (IOC).

## 1.1 Introduction

The IJF affirms that it is fundamental for all populations of structures of the IJF: managers, athletes, staff – employees or voluntary members from different levels (international, continental, national, regional or clubs) to be able to participate and practice in a non-violent, safe and respectful environment.

## 1.2 IJF commitment

Judo was created as a means of education and any behaviour and/or act of harassment and mistreatment will not be tolerated. In this spirit, IJF recognized as being its duty to act and to commit itself to supporting for its activities an environment and culture exempt from harassment and violence. The well-being of all those involved in the World of Judo is our priority.

### ***Consequently, IJF is committed to:***

- Train supervisors,
- Protect victims,
- Take the necessary measures to protect populations who might in turn become victims,
- Verify the veracity of accusations,
- Set up psychological assistance for victims, take the necessary disciplinary sanctions or alert the judicial authorities, if the cases so require.

## 1.3 Code of Ethics

All forms of harassment and abuse constitute a violation of the IJF **Code of Ethics** and the Code Ethics of IOC.

## 1.4 Adherence of all the IJF structures

IJF Member National Federations, their managers, athletes, salaried staff or volunteers are bound by the principles of this policy and are required to accept and to comply with it.

## 2. Definition of harassment and abuse

### 2.1. Definition

« Harassment and abuse can be expressed in five forms which may occur in a group or towards a single person. These include:

- i) psychological abuse
- ii) physical abuse
- iii) sexual harassment
- iv) Sexual abuse
- v) Neglect

These forms of abuse are defined as follow:

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

**Physical abuse** – means any deliberate and unwelcome act of corporal punishment or mistreatment– such as for example:

- A practice of judo technique exaggerated by violent projections
- Supported techniques of strangulation and/or dislocation
- Punching, beating, kicking, biting and burning – that causes physical trauma or injury
- Pushing around

Such act can also consist of:

- Inhuman or inappropriate physical activity (e.g., age-, or physique-inappropriate training loads; when injured or in pain),
- forced alcohol consumption or forced doping practices are also part of the inadmissible violence.

**Sexual harassment** – any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Sexual harassment can take the form of sexual abuse.

The IJF has adopted the definitions of harassment and abuse as set out in IOC Consensus Statement [www.olympic.org/athlete365/library/safe-sport/](http://www.olympic.org/athlete365/library/safe-sport/)

**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.

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

### Origin of harassment

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 or intellectual ability. It can include a one-off incident or a series of incidents. It may be in person or online (or by other means).

Harassment and abuse towards a person or a group often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual or a group against another person or a group.

*The IOC Consensus Statement 2008 considers that harassment and abuse are on a continuum; and therefore, should not be separated.*

## 2.2 Additional information

More information can be found at:

<https://www.virtual-college.co.uk/resources/2018/04/ten-types-of-abuse-you-should-be-aware-of>

### 3. Purpose of the policy

The purpose of this policy is to demonstrate the commitment of IJF to safeguarding. The goal of the IJF in the field of violence, harassment and abuse is to:

- Raise awareness on prevention of harassment, abuse and violence among all IJF bodies and populations
- Raise awareness, clarify, educate all populations on what is considered to be harassment, abuse and violence
- Provide information on the alert process and the management of cases of harassment, abuse and violence.
- Establish a safe environment for all those involved in the field of judo.

### 4. Scope of the policy

#### 4.1 Who?

This policy applies to all those involved in the IJF and its affiliated structures, namely:

- Athletes
- Coaches, medical, staff and entourage of judoka
- Technical staff, such as referees, organizers and technicians
- The managers from world level to local level (clubs, associations or individual structures of judoka)
- All accredited persons or stakeholders in the events of all structures in connection with the IJF (training, formation or organization).

#### 4.2 Vulnerable groups

Some athletes or individuals may have particular vulnerabilities, such as younger people, people with disabilities or minorities. People can also, for social, emotional or other reasons, be in a situation of temporary fragility.

### 5. Roles and responsibilities

#### 5.1 Responsibility

The IJF is responsible for:

- The implementation of this policy and its communication
- The establishment of alert procedure while preserving confidentiality if victims wish so
- Manage reports that are brought to their attention in a timely and responsible manner
- Provide appropriate support to individuals and take victim protection measures, if necessary
- Impose appropriate disciplinary or corrective measures
- Regularly sensitize managers to vigilance during training camps, and activities requiring sleeping away from home
- Add to the initial or on-going training courses organized by the IJF, supervision during training and awareness sessions on the phenomenon of violence and harassment in society
- Set up a system to monitor changes in behaviour on this subject and adapt the procedures as needed

#### 5.2 Member federations

Member federations are responsible for:

- Definition and implementation of their own policies and procedures to protect their different populations against harassment, abuse and violence. These should be adapted to their own

national legal framework and comply with the statutes and regulations of the IJF. An alert system must be put in place. It's recommended that the IOC safeguarding tools referenced in Section 7 of this document be used when developing national federal policies and procedures.

- The management of alerts reporting suspected incidents of harassment and abuse against members of their national federation the organization can be provided through their regional organizations or their clubs. In cases requiring it, the federations must alert the police and justice authorities.
- Ensure that all participants representing their federation within the framework of IJF activities are informed and adhere to the IJF policy against harassment, abuse and mistreatment, as well as to the protection of Judo actors.
- Inform the IJF of any formal disciplinary sanction relating to harassment and abuse taken by the Member Federation when the person may present a risk to other participants in the world of judo or sport in general.

### 5.3 Managers

Managers should:

- Alert in case of observation or suspicion of violence, harassment or abuse the official bodies through the IJF, continental or member federations alert system, appropriate to each federation.
- Take appropriate measures to protect the other members of their structure against harassment, abuse and violence if circumstances so require (seriousness of the facts and danger for the members.) Disciplinary procedures can be put in place even after the court have taken criminal sanctions, to protect other athletes, once the criminal sanctions have been served.
- Report their suspicions to whistleblowing system when there is reason to believe that there may be other victims or that someone is being harassed and abused.

### 5.4 Members

Members must:

- Alert the official bodies through the tools made available by the IJF and its member structures, such as member Federations or Continental Unions.
- Indicate whether they wish to maintain confidentiality in the handling of the file.

## 6. Reports, investigation and disciplinary procedures

The procedures relating to this policy are described in the "IJF Disciplinary Code".

## 7. Educational and related resources

### 7.1 IOC document

The IOC's "Safeguarding Toolkit" has been created to help the Olympic Movement to develop and implement athlete-safeguarding policies and procedures.

([www.olympic.org/athlete365/safeguarding/](http://www.olympic.org/athlete365/safeguarding/)).

### 7.2 IOC Tools for Athletes

To complement the "Toolkit" and ensure that athletes, their entourage and other individuals understand the core components of this sensitive topic, the IOC developed Athlete Safeguarding e-learning courses, launched on the IOC Athlete Learning Gateway which are free and accessible to all.

(<http://onlinecourse.olympic.org/course/baseview.php?id=39>).

### 7.3 Additional resources

- IJF Code of Ethics
- IOC consensus statement 2016: Harassment and abuse in sport.
- United Nations Convention on the Rights of the Child.
- International Safeguarding Children in Sport guidelines (with resources available in several languages)
- The Council of Europe: Article 1; (ii) of the European Sports Charter (version dated 2001)
- UNESCO: Article 10.1 of the Revised International Charter of Physical Education, Physical Activity and Sport (version dated 2015)
- United Nations Declaration of Human Rights.
- Safe Sport International

## 8. Glossary

### Abuse

Abuse is defined as any action that intentionally harms or injures another person. Abuse is sometimes also referred to as non-accidental violence.

### Child

The United Nations Convention on the Rights of the Child defines child as “a human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier”. Early childhood relates to those below 8 years of age. Juvenile or young person and adolescents are 10–19 years of age.

### Child Protection

UNICEF uses the term ‘child protection’ to refer to preventing and responding to violence, exploitation and abuse against children. Article 19 of the UN Convention on the Rights of the Child provides for the protection of children in and out of the home.

### Designated Person

A Designated Person is an appropriately trained person who oversees safeguarding responsibilities at an IJF event and reports to the Safeguarding Officer.

### Safeguarding

Safeguarding is the action that is taken to promote the welfare of vulnerable adults or children and protect them from harm, including protecting them from harassment and abuse.

### Safeguarding Officer

The Safeguarding Officer is the main person in the organisation who receives reports concerning the welfare of Participants, who coordinates the management of the reports and responds to queries in relation to this Policy.