

SAFEGUARDING POLICY OF TURKISH BADMINTON FEDERATION

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1. Introduction

The Turkish Badminton Federation is responsible for promoting badminton in Turkey and providing a safe environment for children and adults to develop their skills and achieve their goals. This Safeguarding Policy ("this Policy") sets out the responsibilities of the Turkish Badminton Federation and all licensed clubs to ensure that children and adults can participate in badminton safely.

The implementation of this Policy and the promotion of its best practice principles will enable individuals to enjoy badminton and create and maintain safe, happy and inspiring environments for participation in badminton.

Abuse can be perpetrated by men, women or children. It can occur in any region of the world, in any sport and in any organization. No area can consider itself immune or protected from this.

2. Policy Commitment and Principles Statement

The Turkish Badminton Federation believes that everyone in badminton should be treated with respect and dignity and has the right to participate free from any form of abuse, harassment or exploitation. The Federation will protect everyone covered by this Policy from such behavior. The Federation believes this right applies regardless of the individual's race, color, age, disability, gender, gender identity, sexual orientation, ethnic origin, religion or belief.

The Turkish Badminton Federation is committed to preventing abuse, harassment and exploitation of those covered by this Policy and to creating safe environments for everyone to participate in and enjoy the sport. Players, coaches (this term includes all sports support staff), officials, volunteers and board members are all protected by this Policy; they must understand both their rights and responsibilities in this area.

The principles underpinning this Policy are:

- **Everyone** has the right to be treated with dignity and respect and not to be discriminated against on the grounds of gender, race, age, ethnic origin, ability, sexual orientation, gender identity, beliefs, religious or political affiliation.
- **Everyone** has the right to participate in, enjoy and benefit from badminton in a safe, inclusive and supportive environment, free from all forms of abuse, harassment and exploitation.
- **Everyone**, both children and adults, has the right to voice concerns about their own well-being or that of others. Everyone should know who to contact if they have concerns about someone's behavior.
- Because the well-being of children is paramount, **everyone** is responsible for their care and protection, and for making decisions in their best interests.

The following principles will guide the actions of the Safeguarding Officers within the Turkish Badminton Federation:

- Gender equality principle – two Safeguarding Officers will work together to ensure impartiality;
- Accountability – transparency and accountability in the application of the Safeguarding Policy.
- **Empowerment** – encouraging people to make their own decisions;
- **Prevention** – it is better to act before harm occurs;
- **Proportionality** – the least intrusive response appropriate to the risk;
- **Safeguarding** – support and representation for those most in need;
- **Partnership** – working with all members of the community to find local solutions.

To achieve this, the Turkish Badminton Federation will:

- Appoint two "Safeguarding Officers" who will be responsible for implementing and enforcing this Policy and integrating its principles into all aspects of its programs;
- Have two Safeguarding Officers (one male and one female) to ensure gender equality and a safe environment for everyone;
- Ensure that everyone knows who to contact if they have concerns about the behavior of another person; training will be provided to ensure this;
- Provide training to Safeguarding Officers on updates and best practice from other federations;
- Ensure that everyone is aware of their rights and the procedure to follow if they have a concern;
- Develop and implement policies and procedures, including codes of conduct and disciplinary procedures;

- Provide support and guidance to anyone who needs it following a concern, complaint or allegation;
- Provide training to all staff and volunteers on how to deal with concerns and complaints;
- Deal with all concerns, allegations and complaints fairly, transparently, promptly and effectively, ensuring that all complainants are regularly updated;
- Conduct all investigations and decisions impartially, ensuring that any bias is avoided in the resulting report or risk assessment.
- All concerns, complaints and allegations will be treated confidentially and securely;
- Appropriate individuals will be recruited, with background checks and references;
- The Federation will work with local agencies, charities and community groups to ensure everyone's safety;
- Guidance and training will be provided on gender equality, child protection and the protection of vulnerable individuals.

3. Definitions

Abuse, Harassment and Exploitation:

Abuse, harassment and exploitation are explained below. They can be perpetrated by both men and women and usually occur when one party has power over the other. A power imbalance makes abuse easier. Vulnerable individuals need protection, and those in positions of authority must ensure appropriate safeguards are in place. It is also important to understand that coaches, officials or volunteers can also be victims of abuse.

- **Psychological Abuse:** This includes bullying, belittling, rejection, isolation, verbal assault, humiliation, intimidation, infantilization, or any other behavior that undermines a person's sense of identity, dignity or self-worth. This is often central to other forms of abuse, as it frequently accompanies them. It can manifest as bullying or cyberbullying.
- **Physical Abuse:** This includes any intentional act causing injury or physical harm, such as kicking, hitting, biting or burning. It can also include forced alcohol consumption or systematic doping. It can also include training that is inappropriate for the athlete's age or physical condition. Overtraining can be difficult to identify in a competitive environment, as both athletes and coaches may be driven by ambition. Open communication between athletes and coaches about achievable performance goals can help to define acceptable training demands. Coaches are responsible for managing the ambition of athletes to avoid harm.
- **Sexual Abuse:** This is any sexual act where consent is not given, cannot be given, is coerced or manipulated. This includes exposure to or creation of sexual images, watching sexual acts, encouraging inappropriate sexual behavior, or attempting to gain the trust of a minor for sexual purposes. Gaining the trust of a minor for sexual purposes involves building a relationship (online or in person) to manipulate the minor for the abuser's own gain. The abuser may isolate the minor from friends and family to prevent them from being warned.

- **Harassment:** This is unwanted or unwelcome behavior that causes offense, humiliation or distress. Power harassment is when someone in a position of authority uses their power to harass someone in a less powerful position. This can include exclusion, inappropriate work assignments, and interference.
- **Sexual Harassment:** This is any unwanted or unwelcome behavior of a sexual nature, whether verbal, non-verbal or physical. Examples of verbal sexual harassment include unwanted or offensive comments about someone's body, clothing or private life, sexually suggestive jokes, and unwanted sexual advances. Non-verbal examples include staring, gestures, or sharing sexually suggestive images. Physical sexual harassment includes touching, kissing or attempts to touch.
- **Exploitation:** This is when someone uses another person or their property for their own gain without their informed consent. This gain can be psychological, reputational or financial. Examples in badminton include misrepresenting a player's age or nationality, acting fraudulently on behalf of a player, or taking an unfair share of sponsorship or prize money. Exploitation can take many forms. Examples include sexual exploitation, financial exploitation, and forcing young athletes into long-term contracts.
- **Neglect:** This is the failure to provide adequate physical or emotional care, resulting in harm or risk of harm. This often relates to the care given to children by parents or carers, but it can also apply to other relationships where there is a duty of care, such as a coach's responsibility for their athletes. This can include failure to provide adequate hydration, clothing, food, accommodation or safe transport.

Abuse, harassment and exploitation can be based on race, religion, color, belief, ethnic origin, gender, gender identity, sexual orientation, disability, socio-economic status, and athletic ability, or any combination of these. A single incident or a series of incidents, whether in person or online, can be intentional, unsolicited or coercive. Bullying, intimidation and neglect are all aspects of abuse, harassment and exploitation and are treated the same under this policy. Any of these forms of abuse, harassment or exploitation can involve financial exploitation. A minor may be pressured into signing contracts that benefit others but not themselves. If a minor is not represented by a legal guardian or financial advisor, this can constitute abuse. Even actions that are not inherently abusive can become so if the victim is vulnerable due to age, disability or other factors.

Abuse, harassment and exploitation often involve the misuse of power by someone in a position of authority. This often occurs when there is an age difference, but it can also happen between peers. It can occur between athletes, coaches, officials or other individuals associated with badminton. This is sometimes called peer-on-peer abuse. All types of abuse should be treated the same way. Abuse can be perpetrated by parents, partners, siblings, etc.

4. Scope of this Policy

This Policy applies to the Turkish Badminton Federation, its athletes, officials, staff and all other individuals associated with the Federation. This includes officials, volunteers, those in the care of athletes, parents, guardians and anyone else involved in badminton in Turkey. Everyone covered by this Policy must comply with it. Breaches of this Policy may result in disciplinary action.

5. Reporting Concerns

Everyone has a responsibility to ensure that no one experiences abuse, harassment or exploitation. Therefore, anyone who suspects that a child or adult may have been abused, harassed or exploited, or who has concerns about someone's behavior, should report their concerns to the Turkish Badminton Federation's Safeguarding Officer so that they can be properly investigated. The police or social services may also need to be involved. The Turkish Badminton Federation's Safeguarding Officer will take this action and coordinate the necessary steps.

If someone is at immediate risk of serious harm, the matter must be reported to the emergency services without delay. Consent to report a matter should be obtained where appropriate, taking into account the age and mental capacity of the individual.

Turkish law defines a minor as anyone under the age of 18. Therefore, consent is not required for reporting any incident involving a minor.

Any concerns, allegations or other matters reported to the Turkish Badminton Federation must be investigated by someone who is not connected to the matter. For less serious concerns, this may not be necessary. The more serious the concern, the more important it is that the investigation is conducted by an independent person. If the matter is reported to the police, they will conduct the investigation. Any investigation conducted by the Turkish Badminton Federation for a serious concern will be carried out by an independent contractor to ensure impartiality and efficiency.

6. Code of Conduct

The Turkish Badminton Federation has a code of conduct for:

- Coaches
- Athletes
- Technical Officials
- Volunteers
- Federation Staff
- Medical Staff
- Safeguarding Officers
- Parents and Guardians
- Others

This code of conduct emphasizes respect, dignity, equality and honesty in all interactions. It outlines the expected behavior of everyone involved in badminton and the consequences of non-compliance. The code has been developed in consultation with relevant groups and is regularly reviewed.

The code of conduct will be made available to all relevant groups and displayed on notice boards, websites and membership forms.

If anyone is aware of a breach of the code of conduct, they should report it to the Safeguarding Officer, who will then initiate an investigation and any necessary disciplinary action. Breaches of the code of conduct will be dealt with through the disciplinary procedure.

7. Recruitment

All applicants for roles involving close contact with children will be subject to criminal record checks. All applicants will be interviewed and will be required to attend an induction session covering the federation's safeguarding policies. The interview will cover their experience and knowledge of safeguarding. References will be checked.

8. Training and Education

All staff, volunteers and officials of the Turkish Badminton Federation will receive training on safeguarding. Those working with children will receive specialist training on their responsibilities for child welfare. Parents and guardians of children will also receive training and information on how to contact the Safeguarding Officer. Safeguarding Officers will receive opportunities for professional development and will monitor best practice in other federations.

9. Disciplinary Procedure

Any breaches of this Policy or the Turkish Badminton Federation's Code of Conduct will be dealt with through the Federation's disciplinary procedure.

The stages of the disciplinary procedure are:

- Verbal warning
- Written warning
- Final written warning
- Dismissal

A fair and impartial investigation will be conducted, including:

1. Ensuring the concerns are understood correctly;
2. Following a fair procedure;
3. Thorough investigation and assessment;
4. Referring the case to the disciplinary committee;
5. Preparing for and holding the disciplinary hearing;
6. Informing the individual(s) of the outcome;
7. Follow-up after the disciplinary procedure.

10. Review of this Policy

This Policy will be reviewed annually.

11. Monitoring

The implementation and monitoring of this Policy will be carried out regularly by the Turkish Badminton Federation and the Safeguarding Officers.

Email: safeguarding@badminton.org.tr