



POLICY FOR PREVENTION OF SEXUAL HARASSEMENT & ABUSE

Introduction:

The Swimming Federation of India is committed to providing a safe, healthy and respectful environment for all participants in our organization. Sexual harassment in any form will not be tolerated and the Federation is committed to preventing and addressing such behaviour.

Scope:

This policy applies to all individuals affiliated with the Swimming Federation of India, including but not limited to athletes, coaches, officials, staff, volunteers, and members.

Definitions:

Sexual harassment is defined as any unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature that is unwanted, offensive or intimidating.

Policy:

1. The Swimming Federation of India prohibits sexual harassment in any form, including but not limited to, physical, verbal, written, or electronic communication.
2. The Federation will not tolerate any retaliation against an individual who reports sexual harassment or participates in an investigation.
3. The Federation will promptly investigate any allegations of sexual harassment and take appropriate action based on the findings of the investigation.
4. Any individual who violates this policy will be subject to disciplinary action, up to and including termination of affiliation with the Swimming Federation of India.

Reporting:

Any individual who experiences or witnesses sexual harassment should report it immediately to the designated reporting authority. The Federation will take all reports seriously and will investigate all allegations promptly, thoroughly, and impartially. The POSH committee contact details are available of the federation website www.swimming.org.in

**Confidentiality:**

The Swimming Federation of India will handle all reports of sexual harassment with the utmost confidentiality to the extent possible. However, confidentiality cannot be guaranteed in all circumstances, particularly when legal or other obligations require disclosure.

Code of Conduct for Coaches:

1. Coaches shall treat all athletes with respect and dignity, and shall not engage in any behaviour that constitutes sexual harassment or abuse.
2. Coaches shall maintain appropriate boundaries with athletes, and shall not engage in any behaviour that could reasonably be interpreted as sexual in nature.
3. Coaches shall not engage in any form of romantic or sexual relationship with an athlete under their supervision, even if the athlete is of legal age.
4. Coaches shall not use their position of authority to coerce or manipulate athletes into engaging in any behaviour that is unwanted or inappropriate.
5. Coaches shall not engage in any form of retaliation against athletes who report sexual harassment or abuse, or who participate in an investigation.
6. Coaches shall report any incidents of sexual harassment or abuse to the designated reporting authority immediately, and shall cooperate fully with any investigation.
7. Coaches shall participate in training and education programs on preventing sexual harassment and abuse, and shall keep up-to-date with the latest information on these topics.

Consequences of Violating the Code of Conduct:

Any coach who violates this code of conduct may be subject to disciplinary action, up to and including termination of their coaching affiliation with the Swimming Federation of India. In addition, any coach who engages in behaviour that constitutes sexual harassment or abuse may also be subject to legal action.

Conclusion:

The Swimming Federation of India recognizes the important role that coaches & officials play in the development and success of our athletes. By adhering to this code of conduct, all stakeholders can help ensure that our athletes are able to compete in a safe, healthy, and respectful environment free from sexual harassment and abuse.