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|-----------------------------------|-------------------------------------------|
| <b>Name of Authorised Person:</b> | <i>Dimitris Dimou</i>                     |
| <b>Position:</b>                  | Chairman, Equipment Rules Sub-Committee   |
| <b>Contact email:</b>             |                                           |
| <b>Title of Proposal:</b>         | Procedure for Class Rules Interpretations |
| <b>Subtitle:</b>                  | New Policy D13                            |
| <b>Related proposals:</b>         |                                           |

**Proposal:**

To add Policy D13: Procedure for Class Rules Interpretations

**WORLD SAILING POLICY REGISTER  
PROCEDURE FOR CLASS RULES INTERPRETATIONS**

**1. Procedures**

- 1.1. A valid request for Class Rule interpretation received by the World Sailing Equipment Rules Sub-committee shall be considered by a panel comprising of:
  - (i) the Chair or Vice-Chair of the Equipment Rules Sub-committee,
  - (ii) a technical representative of the World Sailing Class Association, and
  - (iii) a member of the World Sailing technical staff.
- 1.2. The panel may amend or consolidate the original request to ensure clarity in the interpretation.
- 1.3. The interpretation will be determined by a simple majority vote of all panel members.
- 1.4. Interpretations shall be notified by World Sailing to the World Sailing Class Association / owners association making the request, all Member National Authorities, all international measurers and all licensed manufacturers.

**Current position:**

Regulations 15.10 to 15.15 address Class Rule Interpretations

15.10 Interpretations of the Class Rules of World Sailing Class Associations must only be made by World Sailing unless:

- (a) an alternative procedure is contained in contracts between World Sailing and the Class Association; or
- (b) World Sailing has otherwise approved a different procedure in writing.

15.11 Class Rule interpretations made by World Sailing or by the World Sailing Class Association must not be used to change an existing class rule. The Class Association must immediately advise World Sailing of any interpretations it has issued.

15.12 Interpretations made by World Sailing must be made as follows:

- (a) Requests for interpretation will only be considered from:
  - (i) Member National Authorities;

- (ii) the World Sailing Class Association;
  - (iii) the owners of any relevant intellectual property concerning the Class;
  - (iv) manufacturers of the Class; or
  - (v) International Measurers of the Class.
- (b) A request for interpretation must be acknowledged with a copy sent to the World Sailing Class Association at the same time.
- (c) A panel consisting of:
- (i) the Chair or Vice-Chair of the Equipment Rules Sub-committee;
  - (ii) the technical representative of the World Sailing Class Association; and
  - (iii) a member of World Sailing technical staff, must first decide if the request is valid.

15.13 If the request is valid, it must be sent to the Equipment Rules Sub-committee for decision in accordance with the procedures set out in World Sailing policy.

15.14 If the request is not valid, the Chief Executive Officer must reject the request and explain the reasons of the panel to the requestor.

15.15 Class Rule interpretations have the same status as a class rule and, unless otherwise agreed in the contracts between World Sailing and the World Sailing Class Association, remain valid for:

- (a) a maximum period of two years; or
- (b) until superseded by a class rule change.

**Reasons:**

1. Regulation 15.13 refers to procedures set out in World Sailing Policy. However, there is no such Policy.
2. The previous version of the regulations defined how to determine the validity of an interpretation, the current regulations rely on the Equipment Rules Sub-Committee for decision in accordance with procedures set out in WS Policy.
3. The current regulations replicate all remaining items of the procedure that was in place in the previous regulations.

|                                   |                                                                                        |
|-----------------------------------|----------------------------------------------------------------------------------------|
| <b>Name of Authorised Person:</b> | Kay Rawbone                                                                            |
| <b>Position:</b>                  | Chair, Para World Sailing Committee                                                    |
| <b>Contact email:</b>             |                                                                                        |
| <b>Title of Proposal:</b>         | Amendment to Policy K1 – Recognition of Para World Championship Titles                 |
| <b>Subtitle:</b>                  | Alignment of Policy K1 with Para Inclusive Sailing Delivery and Championship Structure |
| <b>Related proposals:</b>         | N/A                                                                                    |

**Proposal:**

Amend Policy K1 to allow for the recognition of additional Para World Championship titles beyond the current limit of six, where justified by participation, event structure, and strategic objectives.

**Proposed amendment (indicative wording):**

Policy K1:

Current wording: 1.2 Para Sailing World Championships may be held in up to a total of six disciplines

This wording, in order to remove the cap of number of Para World Championship titles, shall be revised to:

~~1.2 Para Sailing World Championships may be held in up to a total of six disciplines~~

**1.2 World Sailing may recognise Para World Championship titles across disciplines and events as determined by participation levels, classification groupings, and strategic objectives of Para Inclusive Sailing.**

**The number of titles is not fixed but shall be approved in accordance with World Sailing governance processes.**

**Current position:**

Policy K1 currently permits a maximum of six Para World Championship titles.

**Reasons:**

The current limitation within Policy K1 no longer reflects the structure or delivery of Para Inclusive Sailing.

Since the introduction of the policy, the sport has evolved significantly, including:

- the establishment of the World Sailing Inclusion Championships (WSIC) as a multi-class, multi-impairment global event
- increased participation across disciplines and impairment groups
- the development of a more structured and credible Paralympic pathway
- alignment with the IPC Classification Code and associated governance requirements

The fixed cap of six titles creates unnecessary constraints and does not allow for:



- appropriate recognition of different disciplines and impairment categories
- flexibility in event delivery
- alignment with participation levels and demand

The Para World Sailing Committee (PWSC) has reviewed this in detail and unanimously supported the extension of titles, including a recent circular vote approving an additional title with 100% support. The proposed amendment does not introduce uncontrolled expansion. Instead, it:

- removes an arbitrary numerical cap
- retains governance oversight through existing approval processes
- enables titles to be awarded in a structured and justified manner

This change is necessary to:

- align policy with current operational delivery
- support continued growth of Para sailing
- maintain credibility and visibility within the Paralympic pathway
- provide clarity to MNAs, athletes, and stakeholders

Failure to update the policy risks:

- inconsistency between governance and practice
- reduced flexibility in responding to growth
- undermining the development of Para Inclusive Sailing

The proposed amendment ensures that World Sailing can continue to develop Para sailing in a controlled, transparent, and strategically aligned way.

|                                   |                                                                        |
|-----------------------------------|------------------------------------------------------------------------|
| <b>Name of Authorised Person:</b> | <i>Glen Stanaway on behalf of the Categorisation Commission</i>        |
| <b>Position:</b>                  | Categorisation Commission Chairperson                                  |
| <b>Contact email:</b>             |                                                                        |
| <b>Title of Proposal:</b>         | World Sailing Code of Ethics                                           |
| <b>Subtitle:</b>                  | Removing a section of the Code of Ethics which conflicts with the RRS. |
| <b>Related proposals:</b>         | WSB-2026-002- Breaches of the Categorisation Code                      |

**Proposal:**

To amend the World Sailing Code of Ethics:

Annex B – All Other Events

1. Allegations at Events

1.1 All complaints, allegations or reports of Event Misconduct must be considered and adjudicated upon by the protest committee in accordance with the procedures in RRS 69. The protest committee may impose any sanctions relevant to the Event as provided for in RRS 69. Any right of appeal of that decision will be governed by the RRS.

~~1.2 The protest committee must report its decision, and provide all recordings of the hearing and all documents or other evidence available to it, to the Member National Authority of the Participant~~

**Current position:**

Annex B – All Other Events

1. Allegations at Events

1.1 All complaints, allegations or reports of Event Misconduct must be considered and adjudicated upon by the protest committee in accordance with the procedures in RRS 69. The protest committee may impose any sanctions relevant to the Event as provided for in RRS 69. Any right of appeal of that decision will be governed by the RRS.

1.2 The protest committee must report its decision, and provide all recordings of the hearing and all documents or other evidence available to it, to the Member National Authority of the Participant

**Reasons:**

1. The World Sailing Code of Ethics duplicates and conflicts with the Racing Rules of Sailing.
2. Rule 69.2(j) already describes the conditions requiring the reporting of a protest committee's decision to the Member National Authority.
3. The World Sailing Code of Ethics is requiring protest committees to provide more information than what is required in rule 69.2(j).
4. Rule 69 cannot be changed by another rule.



5. The World Sailing Code of Ethics should work with the Racing Rules of Sailing and not be in conflict.

**Council – 9 June 2026**

**For decision**

**To: WS Council**

**From: General Counsel**

**Subject: CO-2026-009 WS Neutrality Policy Updates**

**Date: 26 May 2026**



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## **1. BACKGROUND**

- 1.1 Following discussions at the March and May Board meetings, the WS Board proposed updates to the World Sailing Neutrality Policy in line with the IOC recommendations of 11 December 2025 and 7 May 2026.

## **2. SUMMARY OF PROPOSED CHANGES**

- 2.1 To Board recommendation seeks to amend the Neutrality Policy in the following ways. It updates the Policy in relation to:
- (a) Youth athletes, no longer requiring youth sailors from Russia or Belarus to apply for neutral status to be permitted to compete – as per the IOC recommendation of 11 December 2025;
  - (b) Belarus and Belarusians, and lifting previous sanctions imposed on them – as per the IOC recommendation of 7 May 2026; and
  - (c) Administrative tidy-ups including:
    - i) application processing times to reflect practical realities; and
    - ii) a clarification on what constitutes a team for the purposes of the Policy.
- 2.2 The full text of the proposed updates is appended, and any changes have been indicated in red text.

## **3. RECOMMENDATION**

- 3.1 The Board recommendation is for Council to approve the updates to the Neutrality Policy that have been summarised above and that have been appended to this paper.

**Antonio Cozzolino  
GENERAL COUNSEL**



## **World Sailing Policy for participation of Individual Neutral Athletes, Support Persons, and Race Officials with a Russian or Belarusian Passport (the Neutrality Policy).**

### **1. Preamble**

- 1.1. Pursuant to the recommendations issued by the International Olympic Committee (the "IOC") on 28 March 2023, **11 December 2025 and 7 May 2026**, this is the World Sailing Policy for participation of Individual Neutral Athletes ("AIN(s)"), Support Persons, and Race Officials with a Russian or Belarusian Passport (the "Neutrality Policy") in World Sailing Events or events listed in World Sailing Policy E5.

**1.2. For the purposes of this Neutrality Policy:**

**1.2.1. A crew of two persons sailing a boat does not constitute a team.**

**1.2.2. "Youth" means 23 years old or under.**

### **2. Summary of IOC Guidance**

- 2.1 Athletes with a Russian ~~or a Belarusian~~ passport must compete only as Individual Neutral Athletes.
- 2.2 Teams of athletes with a Russian ~~or Belarusian~~ passport cannot be considered.
- 2.3 Athletes, Support personnel, and Race Officials who actively support the war cannot be entered as Neutral.
- 2.4 Athletes who are contracted to the Russian ~~or Belarusian~~ military or national security agencies cannot compete. Support personnel and Race Officials who are contracted to the Russian ~~or Belarusian~~ military or national security agencies cannot be entered.
- 2.5 Any such Individual Neutral Athlete and Support Persons, like all the other participating athletes and support persons, must meet all anti-doping requirements applicable to them and particularly those set out in the anti-doping rules of the IFs.
- 2.6 The sanctions against those responsible for the war, the Russian ~~and Belarusian~~ states and governments, must remain in place; therefore:
- No international sports events organised or supported by an IF or NOC in Russia (**this recommendation no longer applies to Belarus**).
  - No flag, anthem, colours, or any other identifications whatsoever of these countries displayed at any sports event or meeting, including the entire venue.
  - No Russian ~~and Belarusian~~ government or state official invited to or accredited for any international sports event or meeting.
- 2.7 Updated IOC Guidance on Youth Competitions:**

- 2.7.1 On 11 December 2025, the IOC reaffirmed that athletes have a fundamental right to access sport across the world, and to compete free from political interference or pressure from governmental organisations, and recommended that youth athletes with a Russian or Belarusian passport should no longer be restricted in their access to international youth competitions, in both individual and team sports.
- 2.7.2 The IOC clarified that the IOC Recommendations of 28 March 2023 no longer apply in relation to youth competitions. The updated recommendations as per 11 December 2025 are:
- Youth athletes with a Russian or Belarusian passport should no longer be restricted in their access to international youth competitions, in both individual and team sports, without additional IF eligibility requirements (such as background checks).
  - The definition of youth competitions depends on the regulations of each IF.
- 2.7.3 Standard IF or event organiser protocols regarding flags, anthems, uniforms, and related elements should apply, provided the relevant MNA is in good standing. If a national federation is suspended, the IF should apply neutral protocol elements.
- 2.8 Updated IOC Guidance on Belarus:
- 2.8.1 On 7 May 2026, the IOC issued new recommendations in relation to Belarus and Belarusians.
- 2.8.2 The updated recommendations as per 7 May 2026 are:
- To no longer have any restrictions on the participation of Belarusian athletes, including teams, in competitions governed by International Federations (IFs) and international sports event organisers.
  - To lift the previous conditions of participation for International Federations and international sports event organisers of 28 February 2022 and 28 March 2023 as they relate to Belarus and Belarusian athletes, including the protective measures.

### **3. Participation**

- 3.1 In accordance with World Sailing Policy E1 and E5, “World Sailing Event” means any event for which World Sailing selects the venue and is therefore organised by or on behalf of World Sailing.
- 3.1.1 At World Sailing Events, it is mandated that AINs, neutral Support Persons, and neutral Race Officials be permitted to participate.
- 3.1.2 At World Sailing Events (that are international youth competitions), it is mandated that youth sailors of Russian and Belarusian sporting nationality be permitted to participate.
- 3.1.3 At events listed in World Sailing Policy E5 (other than World Sailing Events), it is recommended that AINs, neutral Support Persons, and neutral Race Officials be permitted to participate.

- 3.1.4 At events listed in World Sailing Policy E5 (other than World Sailing Events, and that are international youth competitions), it is recommended that youth sailors of Russian ~~and Belarusian~~ sporting nationality be permitted to participate.
- 3.2 Non-youth individual sailors of Russian ~~and Belarusian~~ sporting nationality, Support Persons, as defined in the Racing Rules of Sailing ("Support Persons"), and Race Officials of Russian ~~and Belarusian~~ nationality shall only participate in World Sailing Events in a Neutral capacity, and in no case as representatives of the Russian Federation ~~or the Republic of Belarus~~, their Member National Associations ("MNA(s)") or National Olympic Committees ("NOC(s)").
- 3.3 Subject to the entry conditions stipulated in the Notice of Race, any Russian ~~or Belarusian~~ non-youth sailor who satisfies the requirements of this Neutrality Policy shall be designated an "Individual Neutral Athlete", "Athlète Individuel Neutre" in French, ("AIN") and be entitled to participation.
- 3.4 To be considered Neutral and entitled to support sailors in World Sailing Events, a Russian ~~or Belarusian~~ Support Person must satisfy the requirements of this Neutrality Policy.
- 3.5 To be considered Neutral and entitled to officiate in World Sailing Events, a Race Official of Russian ~~or Belarusian~~ nationality must satisfy the requirements of this Neutrality Policy.

#### 4. Neutrality

- 4.1 Any participation of AINs, Neutral Support Persons, or Neutral Race Officials must fully comply with **this** Neutrality Policy, World Sailing Regulations, including the Anti-Doping rules, the Olympic Charter and any other regulations and rules applicable to World Sailing Events.
- 4.2 In addition, the strictest neutrality towards the Russian Federation ~~and the Republic of Belarus~~ at any time since 24 February 2022, when the Russian Federation commenced the war in Ukraine, will be required for any participation by a sailor, Support Person, or Race Official in any World Sailing Event. Neutrality requirements are:

4.2.1 No link with the Russian ~~or Belarusian~~ military or with any other national security agency

Sailors, Support Persons, or Race Officials who are or have been contracted to the Russian ~~or Belarusian~~ military since 24 February 2022, including any affiliated entities, or with national security agencies, cannot participate in World Sailing Events.

4.2.2 No communications promoting Russia ~~or Belarus~~ from 24 February 2022 onwards

Sailors, Support Persons, and Race Officials must have refrained from any activity or communication, either verbal, non-verbal, or written, associated with the national flag, anthem, emblem, or any other symbol of the Russian Federation, ~~the Republic of Belarus~~, their MNAs or NOCs, or from any support for the war in Ukraine in any media (including but not limited to interviews in any media, social media, tweets, retweets, and posted messages on X (formerly Twitter), posted images on Instagram, Meta (formerly Facebook) forwarded messages, comments on other posts, videos on YouTube posts, and or comments, etc.) at any time **since** 24 February 2022.

Sailors, Support Persons, and Race Officials must apply the same refrainment following the grant of Neutral status.

Sailors, Support Persons, and Race Officials must not make any public statements or comments or take any action or behave in any way that may prejudice the interests of the competition, its integrity, or the participant's neutrality as required as a condition for participation.

#### **4.2.3 No active support for the war in Ukraine since 24 February 2022**

Only sailors, Support Persons, and Race Officials who support the peace mission of the Olympic Movement and have not actively supported the war in Ukraine may participate as a Neutral.

Sailors, Support Persons, and Race Officials contracted at any time since 24 February 2022 to the Russian ~~and Belarusian~~ military or national security agencies are considered as actively supporting the war against Ukraine.

Any other form of verbal, non-verbal or written expression, explicit or implicit, at any time since the beginning of the war in Ukraine, in particular public statements, including those made in social media, participation in pro-war demonstrations or events, and the wearing of any symbol in support of the war in Ukraine, for example the "Z" symbol, are considered to be acts of actively supporting the war in Ukraine.

### **5. Anti-Doping Requirements**

- 5.1 All ~~youth sailors~~, AIN sailors, Neutral Support Persons, and Neutral Race Officials must comply with all anti-doping requirements applicable to them, in particular those set out in the World Sailing Anti-Doping Rules.
- 5.2 World Sailing may, in accordance with the World Sailing Anti-Doping Rules, stipulate any specific doping control requirements for ~~youth sailors~~, AINs, Neutral Support Persons, and Neutral Race Officials, noting that they have not been participating in international sailing competitions for over three years.

### **6. Application Process For Individual Neutral Athletes ("AIN(s)"), Support Persons, and Race Officials**

- 6.1 Individual ~~non-youth~~ sailors, Support Persons, and Race Officials of Russian ~~and Belarusian~~ sporting nationality shall apply to World Sailing to be granted Neutral status by submitting the relevant application form to [legal@sailing.org](mailto:legal@sailing.org) at any time after this Neutrality Policy comes into force.
- 6.2 ~~Non-youth~~ sailors, Support Persons, and Race Officials of Russian ~~and Belarusian~~ sporting nationality shall only be entitled to participate in World Sailing Events once they have received confirmation of their eligibility from World Sailing.
- 6.3 Upon receipt of the application form, World Sailing Legal shall carry out verifications to ensure compliance with the requirements for such status by applicants, as set out in Clause 4.
- 6.4 After the verification process World Sailing Legal will present the applications to the World Sailing Board for approval.
- 6.5 Subject to Clause 6.6, World Sailing shall advise the outcome of the application to the applicant within thirty (30) days of receiving the application form and all required information.

6.6 World Sailing Board may extend the **30-day** deadline specified in Clause 6.5 for such further period or periods it considers appropriate, if additional verification or time is required to ensure compliance with the applicable neutrality requirements stipulated in Clause 4.

6.7 Where additional external measures for the verification of the applicable neutrality rules are required, World Sailing may request that the applicant pay any external fees for the verification. In such a case, the processing of the application shall be suspended until payment of the external verification fee is received.

## **7. Entry**

7.1 All AIN sailors, Neutral Support Persons, and Neutral Race Officials entries will be taken as representing themselves and will have no MNA.

7.2 World Sailing will issue each AIN sailor with a temporary AIN Sailor ID. Russian passport holders will be designated AIN X ~~and Belarussian passport holders will be designated AIN Y.~~ AIN X ~~and AIN Y~~ will ~~each~~ be treated as a separate country for the purposes of entries.

7.3 Subject to the enforcement provisions in Clause 14, once granted, Neutral status shall remain in effect for as long as required.

7.4 Where the number of eligible AIN X ~~or AIN Y~~ sailors exceeds the stipulated quota places permitted for the relevant event, the AIN with the highest rankings between Jan 2020 – Jan 2022 will be selected to be entered. If there are no rankings available, then results from Class World Championships may be used. As a final resort, if there are no rankings or results, then a simple draw will take place to select the sailor who will be selected to be entered.

7.5 World Sailing will verify the entry to the Organising Authority.

## **8. Flags**

8.1 ~~In events where no youth categories are specifically convened,~~ flags of the Russian Federation ~~or the Republic of Belarus~~ (current or historical) shall not be raised or displayed at any competition venue, nor in any area where ancillary events are held, or any other area controlled by the Organising Authority ("OA") of an event, including hotel and village accommodation and transportation.

8.2 Where the use of a flag is necessary to identify Individual Neutral Athletes (e.g., on equipment, at ceremonies, protocol events, on-site, TV/media displays), either an all-white flag or no flag shall be used.

8.3 ~~In events where no youth categories are specifically convened,~~ the OA shall be responsible for ensuring that no flag of the Russian Federation ~~or the Republic of Belarus~~, or any other object referring to these countries, is displayed within the scope of, or in relation to, an event, including by spectators.

## **9. Anthems**

9.1 ~~In events where no youth categories are specifically convened,~~ the national anthems of Russia ~~and Belarus~~ (or any other anthem associated with the Russian Federation ~~or the Republic of Belarus~~) shall not be played or sung at any time during or in connection with World Sailing Events in any competition venue, nor in any area where ancillary events

are held, or any other area controlled by the OA of an event, including accommodation and transportation.

## **10. Uniforms and Clothing**

- 10.1 The uniform worn by AIN sailors and their Support Persons shall be white.
- 10.2 The uniforms (whether competition, warm-up, formal, ceremonial, casual, etc.), clothing, equipment, accessories, and personal items belonging to AIN sailors and their Support Persons that are worn, used, or displayed at competition venues, or any area where ancillary events are held, or any other area controlled by the OA, shall not contain:
- any recognition of, or reference to, the Russian Federation, ~~the Republic of Belarus~~, or their MNAs or NOCs, or any national identification of Russia ~~or Belarus~~ (such as flag, coat of arms, colours, or any other national symbol or emblem, whether official or unofficial) in any language or format; or
  - any emblem or identification, commercial or otherwise, of any Russian ~~or Belarusian~~ organisation or entity; or
  - any expression (message, graphic element, symbol, etc.) with a direct or indirect political connotation.
- 10.3 Designs for any clothing to be used by an AIN sailor or their Support Persons must be submitted to World Sailing for approval. Any application must be submitted at least one (1) month prior to the event in question. Any use of clothing other than that approved by World Sailing may result in the disqualification of the sailor, disciplinary action, or both.

## **11. Equipment**

- 11.1 The boat and all the sports equipment used in sailing and all personal equipment ~~of non-youth sailors~~ must not contain:
- any recognition of, or reference to, the Russian Federation, ~~the Republic of Belarus~~, or their MNAs or NOCs, or any national identification of Russia ~~or Belarus~~ (such as flag, coat of arms, colours, or any other national symbol or emblem, whether official or unofficial) in any language or format; or
  - any emblem or identification, commercial or otherwise, of any Russian ~~or Belarusian~~ organisation or entity; or
  - any expression (message, graphic element, symbol, etc.) with a direct or indirect political connotation.
- 11.2 The only designations which will be permitted on the boat and all the sports and personal equipment ~~of non-youth sailors~~ will be the World Sailing Event branding, AIN designations, and World Sailing branding. An illustration of the AIN designation is shown in Appendix 1 of this Neutrality Policy. "AIN" shall be used as MNA code wherever it is needed (sails, bibs, results, etc.).
- 11.3 The colour of the equipment shall be as per the colours offered by the manufacturer and shall not be one or more of the colours shown in the flags of the Russian Federation ~~or the Republic of Belarus~~. An all-white hull or board and white sails and kites are acceptable for events where equipment is not supplied.

## **12. Medals**

- 12.1 AIN sailors may receive medals for their performances and participate in the relevant award ceremonies. Due to their participation as Neutral individuals, these medals shall not count towards any medal table drawn up according to nations.

## **13. Media and Publications**

**When referring to AINs**, Organising Authorities of World Sailing Events must withdraw references to Russia ~~and Belarus~~ in all documents and publications in both printed and electronic format, including, but not limited to, start lists, result lists, rankings, news articles, photos, social media posts, website posts, and TV graphics. The acronym to be used instead shall be AIN.

## **14. Enforcement**

- 14.1 World Sailing will monitor the implementation of the neutrality requirements as stipulated in this Neutrality Policy and reserves its right, at its sole discretion, to revoke its decision to allow the participation of Russian ~~and Belarusian~~ sailors, Support Persons, or Race Officials as Neutral, if the circumstances so warrant.
- 14.2 Violation of the neutrality requirements as stipulated in this Neutrality Policy, including but not limited to providing false information, by any person or entity bound by World Sailing Rules and Regulations, may result in the World Sailing Board withdrawing the Neutral status of any AIN sailor, Support Person, or Race Official and may involve the imposition of additional sanctions, including but not limited to fines or disqualification of results.
- 14.3 Any person whose application was not approved pursuant to Clause 6.4 or whose Neutral status is withdrawn pursuant to Clause 14.1 may re-apply to World Sailing by submitting a new application to be determined by the World Sailing Board in its sole discretion.
- 14.4 World Sailing shall take all reasonable measures to enforce the neutrality requirements as stipulated in this Neutrality Policy.
- 14.5 The World Sailing Board may direct that any violations that are not dealt with pursuant to Clause 14.2 are dealt with pursuant to the disciplinary procedures in the RRS or the World Sailing Regulations. This may result in the imposition of sanctions, including but not limited to, a warning, reprimand, fine, or disqualification of results. For these purposes World Sailing will act as the AIN's, Neutral Support Person's, or Neutral Race Official's MNA.
- 14.6 Any conduct unbecoming the values of sailing towards any sailors, Support Persons (including those designated as Neutral), or Race Officials (including those designated as Neutral) shall be subject to disciplinary proceedings pursuant to World Sailing Rules and Regulations or the Racing Rules of Sailing.

## **15. Appeals**

- 15.1 There is a right of appeal to the Disciplinary Tribunal against any decision made under this Neutrality Policy that directly concerns the eligibility of a person to participate in a Major Event (as listed in Policy E5).
- 15.2 In accordance with the provisions of the Constitution, there is a right of appeal from a decision of the Disciplinary Tribunal that directly concerns the eligibility of a person to

participate in a Major Event (as listed in Policy E5) by way of arbitration before the Court of Arbitration for Sport in Lausanne, Switzerland.

- **Approved by World Sailing Council on 23 July 2025**
- **Updates approved by World Sailing Council on 8 November 2025 (update to para. 1 and the addition of paras 3.1.1 and 3.1.2)**

Appendix 1



**Council – 26 May 2026**

**For decision**



**To: World Sailing Council**

**From: General Counsel**

**Subject: Safeguarding Policy amendment**

**Date: 26 May 2026**

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## **1. BACKGROUND**

- 1.1 The World Sailing Safeguarding Policy (“**Policy**”) was approved in May 2024. The Policy was due for review in May 2026.
- 1.2 In the initial process of review, we have identified and propose amending the policy to add clauses 5.2.5 and 9.2.8. A fuller review will also follow.
- 1.3 Proposed clause 5.2.5 provides for a mandatory requirement that all MNA’s have a safeguarding policy in place by April 2027. Proposed clause 9.2.8 is a provision that enables WS to exercise sole discretion in investigating reported safeguarding concerns where an MNA has failed to act.
- 1.4 As an International Federation, we have a duty to safeguard against harassment and abuse. If such reports are left undealt with, not only are victims left to suffer, there is also a risk of alleged perpetrators repeat offending, placing further people at risk. A provision for WS to exercise sole discretion to handle cases where an MNA fails to act, will ensure that victims are not left and concerns are properly investigated. A mandatory provision for MNA’s to have a policy in place, will also ensure that MNA’s have the measures in place to handle reported concerns when they arise

## **2. BOARD / MEDICAL COMMISSION SUPPORT**

- 2.1 The Medical Commission confirmed their support for these proposed amendments at the Medical Commission annual conference meeting in November 2025.
- 2.2 The Board has emphatically approved the addition of clauses 5.2.5 and 9.2.8.
- 2.3 The full text of the additions is indicated in red text in the appended proposed updated Policy.

## **3. RECOMMENDATION**

- 3.1 That the Council approves the Board recommendation to update the Safeguarding Policy and Procedures proposed above and as appended.

**Antonio Cozzolino**  
**GENERAL COUNSEL**



## SAFEGUARDING POLICY AGAINST HARASSMENT AND ABUSE

~~May 2024~~ June 2026

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## 1 INTRODUCTION

- 1.1 World Sailing is the world governing body for the sport of sailing. It is a not-for-profit organisation and does not pursue any objective for its own gains.
- 1.2 World Sailing seeks to create an atmosphere in which everybody who participates in sailing can have a safe, rewarding, and positive experience.
- 1.3 Harassment, abuse, or exploitation can occur in sport and can impact the rights and wellbeing of athletes, and those working in other roles in the sport. The International Olympic Committee's (the "**IOC**") Consensus Statement of 2016 as well as the International Paralympic Committee's (the "**IPC**") Policy on Non-Accidental Violence and Abuse in Sport 2016 provide some examples of consequences of different forms of harassment, abuse and exploitation in sport, including the physical and emotional harm caused to victims and the reputational damage that could be caused to sporting organisations such as World Sailing.
- 1.4 Therefore, World Sailing seeks to protect everyone involved in sailing in the belief that all athletes, coaches, officials, staff, and volunteers have the right to participate in sport in a safe and inclusive environment that is free from all forms of harm, discrimination, harassment, abuse, exploitation, violence, and neglect. Whilst World Sailing seeks to protect everyone involved in sailing, we acknowledge that the protection of children is paramount and everyone, particularly those Organising Authorities ("**OA(s)**") involved in planning or delivering programmes or events for children, are responsible for the care and protection of children attending those programmes or events and their welfare is the top priority.
- 1.5 The World Sailing Safeguarding Policy against Harassment and Abuse in Sport (the "**World Sailing Safeguarding Policy**") aims to:
  - 1.5.1 provide a framework for promoting the prevention of harassment, abuse, and exploitation in the sport;
  - 1.5.2 raise awareness of, and provide clarity on, what constitutes harassment, abuse, and exploitation; and
  - 1.5.3 outline the process for reporting concerns of harassment, abuse and exploitation that fall within the World Sailing Safeguarding Policy and how reported concerns will be managed;

thereby promoting a safe and inclusive environment for all involved in sailing.

## 2. DEFINITIONS

- 2.1 In addition to the definitions in the World Sailing Regulations, in this World Sailing Safeguarding Policy the following terms shall have the following meanings:

**Athletes with disabilities:** those who have long-term physical, mental, intellectual, or sensory impairments that, on interaction with certain barriers, may hinder their full and effective participation in society on an equal basis with others.

**Bullying or Cyberbullying:** unwanted, repeated, and intentional aggressive behaviour usually among peers, and can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumours or falsehoods, attacking someone physically or verbally, vandalizing personal property, deliberately excluding someone, making

practical jokes which cause awkwardness or embarrassment, endangering a person's safety, or negatively affecting performance.

**Children/Child:** are defined as young persons under 18 years of age and are protected under the United Nations Convention on the Rights of the Child which has been adopted by 197 nations.

**Complicity:** assisting, encouraging, aiding, abetting, conspiring, covering up or any other type of intentional complicity involving a violation of this World Sailing Safeguarding Policy.

**Exploitation:** when an individual or group unfairly takes advantage of a person to coerce, manipulate or deceive for their own personal gain. Exploitation is a form of abuse and comes in many different guises. Personal gain may be psychological, reputational, or commercial, and constitutes exploitation when there is no express and fully informed consent of the athlete and/or for Children, their parent or guardian. Examples may be fraudulent misrepresentation of an athlete's age or nationality, acting on behalf of an athlete fraudulently or taking an unreasonable share of the proceeds of sponsorship or funding arrangements or signing up athletes to long term contracts while they are still Children.

**Grooming:** refers to an individual working to create an emotional connection with a child to gain their trust with the distinct purpose of sexual abuse or exploitation. Grooming can be undertaken by both males and females and can occur both online and in the real world. It can be undertaken by an individual the Child or Young Adult knows, or by a stranger. Many Children and Young Adults will not understand that they have been groomed and that it constitutes abuse. Abusers may invest a lot of time and effort into gaining a Child's and possibly the rest of their family's trust by:

- Offering advice and understanding
- Buying gifts, such as equipment
- Giving the child attention
- Using their professional position or reputation
- Taking them on trips, outings, or holidays

Once they have established trust, groomers will exploit the relationship by isolating the Child from friends or family and making the Child feel dependent on them. They will use any means of power or control to make a Child believe they have no choice but to do what they want. Abusers may introduce 'secrets' to control or frighten the Child. Sometimes they will blackmail the Child, or make them feel ashamed or guilty, to stop them telling anyone about the abuse.

**Hazing:** an organised, usually team-based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members.

**Harassment:** directly or indirectly engaging in conduct that the respondent knows or ought to know (a) causes harm or inspires the reasonable belief that harm may be caused to the complainant or a related person by unreasonably (i) following, watching, pursuing or accosting of the complainant or a related person, or loitering outside of or near the building or place where the complainant or a related person resides, works, carries on business, studies or happens to be; (ii) engaging in verbal, electronic or any other communication aimed at the complainant or a related person, by any means, whether or not conversation ensues; or (iii) sending, delivering or causing the delivery of letters, packages, electronic mail, social media messages, social media comments, social media posts or other objects to the complainant or a related person or leaving them where they will be found by, given to, or brought to the attention of, the complainant or a related person; or (b) amounts to sexual harassment of the complainant or a related person.

Harassment can take a variety of forms, including but not limited to:

- Suggestive sexual comments
- Racist insults/jokes
- Verbal abuse
- Unwelcome attention

**Homophobia:** antipathy, contempt, prejudice, aversion or hatred towards Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and/or Non-binary persons.

**Neglect:** the failure of parents, care givers and those supervising children to meet a Child's physical and emotional needs or failure to protect a Child, Young Adult or Vulnerable Adult from exposure to danger.

**Negligence:** acts of omission regarding athlete safety. For example, depriving an athlete of food/or drink; insufficient rest and recovery; failure to provide a safe physical training environment; or using developmental age-inappropriate or physique-inappropriate training methods.

**Physical Abuse:** non-accidental trauma or physical injury caused by punching, beating, kicking, biting, burning or otherwise harming an athlete. Including but not limited to forced or mandated inappropriate physical activity (e.g., using age-inappropriate or physique-inappropriate training loads; or forcing training when injured or in pain); forced alcohol consumption; or systematic doping practices.

**Psychological Abuse:** a pattern of deliberate, prolonged, repeated non-contact behaviours within a power differentiated relationship. This form of abuse is at the core of all other forms. Some definitions refer to emotional or psychological abuse interchangeably. In this document, we refer to psychological abuse in recognition that the psyche consists of more than emotions. It also consists of cognitions, values and beliefs about oneself, and the world. The behaviours that constitute psychological abuse target a person's inner life in all its profound scope.

Psychological abuse can take a variety of forms, including any treatment which may diminish the sense of identity, dignity, and self-worth, including but not limited to:

- Confinement
- Isolation
- Verbal assault
- Humiliation
- Intimidation
- Infantilisation

**Retaliation:** any adverse action taken by an accused person or their associates against a person participating in any investigation, or proceedings initiated by World Sailing pursuant to this World Sailing Safeguarding Policy. Retaliation by an accused person or their associates against a person for making an allegation, supporting a reporting party, or providing information relevant to an allegation.

**Safeguarding:** means the measures taken to protect individuals from Harassment and/or Abuse.

**Safeguarding Concern:** means an allegation of any conduct, concern, incident, suspicion, action, behaviour, or failure to act in a way which has caused, or which causes or which may cause Abuse and/or Harassment of a Young Adult, Vulnerable Adult or Child.

**Safeguarding Disciplinary Tribunal:** is the hearing body that will conduct hearings into cases and sanction persons in breach of this World Sailing Safeguarding Policy. The Safeguarding Disciplinary Tribunal will be appointed by the Chair of the World Sailing Independent Panel on a case-by-case basis and will comprise of 3 persons with appropriate legal and/or safeguarding experience.

**Safeguarding Investigations Panel:** an independent panel of persons suitably qualified in conducting investigations, gathering available evidence and information, compiling reports and with necessary safeguarding/welfare experience.

**Safeguarding Officer:** a designated person within World Sailing with primary responsibility for managing and reporting safeguarding concerns and for putting into place procedures to safeguard persons in the organisation. The Safeguarding Officer shall be appropriately safeguarding trained and/or qualified.

**Safe Sport:** an environment that is respectful, equitable and free from all forms of Harassment and Abuse to athletes and others participating in sport.

**Sexism:** is the belief that one sex or gender is superior to another. Sexism is distinguished by prejudice or by discrimination based on person's sex or gender. Although sexism can affect anyone, women and girls are more often affected by sexism.

**Sexual Abuse:** any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced and/or manipulated or is not or cannot be given. This can involve individuals looking at or making sexual images, watching sexual activities and/or encouraging others to behave in sexually inappropriate ways.

**Sexual Harassment:** any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Examples include unwanted or degrading intimate questions relating to body, clothes or one's private life, jokes with a sexual innuendo and proposals or demands for non-consensual sexual acts. These may be unwanted text messages, telephone calls, letters or other forms of communication with a sexual content. They may also include staring, gesticulation, or sharing photographs or pictures with sexual allusions. Examples of physical sexual harassment are unnecessary physical contact with a sexual nature such as pinching, attempting to kiss or caress or touching.

**Vulnerable Adult:** includes any person aged 18 or over who is, or may be, in need of services by reason of a disability, age or illness, and who is, or may be, unable to take care of themselves. Vulnerable Adults also includes any person over 18 years of age who is unable to protect themselves against significant harassment, abuse, neglect, or exploitation because of their athletic ability, race, gender, sex, health status, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language, or birth.

**World Sailing Event:** the following events fall under the definition of World Sailing Events:

- the Olympic Games Sailing Competition;
- the World Sailing Youth World Championships;
- the World Sailing Combined World Championships;

- any event designated by World Sailing as part of the World Sailing World Cup Series; and
- the World Sailing Inclusion Championships.

**Young Adult(s):** are young persons over 18 years of age transitioning from childhood to adulthood. With limited life experience they may not have developed resilience and may be more at risk of harassment, abuse, or exploitation. Young Adults may be considered Vulnerable Adults depending on their circumstances.

### 3 SCOPE OF WORLD SAILING DISCIPLINARY JURISDICTION

- 3.1 The jurisdiction of this World Sailing Safeguarding Policy extends to applicable persons and bodies reflected in 3.2 and to organisations defined in 3.3 below.
- 3.2 Without any distinction of age, ability or disability, gender, gender identity, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, language, socioeconomic background or identity, or migration status or other kind of unfair discrimination, this World Sailing Safeguarding Policy applies to anyone who:
  - 3.2.1 is a World Sailing Officer (Board, Council, Committee or Commission Members, including any alternate appointed to a World Sailing Officer post) attending World Sailing Events, meetings or other official functions or when representing World Sailing at any other event, meeting or official functions
  - 3.2.2 is a World Sailing Member National Authority (“**MNA**”) representative sent by the MNA to attend World Sailing Events, meetings or other official functions;
  - 3.2.3 is a World Sailing Class Association (“**Class**”) representative sent by a Class to attend World Sailing Events, meetings or other official functions;
  - 3.2.4 is a World Sailing Race Official appointed to World Sailing Events or invited by World Sailing to attend World Sailing Events, meetings or other official functions;
  - 3.2.5 is a World Sailing accredited guest invited by World Sailing to attend World Sailing Events, meetings or other official functions;
  - 3.2.6 is a member of staff, a consultant, or a contractor of World Sailing; or
  - 3.2.7 is either a competitor, boat owner or support person participating in a World Sailing Event.
- 3.3 This World Sailing Safeguarding Policy applies to all MNAs and Classes during participation in World Sailing Events, as defined.
- 3.4 The following conduct constitutes a violation of this World Sailing Safeguarding Policy:
  - 3.4.1 Psychological Abuse (which includes Grooming, Hazing, Bullying and other forms);
  - 3.4.2 Physical Abuse;
  - 3.4.3 Sexual Harassment;
  - 3.4.4 Sexual Abuse;
  - 3.4.5 Neglect;
  - 3.4.6 Exploitation;
  - 3.4.7 Complicity;
  - 3.4.8 Retaliation;

- 3.4.9 Failure to cooperate. Failing to cooperate with any investigation carried out by, or on behalf of World Sailing in relation to a possible breach of this World Sailing Safeguarding Policy, including, without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by World Sailing as part of such investigation; and/or
- 3.4.10 Obstructing or delaying any investigation that may be carried out by, or on behalf of World Sailing in relation to a possible violation of this World Sailing Safeguarding Policy, including without limitation concealing, tampering with, or destroying any documentation or other information that may be relevant to the investigation.

#### **4. WHAT IS HARASSMENT AND ABUSE?**

- 4.1 Harassment and Abuse can be expressed but not limited to, in five forms which may occur in combination or in isolation:
- 4.1.1 Psychological Abuse.
  - 4.1.2 Physical Abuse.
  - 4.1.3 Sexual Harassment.
  - 4.1.4 Sexual Abuse.
  - 4.1.5 Neglect.
- 4.2 This World Sailing Safeguarding Policy contains all the definitions from the IOC Consensus Statement 2016 and other relevant sources and provides more details on various forms of Harassment and Abuse.
- 4.3 Harassment and Abuse can be based on any grounds including age, ability or disability, gender, gender identity, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, language, socioeconomic background or identity, migration status, athletic ability or a combination of any of these characteristics. It can include a single, one-off incident or a series of incidents. It may be in person or online. Harassment may be deliberate, unsolicited, or coercive. The improper behaviour does not have to be made with the intent to harass or discriminate, to be in violation of this World Sailing Safeguarding Policy.
- 4.4 Harassment and Abuse may result from an abuse of authority, meaning the improper use of a position of influence, power, trust or authority by an individual against another person (under criminal law in the UK, all coaches are deemed to be in a position of trust.)
- 4.5 All Athletes and others participating in sport are susceptible to being a target of the various forms of Harassment and Abuse. Actions which might not be abusive to one person may be considered to be abusive or harmful due to the vulnerability of the individual who is being abused. This may be due to the person's age, ability or other form of vulnerability.
- 4.6. The impact of the various forms of harassment and abuse on a participant may include any or all of the following:
- Physical e.g., illnesses and injuries, loss of performance, eating disorders, sexually transmitted infections, post-traumatic stress disorder.

- Emotional e.g., volatile mood states.
- Behavioural e.g., drop out of the sport / competition, potential for cheating.
- Mental Health / Cognitive e.g., anxiety, depression, self-harm, suicide, low self-esteem.
- Effect on relationships e.g., belittling, social exclusion.

## 5. RESPONSIBILITIES

### 5.1. World Sailing

5.1.1 The Board of World Sailing shall formally adopt this World Sailing Safeguarding Policy and the World Sailing CEO is responsible for ensuring that the World Sailing Safeguarding Policy and accompanying procedures are operationalised.

5.1.2 The World Sailing CEO shall appoint Safeguarding Officers who shall be responsible for implementing the World Sailing Safeguarding Policy and Procedures and a Safeguarding Strategy in accordance with the roles and duties in 6.2 below.

### 5.2 MNAs, Classes and Special Events of World Sailing

5.2.1 All MNAs, Classes and Special Events of World Sailing should play their part in ensuring that the sport of sailing is free from any kind of Harassment and Abuse.

5.2.2 All MNAs, Classes and Special Events of World Sailing should have their own safeguarding policy and procedures or shall officially adhere to the policy of their National Olympic Committee (“**NOC**”) and/or National Paralympic Committee (“**NPC**”).

5.2.3 It is recommended that all MNAs, Classes and Special Events ensure that their Safeguarding Policies and Procedures (or the policies of their NOC or NPC) are easy to understand and accessible and are communicated to their stakeholders as well as being actively promoted.

5.2.4 MNAs, Classes and Special Events should understand their obligations in relation to mandatory reporting to public authorities within their country (e.g. alleged criminal matters are to be reported to the police) and are responsible for defining and implementing their own policies and procedures, having been adapted to their own national legal framework and consistent with the standards set in this World Sailing Safeguarding Policy, to protect their athletes, support persons, staff and volunteers from Harassment and Abuse. For the avoidance of doubt, if there is any conflict between the national legal framework and the World Sailing Safeguarding Policy then the national legal framework shall prevail.

5.2.5 It is compulsory for all MNA's to have a safeguarding policy and procedures in place and in operation by the deadline of April 2027. The procedures must prescribe the steps to be taken when a concern is reported, including investigative and disciplinary processes. There should also be a clear and fair process for administering consistent and proportionate sanctions where warranted. Fair process must include notice and the right/ opportunity to be heard before any sanction is imposed. World Sailing may impose sanctions or other measures on those MNA's who do not comply by April 2027. Therefore, MNA's are strongly encouraged to develop these policies on an urgent basis, and to contact World Sailing if they require advice or assistance.

## **6. SAFEGUARDING OFFICERS**

- 6.1 The World Sailing CEO shall appoint Safeguarding Officers, who shall have expertise in Safeguarding in sport.
- 6.2 The World Sailing Safeguarding Officers shall have the following roles and duties:
  - 6.2.1 Raising awareness of World Sailing's Safeguarding Policy and Procedures, including the procedures for reporting concerns of Harassment and Abuse in sailing.
  - 6.2.2 To act as the main point of contact for anyone reporting alleged concerns of Harassment and Abuse to World Sailing and to ensure they are appropriately supported.
  - 6.2.3 To act as the main point of contact for MNAs and Classes regarding Safeguarding matters.
  - 6.2.4 To review Safeguarding concerns reported to World Sailing and refer cases to appropriate bodies for action based on the nature of the concern raised.
  - 6.2.5 To refer cases to MNAs and Classes as is appropriate and to promptly inform them of any allegations (where possible) and/or sanction(s) imposed on any person under their jurisdiction relating to any harassment and abuse case(s).
  - 6.2.6 To refer matters to the Safeguarding Investigations Panel for investigation.
  - 6.2.7 To refer cases to World Sailing's Safeguarding Disciplinary Tribunal where the Safeguarding Investigations Panel has determined there is a case to answer and a charge has been issued.
  - 6.2.8 Ensuring that reported concerns of Harassment and Abuse are managed in accordance with this World Sailing Safeguarding Policy.
  - 6.2.9 Imposing appropriate disciplinary or corrective measures, as determined by the Safeguarding Disciplinary Tribunal, when there has been a violation of this World Sailing Safeguarding Policy.
  - 6.2.10 To implement, uphold and review World Sailing's Safeguarding Policy and Procedures.
  - 6.2.11 To agree Safeguarding plans and reporting procedures with the relevant OA, host MNA and Classes at World Sailing Events underlining the commitment of World Sailing to ensure that participants know that their safety and welfare are of paramount importance.
  - 6.2.12 To respect the confidentiality of all parties concerned in respect of raised concerns. Providing reassurance to those who are concerned about a possible alleged incident that their personal information will not be disclosed, except, for example, if the concerned person gives their prior consent or where there is an immediate risk of harassment and abuse and disclosure is necessary to prevent such harassment and abuse.

- 6.2.13 To monitor and take appropriate steps in relation to contractual obligations which require compliance with World Sailing's Safeguarding Policy.
- 6.2.14 To ensure where concerns are raised and they are required, by the laws of the relevant jurisdiction, to be reported to relevant authorities that this is done.
- 6.2.15 Providing and raising awareness of suitable educational resources and training opportunities for all participants in World Sailing Events.
- 6.2.16 Developing and promoting the Safeguarding Strategy to ensure the sport of sailing is free from any kind of Harassment and Abuse.

## **7. APPLICABLE LAW / RELEVANT AUTHORITIES**

- 7.1 Any disputes relating to the application of World Sailing Regulations or the exercise of powers thereunder, shall be subject to the exclusive jurisdiction of the courts of England and Wales and their principles, and shall be governed by English law, excluding English choice of law principles.
- 7.2 In case of any report to the relevant local authorities, the applicable law will be the national law of the country where the incident happened.
- 7.3 In respect of concerns raised with World Sailing through its reporting processes and its Safeguarding Officers, the Safeguarding Officer will review the reports to determine whether:
  - 7.3.1 the matter should be referred to the relevant authorities of the country where the incident happened;
  - 7.3.2 whether it should be referred to the relevant MNA where the alleged perpetrator resides/and or the MNA which they are a member of; or
  - 7.3.3 whether World Sailing has jurisdiction over the matter.
- 7.4 World Sailing's jurisdiction is to deal with Safeguarding concerns in relation to applicable persons/bodies as set out in Clauses 3.2 and 3.3 of this World Sailing Safeguarding Policy.
- 7.5 If the raised concern of alleged Harassment and Abuse is considered as a potential breach of the law then the matter should be referred to the relevant authorities in the country where the incident occurred (e.g. criminal matters referred to the police). Referral can be made by the MNA and/or Class Safeguarding Officers. If there are concerns for the safety of a Child or Vulnerable Adult, the matter should be reported immediately to the relevant local authorities.
- 7.6 Where an allegation of Harassment and Abuse is referred to the police and/or local authorities, whilst such case before the relevant authorities is pending, World Sailing may impose a precautionary interim suspension of the alleged perpetrator from activities in the sport in cases of alleged Harassment and Abuse where, on the balance of probability, the Independent Panel agree that the alleged perpetrator may pose a risk to Children or Vulnerable Adults.
- 7.7 Where an allegation of Harassment and Abuse is referred to the police and/or local authorities World Sailing will liaise with the authorities. World Sailing's investigation of the Safeguarding Concern shall follow the process outlined in the World Sailing

## Safeguarding Procedures.

- 7.8 The outcome of any investigation and prosecution by the police and/or local authorities may be considered by the World Sailing Safeguarding Investigations Panel and/or the World Sailing Safeguarding Disciplinary Tribunal appointed to investigate and determine the case in accordance with the World Sailing Safeguarding Procedures. For the avoidance of doubt, the World Sailing Safeguarding Investigations Panel and the World Sailing Safeguarding Disciplinary Tribunal shall be entitled to reach their own conclusions independent of any police and/or local authorities conclusions.
- 7.9 If the raised concern of alleged Harassment and Abuse is not considered as a penal infraction/criminal violation by the relevant local authorities in accordance with the applicable law and the concern falls within World Sailing's jurisdiction, the Safeguarding Officer may refer the matter to the Safeguarding Investigations Panel for investigation, subject to obtaining consent required under clause 8.6 of this World Sailing Safeguarding Policy.
- 7.10 Raised concerns which do not fall within World Sailing's jurisdiction, as defined under Clause 3 of this World Sailing Safeguarding Policy, should be managed by the MNA of the country where the incident happened or the relevant MNA where the alleged perpetrator resides/and or the MNA which they are a member of.
- 7.11 Should the Safeguarding Investigations Panel determine that there is a case to answer, a notice of charge may be issued, and the matter will be referred to World Sailing's Disciplinary Tribunal.
- 7.12 Where appropriate, the MNA of the alleged victim, the MNA where the event took place, and the Class will be informed and will be updated on the status of the case.

## **8. CONFIDENTIALITY**

- 8.1 The Safeguarding Officer shall respect the confidentiality of all the information received at any phase of the procedure.
- 8.2 All the information provided by a whistle blower shall be kept by the Safeguarding Officer and is considered as confidential at any time.
- 8.3 If a reported concern might constitute a penal infraction/criminal violation, the Safeguarding Officer must share the collected information with the relevant local authorities in the country where the incident took place and/or the country where the athlete resides, in accordance with the relevant applicable law.
- 8.4 Safeguarding Officers shall disclose confidential information in cases where the disclosure is necessary to protect a Child or Vulnerable Adult from Harassment and Abuse, as required in accordance with the applicable laws of the country where the incident occurred and/or the country where the Child or Vulnerable Adult resides.
- 8.5 Safeguarding Officers may disclose confidential information in cases involving adults where the alleged victim has given permission for this information to be shared with local authorities to protect them from further Harassment and Abuse.
- 8.6 Where the alleged behaviour reported does not constitute a penal infraction/criminal violation but is inappropriate conduct, the Safeguarding Officer shall require the permission of the person (or their parent or guardian) who has allegedly been subject

to Harassment and/or Abuse to disclose any confidential information for the purposes of commissioning an investigation and/ or referring the matter for disciplinary proceedings.

## **9.REPORTING CONCERNS**

World Sailing strongly encourages all incidents of suspected Harassment and Abuse to be reported, regardless of who the offender may be, to protect the rights and wellbeing of individuals in sailing.

### **9.1 Whistleblowing**

9.1.1 World Sailing recognises it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible.

9.1.2 World Sailing strongly supports whistle blowers by providing a confidential reporting system and believes it is important for anyone who has concerns to speak out early to prevent and stop any harm being inflicted on anyone.

9.1.3 The whistle blower can be anybody who is aware of or has concerns about any form of Harassment and Abuse taking place in the sport.

9.1.4 Where the victim of alleged Harassment and Abuse needs urgent medical or police attention, the whistle blower should immediately contact the appropriate local authorities.

9.1.5 A written report should be submitted to World Sailing's Safeguarding Officers using World Sailing's reporting form.

9.1.6 The whistle blower has a right to conserve their anonymity and all the information they give to the Safeguarding Officer will be treated in strictest confidence. Please be aware, however, that anonymous reporting may make it difficult for the concern raised to be fully investigated and the allegations to be properly addressed.

9.1.7 Concerns that are raised to World Sailing which do not fall within World Sailing's jurisdiction, as defined in Clause 3 of this World Sailing Safeguarding Policy, shall be referred to the MNA of the alleged perpetrator, for consideration under their safeguarding policy and to any other sports body authorised to limit a potential alleged perpetrator's involvement in sailing. Where appropriate, the MNA of the alleged victim and the Class will also be informed, unless raised under whistle blowing provisions, where anonymity will be preserved.

9.1.8 The processing of information provided to World Sailing will be dealt with in accordance with World Sailing's Privacy and Personal Data Protection Policy.

9.1.9 All the information provided by the whistle blower shall be considered as confidential. However, if the alleged Harassment and Abuse is considered to be a penal infraction/criminal violation against a Child or Vulnerable Adult, Safeguarding Officers must share the information collected with the relevant local authorities in accordance with the applicable law.

## 9.2 Reporting Concerns under World Sailing Jurisdiction

9.2.1 Anyone may report any incident or concerns which fall within World Sailing's jurisdiction, as defined in Clause 3 of this World Sailing Safeguarding Policy, to the Safeguarding Officer, who is the appropriate person at World Sailing to manage such cases.

9.2.2 When reporting concerns of alleged Harassment and Abuse, the Safeguarding Officer will take a report in the way that is most comfortable for the person initiating the report including an anonymous, in-person, verbal, or written report.

9.2.3. Individuals may complete an Incident Report Form.

9.2.4 A copy of World Sailing's Incident Report Form can be found at Appendix C of this World Sailing Safeguarding Policy and on World Sailing's website.

9.2.5 The processing of information provided to World Sailing will be dealt with in accordance with World Sailing's Privacy and Personal Data Protection Policy.

9.2.6 All the information provided to World Sailing shall be kept by the Safeguarding Officer and is always considered as confidential. If the alleged Harassment and Abuse is considered penal infraction/criminal violations against a Child or Vulnerable Adult, Safeguarding Officers must share the information collected with the relevant local authorities in accordance with the applicable law.

9.2.7 Concerns that are raised to World Sailing which do not fall within World Sailing's jurisdiction, as defined in Clause 3 of World Sailing Safeguarding Policy, shall be referred to the MNA of the alleged perpetrator for consideration under their safeguarding policy and procedures and to any other sports body authorised to limit a potential alleged perpetrator's involvement in sailing. Where appropriate the MNA of the alleged victim and the Class will also be informed.

9.2.8 If an MNA fails to address, investigate, or resolve a reported safeguarding concern in a timely or effective manner, World Sailing at its sole discretion, may investigate the matter directly through its own safeguarding policy and procedures. The MNA shall cooperate fully and provide all information requested by the World Sailing in such circumstances.

## 10. COMMENCEMENT OF THE WORLD SAILING SAFEGUARDING POLICY

10.1 This World Sailing Safeguarding Policy (as amended May 2024) came into force on 12 November 2023.

Approved by World Sailing Council May 2024

Next Review of Policy due May 2026

## **APPENDIX A - Educational & Related Resources**

The IOC Safeguarding Toolkit has been created to assist the Olympic Movement to develop and implement athlete-safeguarding policies and procedures ([www.olympic.org/athlete365/safeguarding/](http://www.olympic.org/athlete365/safeguarding/)).

To complement the toolkit and ensure that athletes, their entourage, and other individuals understand the core components of this sensitive topic, a free bite-size IOC Athlete Safeguarding e-learning course has been developed and launched on the IOC Athlete Learning Gateway (<http://onlinecourse.olympic.org/course/baseview.php?id=39>).

Additional resources:

World Sailing Regulations

World Sailing Ethics Code

[IOC Code of Ethics](#)

[IOC Consensus Statement 2016: Harassment and Abuse in Sport](#)

[IPC Code of Ethics](#) (including [appendix A](#))

[IPC Policy on Non-Accidental Violence and Abuse in Sport](#) (including [Games-Time Reporting procedure](#) and [Games-Time Report Form](#) attachments)

[United Nations Convention on the Rights of the Child](#)

[International Safeguarding Children in Sport guidelines](#) (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)

[UN Declaration of Human Rights](#)

[Safe Sport International](#)

[African Union/GIZ Safeguarding in Sport and Sport for Development Contexts Resources](#) (available in six languages)

## APPENDIX B – WORLD SAILING INCIDENT REPORTING FORM

Date:     /     /

Please fill out the information below to the best of your knowledge. Out of respect for the importance of this issue and to encourage honest and effective reporting, knowingly making a false or vindictive report will not be tolerated and may be a violation of the World Sailing Rules & Regulations.

### PERSON BEING REPORTED

|                                                                                                                                                                                                                                                                               |         |                  |        |  |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|------------------|--------|--|--|
| Name: (First)                                                                                                                                                                                                                                                                 |         |                  | (Last) |  |  |
| World Sailing Reg # (if applicable):                                                                                                                                                                                                                                          | Gender: | Age (or approx): |        |  |  |
| Discipline (if applicable):                                                                                                                                                                                                                                                   |         |                  |        |  |  |
| Position this individual holds or held:<br><input type="checkbox"/> Coach <input type="checkbox"/> World Sailing Official <input type="checkbox"/> Trainer <input type="checkbox"/> Athlete <input type="checkbox"/> World Sailing Staff <input type="checkbox"/> Other _____ |         |                  |        |  |  |

### ALLEGED OFFENCE INFORMATION

|                                                                                                                                                                                                                                                                                        |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Type of offence (check all that apply):<br><input type="checkbox"/> Psychological Abuse <input type="checkbox"/> Physical Abuse <input type="checkbox"/> Sexual Harassment <input type="checkbox"/> Sexual Abuse <input type="checkbox"/> Neglect <input type="checkbox"/> Other _____ |  |
| Location Incident(s) Occurred:                                                                                                                                                                                                                                                         |  |
| Date(s) of Alleged Offences:                                                                                                                                                                                                                                                           |  |
| Description of Alleged Offences:                                                                                                                                                                                                                                                       |  |

### VICTIM OR VICTIMS' INFORMATION

|                                      |         |                  |  |
|--------------------------------------|---------|------------------|--|
| Name: (First)                        |         | (Last)           |  |
| World Sailing Reg # (if applicable): | Gender: | Age (or approx): |  |
| Discipline (if applicable):          |         |                  |  |
| Additional Information:              |         |                  |  |

### INDIVIDUAL(S) WHO MAY HAVE ADDITIONAL INFORMATION

|                                                             |         |                  |  |
|-------------------------------------------------------------|---------|------------------|--|
| Name: (First)                                               |         | (Last)           |  |
| World Sailing Reg # (if applicable):                        | Gender: | Age (or approx): |  |
| Discipline (if applicable):                                 |         |                  |  |
| Relationship to Parties Involved:                           |         |                  |  |
| Brief explanation of the additional information (if known): |         |                  |  |

Date:     /     /

#### REPORT SUBMITTED BY

Name: (First) \_\_\_\_\_ (Last) \_\_\_\_\_

Are you a World Sailing member? ☐ Yes ☐ No

World Sailing Reg # (if applicable): \_\_\_\_\_ Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Did you witness the alleged offence (s)? ☐ Yes ☐ No

Relationship to victim:

☐ Self ☐ Parent/Guardian ☐ Other family relation ☐ Friend/Acquaintance ☐ Coach/Volunteer ☐ Prefer not to say ☐ Other \_\_\_\_\_

Signature: \_\_\_\_\_

#### ADDITIONAL INFORMATION

Any other information that you feel would be helpful to an investigation of the alleged offence you have reported:

#### CONTACT DETAILS OF OTHER ORGANISATION(S), AUTHORITY(IES), COURT(S), AND/OR POLICE (IF APPLICABLE) INFORMATION

If any other organisation(s), authorities, court(s), and/or the police have been informed of the allegations, please provide us with any relevant details:

# **WORLD SAILING SAFEGUARDING PROCEDURE**

(May 2024)

- 1. CASE MANAGEMENT**
- 2. PROVISIONAL SUSPENSIONS**
- 3. INVESTIGATIONS**
- 4. CHARGING PROCEDURE**
- 5. HEARING PROCEDURE**
- 6. STANDARD OF PROOF**
- 7. SANCTIONS**
- 8. APPEALS**

These Rules of Procedure apply to any Safeguarding Concerns received by World Sailing under Part I of Regulation 35. For the avoidance of doubt, they do not apply to Safeguarding Concerns received by MNAs, Classes and/or Special Events.

## **1. CASE MANAGEMENT**

- 1.1** Any Safeguarding Concerns reported to World Sailing will be reviewed by the Safeguarding Officers to determine whether:
  - 1.1.1** The alleged victim is at risk of further harm and/or requires medical treatment and/or the Safeguarding Concern should be reported to the local police and/or local authorities.
  - 1.1.2** It is suspected that the allegation could be a penal infraction/criminal violation if proven, and the concern should be reported to the local police.
  - 1.1.3** The concern reported falls outside the jurisdiction of World Sailing and should be referred to the relevant MNA/Class/Special Event as appropriate.
  - 1.1.4** The concern reported if proven, would constitute unacceptable conduct that would breach the World Sailing Safeguarding Policy (and is not a penal infraction/criminal violation) and therefore requires referral to the Safeguarding

Investigations Panel for further investigation to determine if there is a disciplinary case to answer or not.

**1.1.4.1** The Safeguarding Investigations Panel shall be an independent panel of investigators comprised of professionals with safeguarding, welfare and/or medical experience.

**1.1.4.2** Should the Safeguarding Investigations Panel determine, after investigation, that there is a case to answer, the reported concern should be referred to the Safeguarding Disciplinary Tribunal for hearing.

**1.1.5** The reported concern constitutes poor practise and should be addressed through a different form of remedial action such as, relevant training or education, referral under Part C, D or E of Regulation 35.

**1.1.6** The reported concern requires no further action.

**1.2** Safeguarding Officers are the only people who can review reported concerns under 1.1 and/or refer to the Safeguarding Investigations Panel under 1.1.4. to determine the nature of the reported concern and whether there is a case to answer.

**1.3** Where Harassment and Abuse is suspected, persons bound by World Sailing's Rules, Regulations, Codes and Policies must provide the Safeguarding Officers with any information, documents, data recordings and storage devices (text, images, sound, etc.) in connection with the possible violation or misconduct. Failure to cooperate with the Safeguarding Officers may lead to proceedings before the Safeguarding Disciplinary Tribunal.

**1.4** In the case of suspicion of a penal infraction/criminal violation, the Safeguarding Officers shall immediately refer the concern to the relevant local authorities, in accordance with the applicable law.

**1.5** During the investigation procedure, Safeguarding Officers must respect the confidentiality of the information.

**1.5.1** Following the receipt of a reported concern alleging unacceptable conduct, World Sailing may consider the circumstances in which it will notify other participants including athletes and/or their parents, legal guardians or carers, the MNA of the alleged victim, the MNA where the event took place, the Class and/or the Special Event.

**1.5.2** At World Sailing's discretion, and as appropriate or required by law, World Sailing may notify relevant persons, i.e., the MNA of the alleged victim, the MNA where the event took place, the Class and/or the Special Event, competition managers, staff members, contractors, volunteers, parents, legal guardians, carers and/or athletes of any such allegation that:

- (a) law enforcement authorities are actively investigating; or
- (b) that World Sailing is investigating.

Advising others of an allegation may lead to additional reports of Harassment and Abuse and other unacceptable conduct.

- 1.6** Where World Sailing's rules and in particular the World Sailing Safeguarding Policy has been breached, and World Sailing has jurisdiction in accordance with the World Sailing Safeguarding Policy, and the Safeguarding Investigations Panel has determined upon investigation that there is a case to answer, the Safeguarding Officers shall appoint a Safeguarding Disciplinary Tribunal to engage in the disciplinary procedure.

## **2. PROVISIONAL SUSPENSION AND PROVISIONAL MEASURES**

- 2.1** Where it has been determined that World Sailing has jurisdiction and the Safeguarding Concern reported involves alleged Harassment and Abuse that:

- 2.1.1** is directed at a Child or Vulnerable Adult; and/or
- 2.1.2** may result in serious criminal charges being laid against the individual whom allegations have been made against; and/or
- 2.1.3** suggests there is a further ongoing risk of harm being suffered by one or more persons involved in the sport;

then World Sailing, after being made aware of the Safeguarding Concern, shall consider whether any provisional measures shall be imposed on the alleged perpetrator pending resolution of the Safeguarding Concern, following the processes in this Procedure.

- 2.2** Provisional measures include, but are not limited to suspension, restriction or revocation of event accreditation, eviction from the event accommodation, restriction of duties, temporary re-deployment, suspension or restriction of rights, privileges and benefits, and/or any other actions that World Sailing may deem appropriate.
- 2.3.** The decision to impose any provisional suspension and/or provisional measures in accordance with this Section 2 of these Procedures shall be authorised by at least two Safeguarding Officers.
- 2.4** There is no right of appeal against any provisional suspension and/or provisional measures imposed in accordance with this Section 2 of these Procedures. The Safeguarding Officers will review any temporary suspension and/or provisional measures imposed under these Procedures at least every two weeks.
- 2.5** The imposition of any provisional suspension and/or provisional measures under these Procedures is a neutral act and does not amount to a presumption of guilt, a sanction or a penalty under the Safeguarding Policy.

## **3. INVESTIGATIONS**

- 3.1** Where the Safeguarding Concern reported, if proven, would constitute unacceptable conduct that breaches the World Sailing Safeguarding Policy, the Safeguarding Officer will assign a Safeguarding Investigator from the Safeguarding Investigations Panel.

The Safeguarding Investigator shall be responsible for investigating the complaint and shall:

- 3.1.2** conduct initial, and if required, follow up interviews with the alleged victim, alleged perpetrator and any other person connected with the Safeguarding Concern;
  - 3.1.3** obtain information from the alleged victim, the alleged perpetrator and any other person connected with the Safeguarding Concern, together with supporting evidence;
  - 3.1.4** request and review further evidence; and
  - 3.1.5** prepare and issue a final report.
- 3.2** The report will make findings as to whether or not, on a comfortable satisfaction, , the alleged victim has substantiated their complaint and as such the alleged perpetrator has:
  - 3.2.1** a case to answer; or
  - 3.2.2** no case to answer.
- 3.3** Where the report makes a finding of no case to answer, the alleged victim and the alleged perpetrator will be notified, and the investigation will be considered to be at an end.
- 3.4** Where the report makes a finding of a case to answer, the World Sailing Chief Executive Officer and/or World Sailing Director of Legal & Governance may issue a charge. At this stage the investigation will be considered to be at an end and the Safeguarding Disciplinary Tribunal shall be tasked with disciplining the alleged perpetrator in accordance with this Procedure.

#### **4. CHARGING PROCEDURE**

- 4.1** If World Sailing decides that a charge is to be issued, as soon as practicable, a written notice of the charge shall be provided to the alleged perpetrator, which shall:
  - 4.1.1** briefly state the nature of the alleged Harassment and Abuse; and
  - 4.1.2** provide copies of documents or other material referred to in the charge.
- 4.2** A single charge may be issued against the alleged perpetrator in respect of more than one instance of Harassment and Abuse, but the charge shall state separately the nature of each alleged act of Harassment and Abuse alleged to have been breached and shall have effect as separate charges.

#### **5. HEARING PROCEDURE**

- 5.1** In the event of Harassment and Abuse, as defined in the World Sailing Safeguarding Policy, the Safeguarding Disciplinary Tribunal will be the only relevant body to conduct hearings into cases and sanction persons in breach of the World Sailing Safeguarding Policy.
- 5.2** The Safeguarding Officer shall, within 14 days of issue of the notice of charge, appoint the Safeguarding Disciplinary Tribunal for a specific case.

**5.2.1** The Safeguarding Disciplinary Tribunal shall consist of three persons with appropriate legal and/or Safeguarding experience.

**5.2.2** The Safeguarding Officer will notify the parties of the composition of the Safeguarding Disciplinary Tribunal as soon as practicable, and

**5.2.3** A date shall then be set for the Safeguarding Disciplinary Hearing.

**5.2.4** The Safeguarding Disciplinary Tribunal shall conduct the proceedings as it sees fit but at all times in a manner which:

- (a)** complies with the World Sailing Constitution, Regulations and this Procedure;
- (b)** complies with its duty to act fairly and impartially;
- (c)** allows the Parties reasonable opportunity to put their respective cases; and
- (d)** avoids unnecessary delay or expense and provides a fair and efficient means for resolving the concern.

For the avoidance of doubt the Safeguarding Disciplinary Tribunal shall be entitled to make any order in respect of the conduct of the proceedings necessary for the protection of the parties.

**5.3** The Safeguarding Officers (and Safeguarding Investigations Panel members) are prohibited from sitting on any disciplinary or appeals tribunal hearing of a case of alleged Harassment and Abuse.

## **6. STANDARD OF PROOF**

**6.1** The standard of proof that applies to all decisions made by a Safeguarding Investigator and the Safeguarding Disciplinary Tribunal, is to be the “comfortable satisfaction” standard which is greater than the civil standard of “on the balance of probabilities” but less than the criminal standard of “beyond a reasonable doubt”.

## **7. SANCTIONS**

**7.1** Sanctions and measures shall be proportional to the infringement of the World Sailing Safeguarding Policy. The following factors shall be taken into consideration:

- a)** The nature of the violation;
- b)** The severity of the violation;
- c)** The number of the violation (it is one time or several repetitions);
- d)** The background of the abused and/or harassed person (Child, Vulnerable Adult);
- e)** The relationship between the abused and/or harassed person and the abuser or harasser;
- f)** Any other relevant circumstances.

**7.2** The Safeguarding Disciplinary Tribunal may impose the following sanctions:

- a)** no sanction;
- b)** a direction to attend safeguarding education and/or a safeguarding awareness remedial course;
- c)** a warning, admonishment or reprimand;
- d)** a fine not exceeding £1000;
- e)** a direction not to compete or officiate in a particular event or Class (or types of event or Classes);

- f) suspension or revocation of competition eligibility and/or World Sailing Eligibility (or the imposition of conditions on such eligibility);
- g) suspension or removal from office in the case of World Sailing Officers, members of staff, consultants or contractors of World Sailing;
- h) revocation of Special Event accreditation;
- i) eviction from Special Event hotel;
- j) suspension or removal of a certificate of appointment in the case of World Sailing Race Officials (or the imposition of conditions on such appointment);
- k) make a report to an MNA, World Sailing Class, World Sailing (under another Regulation or the Racing Rule of Sailing) or any other appropriate organisation; and/or
- l) any other sanction that World Sailing may deem appropriate.

## **8. APPEALS**

- 8.1** World Sailing and the Parties hereby agree to respect and be bound by the decision of the Safeguarding Disciplinary Tribunal, subject only to the right of appeal set out below.
- 8.2** There is a right of appeal from the Safeguarding Disciplinary Tribunal if, and only if, the decision imposes:
- 8.2.1** a suspension or revocation of more than three months on competition eligibility or World Sailing Eligibility in the case of a competitor, boat owner or support person; or
  - 8.2.2** any sanction imposed (except a warning, reprimand, admonishment or fine) in the case of World Sailing Board, committee or commission member, World Sailing Race Officials, MNA representatives sent by a MNA to attend World Sailing Events, meetings or other official functions, Class representatives sent by a Class to attend World Sailing Events, meetings or other official functions, World Sailing accredited guests, World Sailing contractors, consultants or staff.
- 8.3** Any appeal shall be made in writing within fourteen days of the decision appealed against.
- 8.4** The Safeguarding Officer shall review the appeal request to ensure compliance with 8.2 and 8.3. Where the appeal is in compliance with 8.2 and 8.3, the Safeguarding Officer shall, within fourteen days of receipt of the appeal, appoint an Independent Safeguarding Appeal Tribunal to hear and determine the appeal.
- 8.5** The Safeguarding Appeal Tribunal shall conduct the proceedings as it sees fit, but at all times in a manner which:
- (a)** complies with the World Sailing Constitution, Regulations and this Procedure;
  - (b)** complies with its duty to act fairly and impartially;
  - (c)** allows the Parties reasonable opportunity to put their respective cases; and
  - (d)** avoids unnecessary delay or expense and provides a fair and efficient means for resolving the appeal.
- 8.6** World Sailing and the Parties hereby agree to be bound by the decision of the Independent Safeguarding Appeals Tribunal, or by the decision of the alternative dispute resolution body appointed. There will be no appeal from such a decision.

**8.7** The Safeguarding Appeals Tribunal may impose the sanctions as set out in 7.2 above.

## **9. LEGAL REPRESENTATION**

Any individual subject to a Safeguarding Concern and/or safeguarding investigation and/or Safeguarding Disciplinary Tribunal and/or Safeguarding Appeal Tribunal is entitled to be represented, at their own cost.