

World Athletics Championships Tokyo 25

SAFEGUARDING POLICY (参考英訳)

公益財団法人東京 2025 世界陸上財団セーフガーディングポリシー



Every second, Sugoi.

TOKYO  25
WORLD ATHLETICS
CHAMPIONSHIPS
T O K Y O ● 2 5

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01 Introduction

As the Local Organising Committee (“the Committee”) of the World Athletics Championships Tokyo 25 (“the Championships” or “WCH Tokyo25”) we have two overarching missions: to inspire people around the world and to serve as a model for future international sports events.

The Committee has developed a Safeguarding Policy (“the Policy”) to fulfill its aim to create a safe and positive environment for all involved in athletics.

This Policy establishes the scope, objectives and implementation framework for safeguarding work necessary to protect everyone involved in the Championships from abuse, harassment and exploitation, and to take appropriate action when this occurs.

This Policy has been developed in accordance with the Safeguarding Policy (“WA Policy”) Human Rights Policy and Integrity Code of Conduct of World Athletics (“WA”) and sharing and fostering a common understanding of these disciplines among all those involved in WCH Tokyo25 . In addition, the Policy aims to take appropriate measures to address individual issues considering the changes in the environment surrounding athletes and other people involved in athletics in recent years.

In addition to “not” and “not allowing” acts of abuse, harassment and exploitation to occur through compliance with this Policy, it is also important that everyone involved in WCH Tokyo25 does not “suffer” such harm from any person and that they “receive” appropriate support if they do suffer such harm.



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02 Definitions

Definition

Safeguarding is about proactively putting in place measures to protect vulnerable persons, both children and adults from abuse, harassment and exploitation.

Creating a safe and welcoming sporting environment, where everyone is respected and valued, is at the heart of safeguarding. Everyone involved with athletics has a role to play in making sure they actively prevent abuse, harassment or exploitation, listen to accounts from children and adults of their experiences and respond safely and fully if there is a problem.





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03

Scope of Policy

Scope of Policy

This Policy applies to the Committee, athletes, officials (technical and non-technical), staff and all other persons connected with the WCH Tokyo25 such as volunteers, athletes' entourages, parents, guardians, spectators, and anyone else associated with the Championships. All persons to whom this Policy applies must comply with this Policy.

Examples

World Athletics provides detailed definitions in the Appendix of the Safeguarding Policy (which may differ from the definitions in national legislation applicable in Japan).

Abuse is the inappropriate use of force, such as discrimination by words or treatment, in addition to physical violence, and may be classified as “psychological abuse,” “physical abuse”, “sexual abuse”, or “neglect” (abandonment, neglect, and neglect of care).

Harassment is defined as making a person feel uncomfortable, humiliated, or intimidated, regardless of the person's intentions; unwanted or unwelcome behaviour and may be referred to as “harassment”, “bullying,” etc. Examples of harassment include “sexual harassment” and “power harassment”.

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Scope of Policy

In recent years, Photo Voyeurism, which involves posting photos and videos of athletes on social networking services and websites for sexual purposes of individuals viewing the images is regarded as “sexual harassment of athletes through photos and videos” because they are acts that harm athletes who are genuinely devoted to their sport. The Committee will take measures to address both the filming at competitions (as a primary damage) and the use of photos on the Internet and social media (as a secondary damage).

Exploitation refers to the control of another person and/or their property for personal gain without their informed consent. Personal interests can be psychological, reputational, or commercial, and the sale or negotiation of a person's rights without the explicit and fully informed consent of the other person is considered exploitation.

In recent years, the media environment surrounding athletes and others involved in athletics has changed dramatically with the changing times, and while messages of encouragement and support to those involved through social networking sites can be a great source of strength, mindless slander on social networking sites can deeply hurt the feelings of others and cause them to feel insecure. This is a cause of anxiety. The Committee is preparing for the success of the WCH Tokyo25 based on fairness and athlete-centeredness, which are the foundations of sports. Athletes who challenge their own limits and work hard deserve our respect, and we will not tolerate slander or defamation for any reason. The Committee will work with all relevant parties to take the necessary measures to ensure that all those involved in the Championships approach the competition with dignity and respect at all times for each other.



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04 Principles

Principle

The Committee will take necessary plans and measures to manage the event in accordance with the following principles set forth in the WA Policy. (Citation: 5 WA Policy. Principles)

- Everyone has the right to be treated with dignity and respect and to be free from discrimination whether it is based on sex, race, age, socioeconomic status, ethnicity, ability, sexual orientation, beliefs, religious or political affiliation.
- Everyone has the right to participate, enjoy and develop personally through athletics in a safe, inclusive environment free from all forms of abuse, harassment or exploitation.
- Everyone has the right to have their voices heard particularly if raising a concern about their own or another person’s welfare. Everyone should know who to ask for help when they have a concern about an individual’s behaviour.
- Everyone is responsible for the care and protection of children, making decisions in their best interests as their welfare is paramount.





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05 Measure

■ Issue the Event Safeguarding Plan

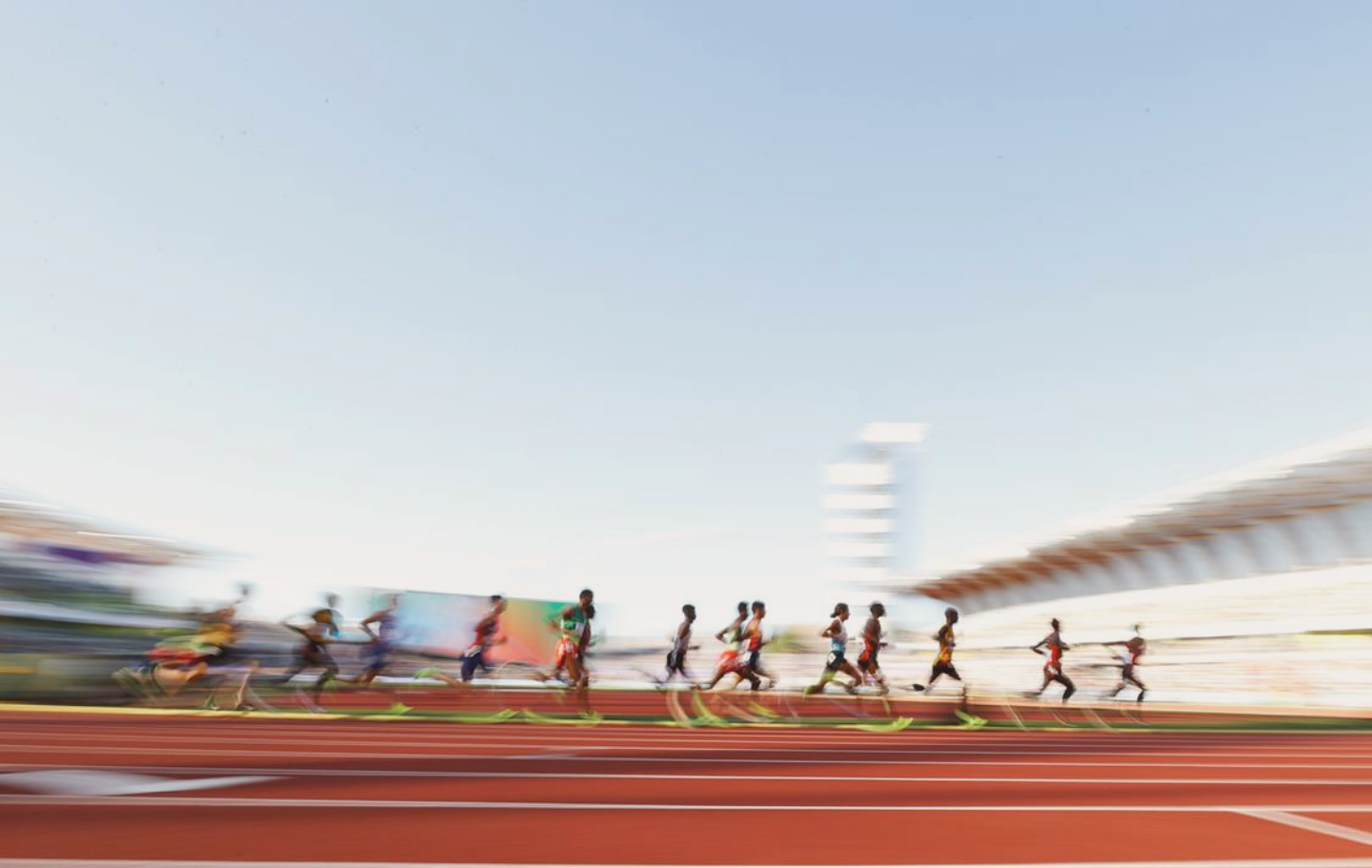
The Committee will develop an Event Safeguarding Plan for all parties involved in the Event (i.e., all parties involved in planning and organising the Event, as well as attendees and other participants (e.g., competitors, LOC staff, officials, guests, volunteers, spectators, and children (under 18 years old)) in accordance with the provisions of the attached “Operational Plan 6.1 Safeguarding Operational Plan” of the Event Organisation Agreement (EOA). The Event Safeguarding Plan will be developed and appropriate measures taken in accordance with the plan to establish and implement a safe and abuse-free environment for attendees and other participants (e.g., competitors, LOC staff, competition officials, guests, volunteers, spectators, and children (under 18 years old)).

■ Officer Roles and Responsibilities

WA and the Committee will appoint a Safeguarding Officer to act before and during the event. World Athletics requires each Member of Federation to appoint one of its delegates to be the Team Safeguarding Officer for the event and to be responsible for the team members at the event.

■ Training and education

Safeguarding training will be provided to LOC staff, volunteers, and athletes related to their respective roles and in conjunction with the WA.



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06 Report

07 Handling of Personal Information

Report

If you suspect that anyone is being abused, harassed, or exploited in any way, or if you have any suspicions about the behavior of another person, you must report your concerns to the Safeguarding Officer for appropriate assessment and action. In addition, it may be necessary to involve police, fire and other security agencies and various service providers. The Safeguarding Officers appointed by WA, the National Federations and the Committee will coordinate these efforts and take the necessary actions. Committee will make every effort to provide the necessary information and systems for reporting.

Handling of Personal Information

The Committee will handle personal information in accordance with applicable laws and regulations as well as the rules established by WCH Tokyo. Committee’s privacy policy can be viewed [here](#).

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Appendix 1

WA Safeguarding Policy can be viewed here.

<https://worldathletics.org/athletics-better-world/safeguarding>

Appendix 2

WA Human Rights Policy can be viewed here.

<https://worldathletics.org/download/download?filename=10e13f5d-ff60-4066-b5d2-022310d3ee13.pdf&urlslug=World%20Athletics%20Human%20Rights%20Policy>

Appendix 3

WA Code of Conduct can be viewed here.

<https://worldathletics.org/download/download?filename=ba923b86-b605-4e1f-9123-a4fa83793443.pdf&urlslug=D1.1%20-%20Integrity%20Code%20of%20Conduct>



Appendix 4

The definitions of terms

The definitions of terms in WA's Safeguarding Policy are as follows
(Citation: WA Policy. Appendix Appendix)

Child - a “child” or “children” refers to an individual or group of individuals who have not yet reached the age of 18 years old.

Abuse, harassment and exploitation are described below:
Psychological abuse is an unwelcome act including vilification, belittling, rejection, confinement, isolation, verbal assault, humiliation, intimidation, infantilization or any other behaviour which may diminish an individual’s sense of identity, dignity or self-worth. This is at the centre of most types of abuse as when these occur, so does psychological abuse. This can often also be seen as bullying or cyber-bullying..

Physical abuse is any intentional or unwanted act for example kicking, beating, biting or burning which causes injury or physical harm. It can include the forced consumption of alcohol or systematic doping practices. It can also be any forced or inappropriate physical activity such as training which is unsuitable for the age of physique of the athlete. Forced or excessive training may escape notice in a sporting environment as the ambitions of both athletes and coaches, as well as peer pressure, may induce one or both to impose or take on excessive training loads and/or competition commitments. Dialogue among athletes and coaches aimed at setting mutually agreed and achievable performance goals can help define tolerable and acceptable training demands. It is up to coaches to temper ambitions that may run counter to an athlete’s health and wellbeing.

Sexual abuse is any conduct of a sexual nature, either contact (penetrative or non-penetrative) or non-contact, where consent is not given, cannot be given, is coerced or manipulated. This can involve individuals looking at or making sexual images, watching sexual activities, encouraging others to behave in sexually inappropriate ways or grooming a person in preparation for abuse. It can be perpetrated by both men and women and is often where one party is in a position of power over the other.

Appendix 4

The definitions of terms

Grooming is the process (online or in person) whereby an individual builds a relationship with an athlete encouraging them to trust them so that the groomer can manipulate and exploit them for their own advantage. Grooming an athlete’s family, entourage and friends often leads those individuals to believe that the groomer is dependable and trustworthy enabling the groomer to have access to the athlete. By manipulating the athlete and exploiting the relationship they will make the athlete believe they have to comply with the groomer’s demands. The power a groomer has over the athlete is used to isolate them from friends and family who might otherwise warn or caution them from complying with the groomer’s demands.

Harassment is any unwanted or unwelcome behaviour which offends or makes the person feel humiliated or intimidated. Power harassment is where someone in a position of power over another individual, usually in a workplace, uses that power to physically or psychologically harass another person in a lower position. Power harassment can include exclusion, inappropriate work assignments (too little, too much or of a lower level that acceptable) as well as intrusive behaviour.

Sexual harassment is any unwanted or 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 form of communication with 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.

Exploitation is when someone exercises control over another person and/or their assets for their own “personal gain” and without the fully informed consent of the person. Personal gain may be psychological, reputational or commercial and constitutes exploitation when the rights of a person are sold or negotiated without express and fully informed consent of the other person. Examples in athletics 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. Exploitation comes in many different guises. Examples include sexual exploitation, financial exploitation and signing up athletes to long term contracts while they are still children.

Appendix 4

The definitions of terms

Neglect is the failure to provide a minimum level of care either physical or emotional which causes harm, allowing harm to be caused or creating an imminent danger of harm. This usually relates to the care given by parents or caregivers to children but is also relevant to other people who have a duty of care towards another person such as a coach or team leaders towards an athlete. This can include the failure to provide adequate water in high temperatures, adequate clothing in cold temperatures or failing to provide suitable food, accommodation or safe travel arrangements. Abuse, harassment and exploitation may be based on race, religion, colour, beliefs, ethnic origin, sex, gender, sexual orientation, age, disability, socio-economic status and athletic ability or a combination of any of these characteristics. It can be a single isolated incident or a series of events, in person or online, deliberate, unsolicited or coercive. Bullying, hazing, negligence or homophobia are all other aspects of abuse or harassment and should be treated in the same way under the terms of this Policy.

Any of these forms of abuse, harassment and exploitation may include an aspect of financial abuse. It may be that an individual may be coerced or unwittingly induced into signing contracts or agreements which benefit others financially but are not necessarily of financial benefit to themselves. Any element of coercion may be abuse, harassment or exploitation if the individual is a child or if the individual has not authorised someone to act on their behalf or if they have not been adequately advised by an independent professional such as an accountant or lawyer on the impact of the terms of the agreement.

There may be times when actions which might not be abusive to one person may 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. Abuse, harassment and exploitation often result from an abuse of authority by someone in a position of trust, meaning the improper use of power by someone in a position of influence, power or authority by an individual against another person. World Athletics does not condone any form of abuse, harassment or exploitation but understands that those involved in athletics will need to focus on pro-active measures directed to deterring the more severe forms of abuse, harassment or exploitation.



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