



SAFEGUARDING POLICY

Version 2.2

October 2026

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DEFINITIONS AND INTERPRETATION

Unless the context otherwise requires, the following terms have the meanings set out below:

Athletes / Gymnasts	Any person participating in any of the activities described under “Gymnastics”
Athlete Support Personnel	Any coach, trainer, manager, agent, team staff member, Official, medical, paramedical or other person working with, supervising or supporting an Athlete, including a parent or guardian where relevant
Child / Minor	Any person under the age of eighteen (18) years
Adult at Risk	An adult who, because of disability, illness, mental-health condition, dependency, a power imbalance or another personal, social or situational factor, may be at increased risk of harm, abuse, exploitation or neglect
Continental Unions	Group of Member Federations that are affiliated in a determined continent
Event-time Period	The period beginning on the official arrival day and ending on the official departure day for delegation members at a FIG Event
FIG	<i>Fédération Internationale de Gymnastique</i> , operating under the brand World Gymnastics
FIG Event	Any FIG Official Event or sanctioned International Competition as defined in the FIG Statutes, and any other competition, event, activity or programme expressly organised or authorised by FIG
GEF	Gymnastics Ethics Foundation

Gymnastics	Sports and/or activities of Gymnastics for All, Artistic Gymnastics (Men and Women), Rhythmic Gymnastics, Trampoline Gymnastics, Acrobatic Gymnastics, Aerobic Gymnastics and Parkour and Para Gymnastics
Harassment and Abuse	Any form of interpersonal violence, including the forms defined in this Policy
Local Organising Committee or LOC	Entity appointed or otherwise responsible for planning, organising and delivering a FIG Event
Member Federation	Any national federation which is a member of the FIG; it includes both Associated and Affiliated Member Federations
Official	Any person designated by FIG, a Continental Union, a Member Federation, or a Local Organising Committee to perform an administrative, sporting, technical, or supervisory function
Participants	Any person involved in Gymnastics or FIG Events, including Athletes, Athlete Support Personnel, Officials, Member Federation and FIG representatives, employees, contractors, accredited persons, volunteers, parents and guardians
Person in a Position of Authority	Any person who, by reason of their role, experience, age, status, influence or responsibility, is in a position to exercise power, authority, supervision or significant influence over a Participant

Words referring to natural persons are applicable to both genders.

Words referring to the singular number shall include the plural number and vice versa.

PART 1 - WORLD GYMNASTICS SAFEGUARDING POLICY

1. INTRODUCTION

FIG is the world governing body for gymnastics, overseeing all gymnastics disciplines across its Member Federations. FIG is committed to placing Athletes/Gymnasts at the centre of its work and to promoting their safety and well-being.

Every person involved in gymnastics and parkour has the right to participate in a sport environment that is safe, respectful, and free from all forms of interpersonal violence, harassment, and abuse. This right applies regardless of age, sex, sexual orientation, gender identity, race, ethnicity, religion, disability, national origin, athletic ability, or any other status.

This Safeguarding Policy replaces 1) the 2018 FIG Policy and Procedures for Safeguarding and Protecting Participants in Gymnastics, and 2) the 2019 FIG Framework for Safeguarding Athletes and Other Participants from Harassment and Abuse in Sport during Events. It consolidates both documents into a single, comprehensive safeguarding framework that is athlete-centred and prevention-focused, while also promoting safe, respectful and accountable environments for coaches, Officials and all other Participants. It incorporates the three IOC Consensus Statements on safeguarding (2007, 2016, and 2024) and is informed by the IOC Games-Time Safeguarding Framework (2023).

2. POLICY STATEMENT

World Gymnastics affirms that:

- a) All forms of harassment, abuse, and interpersonal violence are unacceptable and will not be tolerated in any sports environment.
- b) Safeguarding is the shared responsibility of every person and organisation within the sport, from individual Athletes, parents, coaches and Officials to Member Federations, Continental Unions, and FIG itself.
- c) Every participant, regardless of role or status, deserves to be treated with dignity and respect, and to feel safe, valued, and heard.
- d) Athletes' voices and experiences are central to how FIG designs, reviews, and implements its safeguarding work.
- e) Preventing harm is always preferable to responding to it. FIG will invest in education, awareness, and a speak-up culture as the foundation of its safeguarding approach.

3. GUIDING PRINCIPLES

This Policy is grounded in the following principles, consistent with the 2024 IOC Consensus Statement on safeguarding and interpersonal violence in sport:

- a) Athlete-centred: All safeguarding measures prioritise the safety, dignity, and well-being of Athletes.
- b) Prevention-first: Safeguarding begins with preventing harm through education, safe systems and safe practices.
- c) Trauma- and violence-informed: FIG and its stakeholders recognise the impact of trauma and apply care, sensitivity, and competence in all safeguarding interactions.
- d) Human rights-based: Safeguarding upholds the rights of every person, including particular attention to children, people with disabilities, and other vulnerable groups.
- e) Systemic: Effective safeguarding requires engagement at every level – individual, organisational, sectoral, and societal.
- f) Continuous improvement: This Policy will be updated in response to evolving evidence, legal frameworks, and organisational learning.

4. SCOPE

4.1. Persons Bound by this Policy

This Policy applies to:

- a) Elected or appointed members of FIG Governing Bodies, Committees or Commissions;
- b) FIG Member Federations and their representatives;
- c) Voting delegates at the FIG Congress;
- d) Candidates for election within the FIG, Continental Unions or Member Federations;
- e) Continental Unions and their representatives;
- f) Event Organisers and their staff;
- g) Natural and legal persons organising, involved in, or otherwise participating in the organisation or delivery of any competition, event or activity authorised or sanctioned by the FIG, a Continental Union or a Member Federation, including Local Organising Committees and their staff or contractors;
- h) Athlete Support Personnel, Officials, judges, delegates, coaches, medical staff;
- i) Athletes / Gymnasts;
- j) Any person without a licence/accreditation who participates in an event or activity authorised or organised by the FIG, a Continental Union or a Member Federation;
- k) Any institution, organisation or person who agrees in writing to be bound by any FIG Rules.

4.2. Activities and Environments Covered

This Policy applies to all activities, events and environments organised or authorised by the FIG, including:

- a) FIG Events;
- b) All physical gymnastics environments, including competition venues, training halls, warm-up and changing areas, medical and treatment areas, athlete accommodation, hospitality areas, and transport arranged or provided within the event framework;
- c) Online and digital environments, including social media, email, messaging platforms, video-conferencing tools and online training channels, where the parties are connected through a gymnastics relationship, regardless of whether the content of the communication explicitly refers to gymnastics.

For the purposes of this Article, a gymnastics relationship includes, without limitation, relationships between an Athlete and a coach, Official, judge, Athlete Support Personnel; between Athletes; and between any Participant and a person who holds a position of authority, trust, influence or responsibility within gymnastics.

4.3. Children and Adults at Risk

This Policy applies to all Participants. It recognises that Children and Adults at Risk may be at increased risk of harm and may require additional prevention, protection, communication, reporting and support measures.

Member Federations must ensure their safeguarding policies and procedures address the specific rights, needs and circumstances of Children and Adults at Risk within their jurisdictions, in accordance with this Policy and applicable law.

The fact that a Participant is not a Child or an Adult at Risk does not limit their right to protection under this Policy.

4.4. Relationship with Member Federations' Policies

This Policy sets the minimum safeguarding standards within the FIG framework. Member Federations shall maintain safeguarding policies and procedures that meet or exceed these standards and remain primarily responsible for preventing and responding to safeguarding concerns arising within their jurisdiction, including at national, regional and club level, subject to applicable national law and to the jurisdiction of the GEF under this Policy and the FIG Code of Discipline.

5. KEY SAFEGUARDING DEFINITIONS

The following definitions draw on the 2024 IOC Consensus Statement on safeguarding and interpersonal violence in sport, the 2016 IOC Consensus Statement on harassment and abuse, and accepted standards in international safeguarding practice. Where alternative or more

specific definitions exist in applicable national law, those definitions apply concurrently for Member Federation purposes.

a) Safe Sport

- a physically and psychologically safe and supportive environment where Participants can thrive and experience the full benefits of sport participation.

b) Safeguarding

- all proactive and ongoing measures, policies and procedures aimed at preventing and appropriately responding to any form of non-accidental violence, including harassment, abuse and neglect, and at promoting the safety and well-being of everyone involved in gymnastics.

c) Interpersonal Violence (IV)

- overarching term for intentional use of physical force, threat, or other means, by one person or group, against another individual, in a way that causes or has a high likelihood of causing injury, harm, or psychological damage. It can occur online, be perpetrated by different actors and take different forms. IV in sport includes:

Types of Interpersonal Violence in Sport	
Psychological / Emotional violence (abuse)	Any unwelcome act, including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation, threats, or manipulation, that diminishes a person's sense of identity, dignity, or self-worth. Includes emotional manipulation, coercive control, and creating an atmosphere of fear.
Physical violence (abuse)	Any deliberate and unwelcome act causing physical trauma or injury, including punching, kicking, biting, burning, or forcing inappropriate training loads (age- or fitness-inappropriate, or when injured or in pain), forced alcohol or drug consumption, or doping-related coercion.
Sexual harassment	Any unwanted and unwelcome conduct of a sexual nature (verbal, non-verbal, or physical) that creates a hostile, intimidating, or offensive environment or is made a condition of participation or reward.
Sexual abuse	Any sexual conduct (non-contact, contact, or penetrative), where consent is coerced, manipulated, or cannot be given. This

	includes conduct toward Children, who cannot legally consent to sexual activity with an adult in any circumstance.
Neglect (deprivation)	Failure by a person with a Duty of Care toward a Participant to provide a minimum level of appropriate care, where such failure causes harm, allows harm to occur, or creates an imminent risk of harm.
Bullying	Intentional behaviour, usually repeated over time, that causes harm to an individual or group. May be physical, verbal, relational, or online. Peer-to-peer abuse includes bullying by athletes of similar age.
Hazing	Any activity expected of a new member of a group, or required to gain social acceptance, that humiliates, degrades, abuses, or endangers them, regardless of consent.
Grooming	A process by which a person gradually gains the trust of a Participant (and/or those close to them) with the intent to exploit or abuse them, usually sexually. Grooming may involve incremental boundary violations, gift-giving, preferential treatment, and isolation from protective relationships.
Child abuse/maltreatment	All forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the Child's health, development or dignity in the context of a relationship of responsibility, trust or power.
Online / Cyber- Enabled violence	Harassment, abuse, stalking, non-consensual sharing of intimate images, or other harmful conduct carried out through digital channels including social media, messaging apps, online platforms, or email.

d) Poor Practice

- behaviour or inaction that falls below the standards required by this Policy and applicable codes of conduct, but which may not constitute abuse. Poor practice must nonetheless be addressed promptly, as it can create conditions that enable or escalate harm.

e) Retaliation

- any direct or indirect act or omission against a person who has reported a safeguarding concern, participated in an investigation, or otherwise exercised rights under this Policy, including interference, intimidation, penalisation, or exclusion.

f) Duty of Care

- a legal and ethical obligation on anyone in a position of authority or trust within Gymnastics, including coaches, technical personnel, Officials, Member Federations and FIG leadership, to take reasonable steps to protect Participants from foreseeable harm.

6. INFRINGEMENTS

Any breach of this Policy by a person or entity subject to it, whether committed in person, online or by any other means, including conduct occurring away from a gymnastics venue where it falls within the scope of this Policy, may constitute an infringement and may result in disciplinary proceedings under the FIG Code of Discipline and the applicable GEF Rules.

6.1. Prohibited Conduct

The following conduct is strictly prohibited under this Policy:

- Act constituting psychological, physical, sexual harassment or abuse as defined in this Policy;
- Grooming behaviour directed at any Participant;
- Hazing or bullying, including peer abuse among Athletes;
- Any conduct that creates a climate of fear, intimidation, or humiliation in a gymnastics environment;
- Body shaming, weight-based harassment, or inappropriate dietary instruction;
- Obstruction of, interference with, or failure to cooperate with a safeguarding investigation;
- Retaliation against any person who has reported a concern, cooperated with an investigation, or exercised rights under this Policy;
- Assisting, encouraging, aiding, abetting, covering up or otherwise being intentionally complicit in any infringement or attempted infringement of this Policy.
- Online or cyber-enabled harassment, abuse, bullying, grooming, discrimination, intimidation, retaliation, non-consensual sharing of personal or intimate content, or other digital conduct that breaches this Policy.

6.2. Failure to Report

Any Person in a Position of Authority who becomes aware of, witnesses, or has reasonable cause to suspect that harassment, abuse, or other prohibited conduct has occurred or is occurring is required to report it without delay in accordance with the applicable reporting path.

Failure to report a safeguarding concern in accordance with this Policy and the FIG Code of Discipline may constitute an infringement.

6.3. Failure to Comply

Failure by a Member Federation, Continental Union, Local Organising Committee (LOC) or other organisation subject to this Policy to comply with its obligations under this Policy, including the applicable requirements set out in Articles 7, 9 and 10, may constitute an infringement and may result in proportionate measures or disciplinary consequences in accordance with the FIG Code of Discipline.

Such failure includes, without limitation, failure to adopt or implement required safeguarding measures and minimum safeguarding standards required under this Policy, failure to provide required information or decisions to the FIG or the GEF, failure to cooperate with FIG or the GEF, obstruction or interference with safeguarding processes, or failure to implement any applicable decision, provisional measure, sanction or instruction.

6.4. Breaches of Standards of Conduct

All Participants are bound by the FIG Code of Ethics and Code of Conduct. These set out the standards of behaviour expected in all Gymnastics environments and should be read alongside this Policy. A breach of the FIG Code of Ethics or Code of Conduct may also constitute an infringement of this Policy where it relates to safeguarding.

7. ROLES AND RESPONSIBILITIES

Safeguarding is a shared responsibility. The following articles set out the specific obligations of each key actor within the FIG safeguarding system.

7.1. World Gymnastics (FIG)

FIG provides leadership and governance oversight for safeguarding within its structure and at its sanctioned activities. This responsibility is exercised through three complementary roles: the Safeguarding Manager, who leads and coordinates safeguarding work day-to-day; the Safeguarding Commission, which provides governance oversight and advisory support; and FIG leadership, which holds institutional accountability.

In fulfilling this role, FIG is responsible for:

- a) Maintaining this Policy and related safeguarding documents, and ensuring regular review and update, in consultation with the FIG Athletes' Commission, Safeguarding Commission, GEF and other relevant stakeholders;
- b) Designating a Safeguarding Manager with specialist safeguarding competence;
- c) Establishing a Safeguarding Commission to provide governance oversight and advisory support;
- d) Promoting understanding of and compliance with this Policy among FIG Officials and staff;
- e) Making safeguarding resources available to Member Federations to support implementation at national level;
- f) Monitoring Member Federations' compliance with the minimum standards set out in this Policy;
- g) Working with event organisers to promote adequate safeguarding arrangements at FIG Events, in accordance with Part 3 of this Policy;
- h) Implementing decisions of the GEF Disciplinary Commission in accordance with the FIG Code of Discipline.

7.2. Gymnastics Ethics Foundation (GEF)

Mission

The FIG has incorporated the GEF to deal independently with alleged infringements of the FIG Rules, including any potential infringements of this Policy. The GEF is composed of legal, integrity, safeguarding, investigation and/or dispute resolution experts.

Jurisdiction

7.2.1. National Level Matter

Potential infringement of this Policy involving (i) Participants belonging to the same Member Federation, or (ii) taking place during an event or activity under the responsibility of a Member Federation, shall be primarily dealt with by the Member Federation concerned.

The GEF has subsidiary jurisdiction over National Level Matters but may assume or resume jurisdiction in accordance with this Policy, the FIG Code of Discipline or the applicable GEF Procedural Rules.

7.2.2. GEF Jurisdiction

The GEF has direct jurisdiction, in particular, where:

- 1) an alleged infringement has been committed during or in connection with a FIG Event, whereas the GEF may decide to refer the matter to the Member Federation to which the potential infringer is affiliated;
- 2) an alleged infringement has been committed by a FIG Official in direct or indirect connection with that person's FIG role.

The GEF may assume or resume jurisdiction, in particular, where:

- 3) The Member Federation primarily responsible for handling the matter pursuant to Article 7.2.1. above has not adopted a Safeguarding policy and/or procedures for safeguarding Participants in compliance with this Policy within the applicable implementation period and/or there is no indication of its goodwill to remedy any identified shortfalls within a reasonable time;
- 4) The Member Federation primarily responsible for handling the matter pursuant to Article 7.2.1. above is not in a capacity to investigate a matter due to exceptional circumstances, such as the scale of, or the complexity of the investigation, internal issues within the Member Federation or a specific situation in the country;
- 5) The Member Federation primarily responsible for handling the matter pursuant to Article 7.2.1. above fails to adequately assess, investigate or pursue disciplinary action in relation to a potential infringement under the applicable procedures, as in the following circumstances:
 - a) Inaction following knowledge of a potential infringement or absence of action over a prolonged period of time;
 - b) Existence or reasonable indication of a conflict of interest between the subject of the prohibited conduct and the relevant Member Federation and/or decision-making body;
 - c) Retaliation against an individual in response to the raising of a potential infringement;
 - d) Failure to consider relevant evidence or facts in its decision not to refer the matter to disciplinary proceedings or to sanction or to exonerate a person or entity.
 - e) Undue interference in the investigation or disciplinary proceedings.
- 6) The potential infringement involves high-profile individuals, such as elected or appointed Officials or elite Athletes;
- 7) The matter involves more than one national or regional jurisdiction (Transnational matter);
- 8) There is reasonable indication of systemic failure or widespread safeguarding concerns within the Member Federation primarily responsible for handling the matter pursuant to Article 7.2.1. above;
- 9) The Member Federation primarily responsible for handling the matter pursuant to Article 7.2.1. above agrees to confer jurisdiction on the GEF.

Responsibilities

The GEF is responsible for:

- 1) Receiving reports of harassment, abuse, and other prohibited conduct through all available channels.
- 2) Carrying out initial assessments and, where appropriate, investigations.
- 3) Operating a Disciplinary Commission in accordance with the FIG Code of Discipline.
- 4) Providing support and guidance to affected parties throughout the process.
- 5) Informing FIG of disciplinary decisions for implementation.
- 6) Submitting to FIG a quarterly anonymised summary report on safeguarding matters received and handled, relevant trends and systemic risks, decisions requiring implementation by FIG, and recommendations for improving the FIG safeguarding framework.
- 7) Assessing, on its own motion, whether a ban or sanction imposed by a national body warrants worldwide extension, in particular where the conduct involves sexual misconduct against a Minor.

7.3. Member Federations

Each Member Federation bears primary responsibility for safeguarding Participants within its jurisdiction. Member Federations must:

- a) Adopt and implement a safeguarding policy and procedures that meet or exceed the FIG minimum standards set out in this Policy;
- b) Designate a safeguarding officer or other responsible person with appropriate safeguarding competence;
- c) Maintain an accessible reporting mechanism;
- d) Ensure that safeguarding response and disciplinary procedures are in place with due process guarantees;
- e) Receive and assess safeguarding concerns promptly; take appropriate immediate protective measures; investigate, refer or otherwise address matters in accordance with its applicable procedures and the requirements of this Policy.
- f) Deal with matters referred by the GEF, keeping the GEF informed on material developments and outcomes;
- g) Ensure that anyone with a Duty of Care toward Athletes receives appropriate safeguarding training;
- h) Inform the GEF, in any safeguarding matter, of (i) the imposition of any provisional or temporary measure; and (ii) any final decision, including a decision not to open proceedings or a dismissal of proceedings;
- i) Submit their safeguarding policies and any related information to enable FIG to monitor compliance with the requirements of this Policy.

Each Member Federation shall ensure that all persons involved in gymnastics within its jurisdiction are duly bound by this Policy, the Code of Discipline and the applicable GEF Rules, including the jurisdiction of the GEF. For this purpose, it shall incorporate these rules by express reference into its statutes and regulations and, as appropriate, into licences, registrations, memberships and agreements, and shall require its clubs and affiliated bodies to do the same.

7.4. Continental Unions

Continental unions serve as an important intermediary between FIG and Member Federations in implementing and monitoring safeguarding requirements. They are encouraged to:

- a) Promote adoption of FIG safeguarding standards among their Member Federations;
- b) Support Member Federations with training, resources, and peer-exchange mechanisms;
- c) Report systemic safeguarding concerns to FIG.

When Continental Unions organise, recognise or sanction competitions or activities, they must comply with the applicable FIG safeguarding requirements.

If an incident occurred in connection with a Continental Union event or activities, the Continental Union may handle the matter according to its regulations or refer the matter to the relevant Member Federation.

7.5. Persons in Positions of Authority

Any Athlete Support Personnel, Official, event personnel, volunteer or other person who holds a position of authority, trust, supervision, care or significant influence over Athletes must:

- a) comply with this Policy and applicable codes of conduct;
- b) Complete any safeguarding training required for their role;
- c) Maintain appropriate professional boundaries with Athletes at all times;
- d) Take reasonable steps, within the scope of their role, to promote safety and welfare and prevent foreseeable harm;
- e) Report any safeguarding concern they become aware of without delay.

7.6. Athletes and Parents/Guardians

Athletes are not only the primary beneficiaries of safeguarding but active contributors to a safe gymnastics culture. Athletes are encouraged to:

- a) Familiarise themselves with their rights and with reporting options;
- b) Support fellow Athletes who may be experiencing harm;
- c) Participate in safeguarding feedback mechanisms and consultation.

Parents and guardians of athlete-children have a critical protective role and are encouraged to engage with their Member Federation's safeguarding processes and to report concerns promptly.

8. SAFER RECRUITMENT AND ELIGIBILITY SAFEGUARDS

Safer recruitment is a critical preventive safeguarding measure. The following principles apply to appointments within FIG structures and are recommended for all Member Federations to implement nationally.

8.1. Role-Appropriate Recruitment and Vetting

Athlete Support Personnel and any other person appointed, engaged, accredited or authorised for a role involving regular or unsupervised contact with Minors should be subject to role-appropriate vetting measures before appointment or engagement.

Where lawfully available in the host jurisdiction, criminal record checks should be required for such roles. Checks may include, as appropriate, verification of coaching credentials, reference checks, confirmation of good standing with the relevant Member Federation or professional body, self-declaration concerning relevant safeguarding sanctions, charges or convictions

8.2. Self-Declaration Requirement

FIG requires all personnel seeking accreditation for World Championships and other designated FIG Events to complete a self-declaration confirming whether they:

- a) have been subject to a safeguarding-related sanction, police caution or criminal conviction; or
- b) are aware of any pending safeguarding-related charge, investigation or proceeding.

Where a disclosure is made, FIG will assess whether it affects the individual's suitability for accreditation, taking into account the nature and seriousness of the conduct, the sanction imposed, whether it has been fully served, the time elapsed, and any ongoing risk to Participants.

Knowingly providing false or materially incomplete information in a self-declaration constitutes a breach of this Policy and may result in disciplinary action, including the immediate refusal, suspension or withdrawal of accreditation.

A person who is subject to a current safeguarding-related suspension, restriction or ban that prevents participation in Gymnastics or contact with Athletes shall not be accredited for an FIG Event for the duration of that measure.

8.3. Verification of Good Standing

Prior to appointing any individual to a FIG Commission, expert role, or honorary position, FIG shall verify that the person is not subject to a current safeguarding-related sanction imposed by their Member Federation or any national or international body. Member Federations are required to provide accurate and timely information to support this verification.

9. MEMBER FEDERATION MINIMUM SAFEGUARDING STANDARDS

Each Member Federation shall adopt and effectively implement the minimum safeguarding standards set out in this Article.

Each Member Federation shall incorporate these standards, as appropriate to its legal and governance framework, into its binding rules, regulations, safeguarding policies, procedures, codes of conduct and/or disciplinary arrangements.

FIG recognises that Member Federations have different capacities and resources, and will provide support, including through toolkits, templates, and training, to assist Member Federations in meeting these requirements. Such support does not affect the responsibility of each Member Federation to take reasonable and timely steps to meet the minimum standards.

The minimum standards represent a non-negotiable baseline. Member Federations are encouraged to develop more advanced safeguarding systems in line with their capacity and legal context.

Level	Requirement	Description
MUST HAVE	Safeguarding Policy and Procedures	A written policy and supporting procedures that meet the minimum standards set out in this Policy, are approved by the competent governing body, communicated in accessible form, and reviewed at least every three (3) years.
MUST HAVE	Designated Safeguarding Officer	A responsible individual with appropriate safeguarding competence. The role must be operationally independent and protected from undue influence. The role should not be held by the Member Federation President, Secretary General or any member of its executive body.
MUST HAVE	Reporting Mechanism	An accessible and confidential channel to report concerns, allowing for anonymous reporting and expressly protecting whistle-blowers from any form of retaliation.

MUST HAVE	Safeguarding Response and Disciplinary Procedures	Procedures to assess, respond to, and, where appropriate, investigate safeguarding concerns and determine disciplinary action, providing for the right to be heard and the right to a fair process.
MUST HAVE	Basic Training	Safeguarding awareness training for Athlete Support Personnel, key Officials and other Persons in Positions of Authority.
MUST HAVE	Protective and Provisional Measures	A mechanism to assess and implement prompt, proportionate and non-punitive protective measures where necessary to safeguard Participants or preserve the integrity of an assessment, investigation or proceedings.
MUST HAVE	Enforcement of Decisions	A mechanism ensuring that safeguarding decisions and sanctions are enforceable, including pending appeal unless a competent body grants a stay for justified reasons.
MUST HAVE	Proportionate and Effective sanctions	A full range of sanctions proportionate to the gravity of conduct, including permanent exclusion from gymnastics for cases of serious abuse.
SHOULD HAVE	Safeguarding Monitoring	Secure and confidential tracking of safeguarding concerns, actions, outcomes, recurring risks and policy-compliance information.
SHOULD HAVE	Wider Safeguarding Education Programme	Ongoing, age- and role-appropriate safeguarding education for Athletes, parents/guardians, volunteers and other relevant stakeholders beyond basic awareness.

BEST PRACTICE	Survivor-Centred Approach	Formal commitment and operational protocols placing affected persons at the centre of the response.
BEST PRACTICE	Independent Oversight	Periodic independent review or audit of safeguarding functions.
BEST PRACTICE	Data-Informed Safeguarding Strategy	Periodic anonymised reporting, monitoring of relevant indicators, consultation with Athletes and other stakeholders; continuous improvement of safeguarding systems.

10. MONITORING, REVIEW, AND NON-COMPLIANCE

10.1. Monitoring Compliance

FIG will monitor Member Federation compliance with the minimum safeguarding standards set out in this Policy. Monitoring mechanisms include:

- a) Annual Safeguarding self-assessments and supporting documentation submitted by Member Federations;
- b) Event safeguarding plans and post-event reports;
- c) Periodic audit or review processes, which may include external assessment;
- d) Information shared by the GEF, Continental Unions, or other bodies on Member Federation safeguarding performance.

FIG may request further information where this is reasonably necessary to clarify compliance, address an identified safeguarding risk or support implementation. Submission of information does not constitute approval, certification or endorsement by FIG of a Member Federation's policy or safeguarding arrangements.

FIG will work constructively with Member Federations to support improvement through available guidance and resources, taking account of Member Federations' differing capacities and good-faith efforts to meet the minimum standards.

10.2. Support and Response to Non-Compliance

Where a Member Federation persistently or seriously fails to meet FIG safeguarding standards, FIG may apply proportionate measures, which may include:

- a) Formal written notice and time-bound remediation plan;
- b) Targeted guidance, training or technical assistance;
- c) Temporary ineligibility to bid for or host FIG Events;

d) Referral to the GEF for disciplinary consideration.

This Article is without prejudice to the GEF's authority to assume or resume jurisdiction or to open or pursue disciplinary proceedings for an alleged infringement in accordance with this Policy.

PART 2 - WORLD GYMNASTICS SAFEGUARDING PROCEDURES

11. OBLIGATION AND CHANNELS TO REPORT

Any Participant who has witnessed, becomes aware of, or has reasonable cause to suspect harassment, abuse, or other prohibited conduct is strongly encouraged and, where they are Persons in a Position of Authority, required to report it without undue delay through any of the following channels:

- a) The Member Federation designated safeguarding officer or responsible person, for incidents within the Member Federation's jurisdiction;
- b) The GEF reporting channels, such as an online portal, email, or telephone;
- c) The FIG dedicated Safeguarding mailbox;
- d) The FIG Athletes' Commission representative;
- e) At FIG World Championships and major events: to the designated Event Safeguarding Officer, in accordance with Part 3 of this Policy.

Victims and affected persons are not under any disciplinary obligation to report, but may use any of the above channels if and when they feel safe to do so.

Anonymous reporting is accepted. Concerns reported anonymously will be assessed and, where possible, acted upon, recognising that anonymous reports may limit the scope of the response.

12. PROTECTION FROM RETALIATION

Any person who reports a concern in good faith is fully protected from retaliation, including through confidentiality safeguards and protection from adverse treatment in sport. These protections extend to witnesses and others who cooperate with investigations. Retaliation against a reporting person is itself a breach of this Policy and of the Code of Discipline, and may result in disciplinary action. Protections do not apply to persons who make intentionally false or malicious reports.

A report made in good faith is not considered malicious simply because it is later found to be unsubstantiated, incomplete, or mistaken. "Intentionally false or malicious" reports are those where a person knowingly makes a false allegation or uses the reporting process to deliberately harm another person. Protections under this section do not apply to such reports.

13. URGENT SITUATIONS

Where there is an immediate risk to the safety of a Participant, including at or between events, the following steps apply:

- a) If there is a risk of criminal conduct (including Child sexual abuse or assault): contact local law enforcement immediately. Do not delay by seeking internal authorisation.
- b) Provide first aid or access to medical care as needed.
- c) Notify the Event Safeguarding Officer (if at an FIG Event) or the GEF without delay.
- d) Record the key facts as soon as practicable.

14. ASSESSMENT PROCESS (GEF)

The GEF activities are governed by the GEF Procedural Rules.

Upon receiving a concern or report, the GEF will:

- a) Make an initial assessment to determine jurisdiction, seriousness, and required action;
- b) Where the matter meets the applicable criminal threshold, the GEF may refer to local law enforcement and/or relevant authorities;
- c) Where the matter falls within Member Federation jurisdiction, refer to the Member Federation, unless, in accordance with this Policy, the circumstances of the case warrant otherwise;
- d) If the matter falls within the jurisdiction of the GEF under this Policy, proceed with an investigation in accordance with GEF Rules, where appropriate;
- e) Consider whether temporary protective measures are warranted to protect Participants during the process;
- f) Ensure appropriate support is offered to affected parties from the outset.

Where the GEF refers a matter to law enforcement, no further information about the incident will be shared without prior authorisation from the relevant authority.

15. INVESTIGATION

Where a matter proceeds to formal investigation, the GEF will:

- a) Conduct the necessary investigative procedures, either internally or, where appropriate, by appointing an external investigator;
- b) Conduct and complete the investigation in an efficient and timely manner;
- c) Ensure all parties receive procedural fairness, including the right to be heard and appropriate information about the process and their applicable rights;
- d) Take particular care in processes involving Children or vulnerable adults, including with regard to the manner of any interviews or testimony;
- e) At the conclusion of the investigation, determine the appropriate next step in accordance with the applicable rules, which may include closing the matter, referring it to a Member

Federation where appropriate, or referring the matter to the GEF Disciplinary Commission.

16. JURISDICTION IN CROSS-BORDER AND COMPLEX CASES

In cross-border or otherwise complex cases, including incidents occurring at FIG Events, jurisdiction and the allocation of responsibilities between the GEF, Member Federations and Continental Unions are determined in accordance with this Policy.

The GEF and the relevant Member Federations or Continental Unions will cooperate to avoid unnecessary duplication and to ensure coherent handling of cases, including by monitoring, assuming or resuming responsibility where required under the applicable rules.

In case of disagreement as to which entity shall bear jurisdiction over a case, the GEF will decide. The GEF decision shall not be subject to review.

17. REPORTING NATIONAL-LEVEL DECISIONS

Member Federations shall, in any safeguarding matter within the meaning of the FIG Rules, notify the GEF without delay of: (i) the imposition of any provisional or temporary measure; and (ii) any final decision, including a decision not to open proceedings or a dismissal of proceedings.

Member Federations must provide the GEF with a copy of the relevant decision or measure. Where the decision or measure is not in English, an English summary must also be provided. The GEF may request a full translation where necessary.

The case file shall not be transmitted unless requested by the GEF.

18. RECOGNITION AND WORLDWIDE EXTENSION OF SANCTIONS

The GEF is responsible for the recognition and worldwide extension of sanctions imposed by a Member Federation in accordance with the FIG Code of Discipline.

Member Federations shall provide the GEF with all documentation related to the case in accordance with applicable laws.

An extension may only be pronounced where the measures imposed are compatible with the FIG Rules and general principles of law. Only final and binding decisions may be subject to worldwide extension.

19. NON-RECENT ABUSE AND LIMITATION PERIODS

Limitation periods are set out in the FIG Code of Discipline. Where a serious allegation of historical sexual abuse is received:

- a) The GEF will assess whether there is a current risk to Participants and may take immediate protective measures;
- b) The affected person will be supported and advised to consider making a formal report to the police;
- c) The GEF will provide support and further assistance as appropriate.

20. CONFIDENTIALITY AND INFORMATION SHARING

Safeguarding information shall be treated as confidential and handled in accordance with applicable law.

FIG, the GEF and Member Federations may share safeguarding information on a need-to-know basis where necessary and proportionate to protect Participants and to carry out their safeguarding responsibilities.

Anonymous reports may be assessed and, where necessary, shared in anonymised or redacted form. The identity of an anonymous reporter shall be protected and shall not be sought or disclosed unless necessary, lawful and proportionate.

21. RECORD RETENTION

Records relating to safeguarding concerns and proceedings are stored securely by the GEF in accordance with applicable Swiss law.

PART 3 – FIG FRAMEWORK FOR SAFEGUARDING DURING EVENTS

22.SCOPE OF APPLICATION

While the FIG Safeguarding Policy applies at all FIG Events, some Events also require specific safeguarding arrangements during the Event-time Period:

- All World Championships (senior and junior): full event safeguarding framework required, including a FIG-appointed Event Safeguarding Contact;
- All other Events, with participation of Minor Athletes: Event Safeguarding Officer and written event safeguarding plan required;

The IOC Framework for Safeguarding Athletes and Other Participants from Harassment and Abuse in Sport equally applies during the Olympic Games and Youth Olympic Games periods.

23.ROLES AND RESPONSIBILITIES AT EVENTS

23.1. Member Federation Local Organising Committee (LOC)

Where a Member Federation applies to host an FIG Event, it is expected to set out in the bidding documentation an overview of the foreseen safeguarding arrangements. The adequacy of such arrangements, including the Member Federation's competence to implement them, shall be a criterion in evaluating event host applications.

The Member Federation will set up the LOC, responsible for planning and delivering the FIG Event, including the safeguarding arrangements.

In consultation with the FIG Safeguarding Manager, the LOC will appoint the Event Safeguarding Officer (ESO). The ESO should be identified early in the event planning process and involved in developing and implementing the event-specific safeguarding plan, as outlined in this Policy.

The LOC is responsible for developing an event safeguarding plan that meets the FIG's minimum standards and is aligned with applicable local legislation and safeguarding policies. The plan must be submitted to the FIG Safeguarding Manager for review and approval.

23.2. Event Safeguarding Officer (ESO)

An Event Safeguarding Officer must be appointed by the Local Organising Committee, in coordination with the FIG Safeguarding Manager, for all World Championships, Junior World Championships, World Youth Competitions and World Age Group Competitions. The ESO must have demonstrable safeguarding competence, ideally with experience in gymnastics and knowledge of local safeguarding frameworks. As part of the LOC, the ESO is responsible for developing and implementing the safeguarding plan.

In carrying out the role, the Event Safeguarding Officer is required to:

- a) Be identified in all pre-event communications and clearly visible at the event venue;
- b) Deliver safeguarding briefings at orientation and athlete meetings;
- c) Be present throughout the event period and have accreditation enabling access to all areas, including training and warm-up areas;
- d) Promote a safe and respectful environment during the FIG Event;
- e) Respond to poor practice in a constructive way by engaging with the relevant NF representatives and, where appropriate, involving other relevant persons present at the Event, such as the FIG Safeguarding contact, the Athlete Commission Representative, any other relevant Venue contact and any relevant local authorities;
- f) Consult with the FIG Safeguarding Manager where appropriate;
- g) Facilitate the provision of appropriate support to affected parties should any incident of Harassment or Abuse occur during the Event;
- h) Maintain confidential records of all safeguarding concerns, including poor practice and ensure information about safeguarding concerns is only shared with those who need to know;
- i) Provide a post-event safeguarding report to the FIG Safeguarding Manager;
- j) Assist with any investigations as requested by the Gymnastics Ethics Foundation.

23.3. FIG Safeguarding Manager

Once the event venue is approved and a LOC appointed, the Safeguarding Manager will support the LOC to:

- a) Identify a suitable person for the role of Event Safeguarding Officer;
- b) Develop and promote the event-specific safeguarding plan that establishes the minimum safeguarding standards for the event;
- c) Provide training to the FIG Athletes' Commission (if they will be present at the event) to ensure they understand what action they should take if a disclosure is made to them;
- d) Ensure that all Member Federations are aware of this Policy, safeguarding responsibilities for their Participants at FIG Events, and ways to report concerns.

23.4. FIG Event Safeguarding Contact

Unless the FIG Safeguarding Manager is present at the Event, the FIG will designate an individual to support the Event Safeguarding Officer. The FIG Event Safeguarding Contact should not undertake any other roles at the event that could conflict with their safeguarding responsibilities.

The FIG Event Safeguarding Contact's role could include:

- a) Ensuring safeguarding arrangements, including reporting channels, are highlighted at orientation meetings;
- b) Supporting the Event Safeguarding Officer to respond to any incidents of poor practice;

c) Supporting the provision of assistance to any affected parties where appropriate.

23.5. Athletes Commission Representative

The Athletes Commission Representative for the relevant discipline is normally present at FIG major Events and may serve as the FIG Event Safeguarding Contact. Before the event, the Representative will receive training from the FIG Safeguarding Manager and will be available to support Athletes who wish to discuss safeguarding concerns with a fellow Athlete rather than the Event Safeguarding Officer.

The Representative must be fully conversant with the Event's safeguarding arrangements and will work closely with the Event Safeguarding Officer to address safeguarding concerns.

23.6. Member Federation Delegation

Each Member Federation has a key responsibility to safeguard its Athletes and to take reasonable steps to protect all members of its delegation.

Each Member Federation must ensure that its Participants understand the required standards of conduct and the Event's safeguarding procedures, and that they have received appropriate safeguarding training.

The Head of Delegation (HoD) is directly responsible for the welfare of the delegation and serves as the primary contact for the Event Safeguarding Officer should a safeguarding issue involving a member of the delegation arise. The HoD must work in partnership with the Event Safeguarding Officer to ensure that any safeguarding concerns are appropriately resolved.

The Member Federation must ensure that the HoD has the appropriate knowledge and experience to fulfil its safeguarding responsibilities and can deal with safeguarding incidents involving its Participants in accordance with the Member Federation's Safeguarding Policy and Procedures.

Any person who has been subject to a disciplinary measure is not eligible to serve as HoD or to hold any other incompatible function.

24. EVENT SAFEGUARDING PLAN

The purpose of the event safeguarding plan is to promote best practice, minimise the likelihood of Harassment and Abuse, and, where any incident does arise, to ensure that:

- any incidents that meet the relevant criminal and/or legal reporting threshold are referred to the police or other relevant safeguarding authorities;
- any serious incidents that do not meet the local reporting threshold are appropriately documented and followed up;
- any minor incidents and poor practice are addressed in a proportionate and timely manner without the need for further escalation; and
- appropriate support is provided to anyone affected by an incident.

The event safeguarding plan should set out:

- a) Safeguarding roles and responsibilities;
- b) Arrangements to support the needs of any Participants who may have additional vulnerabilities, e.g. disabilities;
- c) Arrangements for the safe recruitment and vetting of all event staff and volunteers, including criminal record checks (where applicable);
- d) Arrangements for the training and induction of staff, volunteers and contractors to ensure they understand their safeguarding responsibilities and know how to respond if concerns or allegations arise at the event;
- e) Expected standards of behaviour for staff, volunteers and contractors, and the applicable code of conduct;
- f) Arrangements for the induction and briefing of all staff, volunteers and contractors to ensure they are familiar with the safeguarding procedures in the Event Safeguarding Plan and have signed up to the relevant codes of conduct and principles of participation (linked to the appropriate complaints and disciplinary procedure);
- g) Reporting procedures that align with the legal framework of the host country;
- h) Contact numbers for legal and safeguarding authorities, any other relevant organisations with safeguarding responsibilities, and those who may provide support should an incident arise;
- i) Arrangements for hotel allocation to ensure that room allocation is appropriate based on a Participant's gender, age and role, in accordance with FIG requirements;
- j) Arrangements for reviewing the effectiveness of the safeguarding plan post-event, including how the views of relevant stakeholders, including athletes, are sought.

25. RESPONDING TO SAFEGUARDING CONCERNS AT EVENTS

25.1. Reporting Channels

The channels available for reporting alleged incidents of Harassment and Abuse will be communicated prior to the Event-time period. Such channels include:

- The Event Safeguarding Officer designated by the LOC;
- The Gymnastics Ethics Foundation reporting channels;
- The safeguarding@worldgymnastics.sport email address.

Any person may raise a concern, verbally or in writing, with the Event Safeguarding Officer (ESO), the FIG Safeguarding Contact or a Member Federation. A Head of Delegation who receives a concern must refer it to the ESO without delay.

25.2. Immediate safety and welfare measures

All concerns must be acted upon without unnecessary delay, with the safety and welfare of the person concerned as the primary consideration.

Where there is an immediate risk of harm, emergency services must be contacted where necessary, medical or other support arranged, and the ESO notified as soon as possible. Appropriate immediate protective measures must be considered to prevent further harm.

The ESO is responsible for receiving, assessing and coordinating the initial response to all concerns arising during the Event Period. The ESO must maintain secure, factual records and must not undertake actions that could compromise an investigation by competent authorities.

25.3. Response pathway

Following assessment, the ESO will determine the appropriate response.

- a) Poor practice: Where a concern is poor practice or inappropriate behaviour that does not amount to Harassment or Abuse, the ESO may provide guidance or refer the matter to the relevant Member Federation HoD for appropriate action. If the ESO is satisfied that the response is adequate, no further escalation is required.
- b) Alleged Harassment or Abuse: Where alleged Harassment or Abuse does not indicate potential criminal conduct, the ESO must assess any risk to Participants and, in consultation with FIG Officials and the LOC, implement or recommend appropriate support and protective measures.

Such measures may include, without limitation, withdrawal of accreditation in accordance with the applicable regulation, changes to accreditation, access, accommodation, transport, supervision or contact arrangements. The matter may be referred to the alleged perpetrator's Member Federation, provided that this does not create further risk and that the Member Federation has safeguarding procedures consistent with the FIG Safeguarding Policy.

- c) Potential criminal conduct: Where a concern indicates potential criminal conduct, the ESO must ensure that it is reported without delay to the competent local law-enforcement authorities, in accordance with applicable law. Immediate safeguarding measures must remain in place as necessary.

25.4. Escalation and reporting

The ESO must refer the concern to the FIG Safeguarding Manager and the Gymnastics Ethics Foundation where the Member Federation response is inadequate, the matter involves more than one jurisdiction or Member Federation, the concern is serious or systemic, or referral is otherwise required under applicable FIG rules.

Referral does not prevent FIG, the LOC, the ESO or the Member Federation from taking immediate and proportionate safeguarding measures during the Event.

The ESO must provide a safeguarding report to the FIG Safeguarding Manager and the Gymnastics Ethics Foundation at the close of the Event. The report must record concerns, actions, referrals, outstanding risks and relevant recommendations.

For minor poor-practice matters that have been adequately addressed and require no further follow-up, the report should normally use anonymised information.

FINAL PROVISIONS

26.REVIEW OF THE POLICY

FIG shall review this Policy at least every three (3) years and may review or amend it earlier where required by changes in applicable law, FIG Rules, safeguarding standards, organisational learning or stakeholder feedback.

27.ENTRY INTO FORCE

This Policy has been approved by the FIG Executive Committee at its meeting held on 2 October 2026 in Bangkok (Thailand) and enters into force immediately. It supersedes the 2018 FIG Policy and Procedures for Safeguarding and Protecting Participants in Gymnastics and the 2019 FIG Framework for Safeguarding Athletes and Other Participants from Harassment and Abuse in Sport during Events.

28.TRANSITIONAL ARRANGEMENTS

Member Federations are expected to review and update their own safeguarding policies to align with this Policy within 12 months of its entry into force. FIG will provide a revised NF Safeguarding Toolkit to support this process. Where Member Federation policies already meet or exceed the standards herein, no immediate revision is required.

29.RELATED DOCUMENTS

This Policy should be read together with:

1. FIG Code of Ethics
2. FIG Codes of Conduct
3. FIG Code of Discipline

WORLD GYMNASTICS

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President

Mr Nicolas BUOMPANE
Secretary General

Lausanne, October 2026