

**WAKO Safeguarding Policy  
to safeguard athletes and youth from harassment and  
abuse in Sport**



Approved by WAKO Board of Directors on March 12, 2022



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## INTRODUCTION

### 1.1 Policy Statement

World Association of Kickboxing Organization (“**WAKO**”) is committed to providing, organizing, regulating and popularizing the Sport of Kickboxing all over the world, protecting the physical and mental health of the athletes and youth, and contributing to the development of friendly relationships among the NFs and defending the interests of the Sport of Kickboxing throughout the world.

This WAKO Safeguarding Policy (“**Policy**”) is approved by the Board of Directors of WAKO and is applicable to all WAKO Members (as hereinafter defined).

WAKO is committed to providing a safe, supportive and healthy environment, free from any harm, violence, harassment or abuse for everyone attending any WAKO event and competition (as hereinafter defined). To create, promote and maintain this safe environment, WAKO while protecting the integrity of Kickboxing, is dedicated to raise awareness, improving reporting mechanisms and access to the same, providing education and necessary materials, decreasing stigma related to discussing safeguarding in sports and to support research for creating and maintaining the safe environment in Kickboxing for all its athletes, youth and stakeholders. It also aims to ensure that, regardless of age, ability or disability, gender, race, religion or belief, sex or sexual orientation, culture or socio-economic background, every member has a fun and safe environment, with equal opportunities.

WAKO recognizes that every WAKO Member (as hereinafter defined) requires, commands, deserves and has a right to respect, safety, dignity, welfare and protection. Every minor and child participating to a WAKO Event (as hereinafter defined) has the right to be protected from any kind of abuse or harassment.

The Policy defines misconduct, creates standards that set boundaries between professional and athlete members, reporting mechanisms, establishes a culture of ensuring suitable responses to safeguarding issues and also a structure for investigation of complaints in their underlying circumstances and promotes greater accountability and compliance. Moreover, this Policy provides a clear set of guidelines regarding the modalities by which WAKO:

- (i) protects Minors participating to WAKO Events (as hereinafter defined);
- (ii) replies to protection requests submitted by Minors (as hereinafter defined).

### 1.2 Application and Scope

This Policy applies to all WAKO Members (including the National Federation Members - “NF(s), Individual Affiliated Members and Minors) participating to a WAKO Event (as hereinafter defined).

Each WAKO Member (as hereinafter defined) shall have a duty of care to safeguard the welfare of other WAKO Members.

Each WAKO Members shall be automatically bound by, and be required to comply with, this Policy and all the subsequent policies made under the present Policy, by virtue of such participation, assistance, involvement, or preparation concerning any WAKO Event (as hereinafter defined).

Though WAKO shall do its best to promote and educate the WAKO Members (as hereinafter defined) about the present Policy, but it shall also be the personal responsibility of every WAKO Members to make himself or herself aware of this Policy including, without limitation, what conduct constitutes Forbidden Conduct and to comply with the recommendations and requirements set out in this Policy. WAKO Members should also be aware that Forbidden Conduct may also constitute a criminal offence and/or a breach of other applicable laws and regulations.



The bodies specifically appointed by WAKO to implement this Policy within any WAKO Events are:

1. **WAKO Safeguarding Committee** which shall be the responsible contact persons for receiving and reporting safeguarding concerns submitted by WAKO Members (as hereinafter defined) at any WAKO Event (as hereinafter defined) at any national and international level; and
2. **WAKO Minors Protection Officer** who shall be the responsible contact person for receiving and reporting safeguarding concerns submitted by Minors (as hereinafter defined) at any WAKO Event (as hereinafter defined) at any national and international level.

WAKO has adopted this Policy to make it clear that harm, harassment and any other form of violence will have zero tolerance. WAKO Members found to have engaged in conduct constituting harassment, abuse and discrimination, may be disciplined and/or suspended to the full extent provided by this Policy, the Dispute Resolution and Disciplinary Code adopted by WAKO and any other applicable law.

This Policy applies also to all WAKO employees, directors, officers, administrators, members of the Board of Directors, WAKO Committees' members as well as members of WAKO Continental Federations, members of the Board of Directors of WAKO Continental Federations and their members participating to a WAKO Event (as hereinafter defined).

Each WAKO Member shall avoid and shall discourage others' expressions or displays of prejudice, bigotry, sexual comments or racial slurs. Behaviors of bigotry and/or prejudice can also damage mutual respect between teams, athletes, management, staff, etc.

For the purposes of this Policy, sport and/or workplace harassment can occur – during any WAKO Event - in the following places:

- a) at sporting events, competitions, and in training sessions;
- b) at the office;
- c) at sport related social functions;
- d) at the business functions of WAKO and its Member, such as meetings, conferences, training sessions and workshops;
- e) during sport related travel;
- f) through any form of communication device/system including but not limited to telephone, email, fax, websites, postal service;
- g) at any formal or informal location where the harassment of a person is a result of their sport related involvement.

In case an alleged incident of harassment or abuse has occurred between individuals belonging to the same National Federation, the incident will be resolved by the said National Federation, provided that such National Federation has established and adopted an appropriate procedure for safeguarding athletes, including Minors (as hereinafter defined) in accordance with the provisions of article 4 below.

In all other cases of alleged harassment, occurring between individuals belonging to:

1. different organizations (NFs);
2. the same National Federation, which has an appropriate procedure for safeguarding individuals, but it is deemed not adequately implemented by the National Federation or not satisfactory as a procedure itself;
3. the same National Federation, which does not have an appropriate procedure for safeguarding individuals,

then WAKO will take the appropriate actions in order to safeguard the concerned individual, including taking any disciplinary or other action, in accordance with the provisions of this Policy.



## 2. Definitions

Unless otherwise defined in this Policy, the terms used herein shall have the same meaning as they have been in WAKO Statutes, as applicable.

**“Claimant”** means the WAKO Members (or the legal guardian in the event the Claimant(s) is a Minor or incapacitated) who is alleged to have experienced conduct that constitutes a violation of this Policy.

**“Disciplinary Committee”** the committee appointed by the WAKO Board of Directors as defined in the WAKO Statutes and By-Laws. The Disciplinary Committee decides whether any abuse, harassment or harm has occurred and confirms or rejects the recommendation of the Safeguarding Committee and the Minor Protection Officer.

**“Forbidden Conduct”** means any conduct set out in Article 3 below.

**“Harassment”** means an improper behavior by any person towards another which a person knows or ought to know would be unwelcome. This behavior includes comments, conduct or gestures which are insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals or which creates an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offense, or humiliation to another person or group, including, but not limited to:

- written or verbal abuse or threats;
- physical assault;
- unwelcome jokes, innuendos, or taunting about a person's body, sexual orientation, attire, age, marital status, ethnic or racial origin, religion, etc;
- hazing or initiation rights;
- leering or other suggestive or obscene gestures;
- intimidation, through the suggestion or offer of a reward or privilege or through threats of retaliation related to speaking out about harassment;
- conduct, comments, gestures or contact of a sexual nature that is likely to cause offence or humiliation or that might, on reasonable grounds, be perceived as placing a condition of a sexual nature on employment or any opportunity for selection, training or advancement;
- sexual harassment, as further defined below.

**“Investigation Report”** means the report prepared by the Disciplinary Committee and the Legal Committee pursuant to Article 6.3 of this Policy.

**“Legal Committee”** according to Article 32 of WAKO Statutes, the Legal Committee supports and advises the Board of Directors in regard of all legal and regulatory matters (advice regarding issuance, interpretation and application of regulations and policies and any legal issue).

**“Minor”** means a minor, child, children and any person under the age of 18 years or, where applicable, a person who is under the age of majority and meets the definition of a child for the purposes of protection in the relevant Country.

**“National Federation Member”** refers to any Kickboxing National Federation that has been admitted as a Member of WAKO as defined in WAKO's Statutes. For the sake of convenience, the same shall be referred to as the **“NFs”** in the present Policy.

**“Parent”** includes parents, careers and guardians who are responsible or represent any Minor.



“**Sexual Harassment**” means one or a series of incidents involving unwelcome sexual advances, requests for sexual favors, or other verbal conduct of a sexual nature:

- when such conduct might reasonably be expected to cause embarrassment, insecurity, discomfort, offense, or humiliation to another person or group;
- when submission to such conduct is made either implicitly or explicitly a condition of employment/sport related activity;
- when submission to or rejection of such conduct is used as a basis for any employment/sport decision (including, but not limited to, matters of promotion, raise in salary, job security, benefits affecting the employee, team selection);
- when such conduct has the purpose or the effect of interfering with a person's work/sport performance/experience or creating an intimidating, hostile or offensive work/sport environment.

“**Sexual Abuse**” means when a young person is used by an older child, adolescent or adult for his or her own sexual stimulation or gratification.

“**WAKO Safeguarding Committee**” means the panel of persons appointed at each WAKO Event for supervising the processes as described in this Policy at international, national or local level. Such Committee shall be appointed by the NFs or the promoter of WAKO Event under the supervision of WAKO (or by WAKO itself, if necessary, in consultation with the Disciplinary Committee) before each WAKO Event takes place. Such persons shall possess the necessary experience and skills and be trained, capable and responsible to receive information or report about any allegation of abuse from any WAKO Members, either directly or indirectly. Such Committee shall be responsible for taking the necessary steps to appropriately invoke the protocols under this Policy and to safeguard the WAKO Members from the alleged Forbidden Conduct, and it is composed of at least the following persons: (i) a member of the security of the WAKO Event; (ii) one or more members of the WAKO Organizing Committee present at the WAKO Event; and (iii) the WAKO Minors Protection Officer.

“**WAKO Event**” means any competition, event or meeting, organized or sanctioned by WAKO or any of the NFs.

“**WAKO Individual Affiliates**” are the Athletes, the Coaches, the Physicians, the Referees, the Officials and the Minors, as provided by WAKO's Statutes.

“**WAKO Member**” means any NFs and any WAKO Individual Affiliates (including Minors).

“**WAKO Minors Protection Officer**” means the person appointed at each WAKO Event for supervising the processes as described in this Policy at international, national or local level, for the best protection of Minors participating to any WAKO Event. Such person shall be appointed by the NFs or the promoter of WAKO Event under the supervision of WAKO (or by WAKO itself, if necessary, in consultation with the Disciplinary Committee) before each WAKO Event takes place.

### **3. Forbidden Conducts**

The following is the non-exhaustive list of Forbidden Conducts which have to be prevented in all situations for creating the ideal safe sports environment.

#### **Bullying**

Bullying (or cyberbullying if conducted online) is unwanted, repeated and intentional, aggressive behavior usually among peers, and can involve a real or perceived power imbalance. Bullying can include actions such



as making threats, spreading rumors or falsehoods, attacking someone physically or verbally and deliberately excluding someone.

### **Hazing**

Any intentional action taken or any situation created that causes embarrassment, harassment or ridicule, and risks emotional, physical, psychological or sexual harm to any WAKO Member, regardless of the individual's willingness to participate. It shall include any organized or unorganized form of bullying, including those involving degrading and hazardous initiation of new team members by the allegedly senior team members.

### **Neglect**

Any act or omission by any WAKO Member that amounts to failure of duty of care towards another WAKO Member, thereby leading to either directly or indirectly causing harm, encouraging harm, allowing harm to be caused, or creating imminent danger of harm. It shall include the failure of all WAKO Members to meet physical, emotional, psychological needs of other WAKO Members and/or failure to protect them, especially Minors from an exposure to danger.

### **Negligence**

Any act or omission which affects the safety and health of any WAKO Member. It can include, but not limited to, incorrect methods of training, not paying attention to diet and/or recovery of an Athlete, not providing a safe physical training environment, not ensuring quality and standard of equipment being used etc.

### **Psychological Abuse**

It refers to any deliberate, prolonged, repeated non-contact behaviors, with or without following a pattern, within or without a power differentiated relationship. It can include any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity, and self-worth.

### **Physical Abuse**

It refers to any deliberate, non-accidental and unwelcome act, including but not limited to, punching, beating, kicking, biting and burning – that causes physical trauma or injury. Such acts can also consist of forced or inappropriate physical activity (e.g., inappropriate age or physical training loads; when injured or in pain), forced alcohol consumption, or forced doping practices.

### **Sexual Abuse**

Any conduct of sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given. It may include, but are not limited to assault by penetration (for example, rape or oral sex) or any other non-penetrative acts such as masturbation, kissing, rubbing and touching, including over the clothing. It may also include non-contact activities, such as involving individuals in looking at, or in the production of, sexual images, watching sexual activities, encouraging to behave in sexually inappropriate ways, or grooming a person in preparation for abuse (including through the internet).

### **Sexual Harassment**

Any unwanted and unwelcome conduct of a sexual nature, with or without following a pattern, whether verbal, non-verbal or physical, including but not limited to sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when such conduct is made either explicitly or implicitly.



#### 4. Responsibilities

WAKO Members, employees and volunteers are jointly responsible to free their sport or working environment of harassment.

WAKO Board of Directors is responsible for the implementation of this Policy.

WAKO strongly encourages all the NFs to accept and adopt the general principles of Safeguarding and to use the present Policy to define and design their own policies and procedures, with necessary modifications if required, to suit the same with the local or national laws and system.

Upon request, WAKO will provide all necessary assistance required by the NFs to develop their own policies and procedures for the purpose of safeguarding.

The NF(s) shall be responsible for:

1. Safeguarding of all WAKO Individual Affiliates and Minors within their NF, implementing WAKO's commitments and aims under this Policy and for all matters pertaining to creating a safe Kickboxing environment in their respective jurisdictions.
2. Having a safe sport policy, in a written form, either adopting the present Policy or any other version (the NF's policy), which is compliant with local law and best practices. Such policy should be accessible to and easily understood by all WAKO Individual Affiliates and Minors and actively promoted and effectively implemented. Such local safeguarding/safe sport policy should be approved and endorsed by the relevant management body of the NF(s).
3. Identifying, collating, and adhering to applicable national and local laws regarding safeguarding, protection of athletes, especially children, confidentiality/disclosure of information, reporting of suspicion of abuse, requirements and appointment of safeguarding officials etc.
4. Providing appropriate support to the individual(s) who raise, report or disclose concerns or incidents of abuse (on an anonymous basis or otherwise).
5. Appointing necessary safeguarding officials within the NF (Protection/Welfare/Safeguarding Officer) recommended under this Policy, for the effective implementation and subsequent management, review and improvement of the safeguarding policies and procedures. Also, providing adequate and regular training to such officials, including the staff and the volunteers handling safeguarding duties.
6. Ensuring that they are aware of what their obligations are in relation to mandatory reporting of safeguarding concerns to public authorities and/or to WAKO and all of their duties to warn or take appropriate steps within their country/region in compliance with the present Policy.
7. Informing about the safeguarding policies and promoting good safeguarding practices, as well as the details of the safeguarding official(s) within the NF and explaining to all the WAKO Individual Affiliates and Minors about the roles, responsibilities of such official(s) and the means of contacting them.
8. Providing appropriate training opportunities to the WAKO Individual Affiliates and Minors regarding the safeguarding policies and procedure, how to recognize, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to the athletes, WAKO Individual Affiliates and Minors.

**Each NF and/or promoter of any WAKO Events must acknowledge this Policy and undertake to implement it during each WAKO Event by appointing the WAKO Safeguarding Committee and WAKO Minors Protection Officer before each WAKO Event.** The names of the members of the WAKO Safeguarding Committee and WAKO Minors Protection Officer shall be formally communicated to WAKO Administration before each WAKO Event.

WAKO will act quickly on any complaint of harassment with the goal of resolving the situation fairly and of preventing future occurrences, including determining and enforcing appropriate discipline, if required.





## 5. WAKO Safeguarding Committee – WAKO Minors Protection Officer

5.1 WAKO Safeguarding Committee shall be appointed at any WAKO Event. The Safeguarding Committee shall be composed (at least) of the following persons:

1. a member of the security of the WAKO Event
2. one or more members of WAKO Organizing Committee attending the WAKO Event
3. WAKO Minors protection Officer

The role of the Safeguarding Committee is to serve in a neutral, unbiased capacity to receive complaints, assist in an informal resolution of complaints and investigate formal written complaints. In carrying out its duties under this Policy, the Safeguarding Committee shall be directly responsible to WAKO Disciplinary Committee and the Legal Committee.

5.2 WAKO Minors Protection Officer shall be appointed at any WAKO Event. Before each WAKO Events takes place, the name and contacts (telephone number, email) of WAKO Minors Protection Officer shall be communicated to all NFs participating to the relevant WAKO Event. NFs shall be responsible to train and inform (in writing) all Minors of their teams participating to the WAKO Events that WAKO Minors Protection Officer is available to provide with any support needed in case of occurrence of any situation which may give rise to the application of this Policy. NF or the promoter of the WAKO Event will provide to the Minors participating to the WAKO Event clear instructions on the name and modalities to contact the WAKO Minors Protection Officer.

5.3 WAKO shall ensure that the Safeguarding Committee and the Minors Protection Officer receive appropriate support and training as required to carry out their responsibilities under this Policy.

## 6. Safeguarding complaint procedure

### 6.1 Reporting

6.1.1 During a WAKO Event **any WAKO Member (including Minors)** who is suffering or may have suffered, or any WAKO Member who has reasonable grounds to suspect that a participant is or may be suffering or may have suffered from emotional, physical abuse and/or sexual abuse shall immediately report the suspicion and the information on which it is based to:

- (i) the designated **WAKO Safeguarding Committee**; or
- (ii) the **WAKO Minors Protection Officer**, in case the WAKO Member is a Minor.

6.1.2 Reporting of any violation of safeguarding principles under this Policy may be made anonymously. The identity of any claimant may only be disclosed if such disclosure is both necessary for the purposes of any investigation into an alleged violation of this Policy or if required by the governmental and/or judicial authorities and the consent in writing of the complainant and the persons whose identity has been obtained is required to be disclosed.

6.1.3 It is the responsibility of the designated WAKO Safeguarding Committee or WAKO Minors Protection Officer or WAKO Member who is in receipt of the information regarding safeguarding violation to:

- Maintain the confidentiality of the information being shared and also to ensure anyone with whom the information is shared with, understands the need for confidentiality.
- Every information should be shared only on 'need to know' basis and no information should be shared with media, other staff members or athletes or any other third party.

- decide if the matter be reported to statutory authorities (police, etc.), to take further steps to ensure that other athletes, staff and such WAKO Affiliated Members or Minors at the facilities or around the accused person(s) are safe, etc.
- Report directly to local statutory authorities/police, if the safety of the victim(s) is in immediate danger, depending on the local laws and regulations and the nature of the violation.
- If necessary, inform the parents or guardians, unless such action may put the victim at further risk.

6.1.4 It is recommended that any person who becomes aware of a situation or about any WAKO Members being involved in a possible bad practice or Forbidden Conduct, should immediately report it to the designated Safeguarding Committee or Minors Protection Officer (in case a Minor is involved) and not to assume that someone else has or will do it.

## 6.2 Procedure

6.2.1 The designated Safeguarding Committee, upon receiving the report from the WAKO Member, should prepare a report of the issue, which should contain all possible information, which should be recorded securely, accurately and as quickly as possible so all the appropriate actions can be taken immediately. The information recorded should ideally include:

- Details of the victim (name, address, gender, date of birth, home telephone number);
- Details of the parent or guardian of the Minors (name, address, telephone number) and if the parents/guardian of the Minors have been informed;
- Details of the person expressing their concern or making the complaint (unless made anonymously) and if made under request of confidentiality, then such information should be noted accordingly too;
- Details of the allegation, along with important details like date, time, location, event, activity when the alleged Forbidden Conduct (Art. 3) or a bad practice took place;
- Description of any visible bruising or any other injuries;
- Details of the WAKO Member alleged to have engaged in the Forbidden Conduct (Art. 3) or a bad practice or to have caused the incident or injury (name, address, date of birth/approximate age, telephone number).
- Times, dates and other relevant information of the accident;
- Provisions of this Policy and/or the applicable policies of WAKO which seem to have been breached;
- Written declaration of the victim confirming the accusations and of the witnesses (if any);
- Written declaration of the accused person in reply to the accusations (in case he/she is available to provide it);
- Signatures of components of the Safeguarding Committee and also the complainant and/or victim if they are willing to disclose their names/personal identifying information;
- Date and time of recording the report.

6.2.2 In case the victim is a Minor, the WAKO Minors Protection Officer shall collect all necessary information from the Minor and, if available/possible, from the witnesses that the Minor can indicate and then report the same to the WAKO Safeguarding Committee which shall elaborate a report on the matter as per point 6.2.1 above.

6.2.3 The Safeguarding Committee's report as per articles 6.2.1 and 6.2.2 above shall be delivered to the Disciplinary Committee and the Legal Committee for the further investigations in compliance with the provisions of WAKO Dispute Resolution and Disciplinary Code.

6.2.4 Necessary confidentiality shall be maintained of the information and the identity of the disclosing person, as required under this Policy or the applicable laws.



6.2.5 WAKO recognizes that a safeguarding requires utmost care and respect to the safety, health, dignity and well-being of the victims and persons disclosing such safeguarding concern.

### 6.3 Procedures for the investigation and prosecution

6.3.1 After receiving the report from the Safeguarding Committee, the Disciplinary Committee and the Legal Committee should review the matter in accordance with the applicable WAKO's regulations and prepare a detailed report (the "**Investigation Report**").

6.3.2 All the investigation procedures, disciplinary procedures and any other related proceedings shall be independent and confidential in nature and it should be ensured that neither the complainant/victim/disclosing person(s), nor the accused can influence the proceedings.

6.3.3 In their analysis, the Disciplinary Committee (with the support of the Legal Committee) shall evaluate the facts on the basis of the provisions of this Policy, WAKO Code of Ethics and WAKO Dispute Resolution and Disciplinary Code.

6.3.4 After the conclusion of investigation by the Disciplinary Committee (with the support of the Legal Committee), a report shall be prepared containing the findings, conclusions, and recommendations.

6.3.5 It is recommended that every complaint/report should be followed up by a detailed report and necessary recordable be made about the report, the action taken, the remedies granted and the support provided to the victim/complainant.

6.3.6 In case no action is taken, due to either missing evidence, lack of witnesses or any other reason, the same shall also be recorded in the report.

6.3.7 WAKO shall in all cases provide appropriate assistance and necessary support to the victim. In case of a situation involving a Minor, WAKO will provide professional psychological support for the victim all the time when needed after the incident has happened. The psychological support can be done by phone, any time when needed, in the direct contact of the victim and the support person. The phone number of the support personnel shall be highlighted at the accreditations for the WAKO Event and accessible anytime when needed.

6.3.8 The Investigation Report from the Disciplinary Committee (with the support of the Legal Committee) should contain:

- A. a summary of the relevant facts;
- B. a determination as to whether the acts in question constitute harassment as defined in this Policy;
- C. if the act(s) constitute harassment, a recommended disciplinary action against the Respondent.

On the basis of the Investigation Report, the Disciplinary Committee shall order such disciplinary action to be taken against the respondent as it determines to be appropriate under the circumstances. Said disciplinary actions may include, but is not limited to:

- i. temporary suspension with or without pay;
- ii. termination of employment or contract;
- iii. expulsion from membership;
- iv. a combination of actions outlined.

The Disciplinary Committee shall, not more than 10 days after it makes its decision, send a notice of the decision to the claimant and the respondent.

### 6.3 Appeal

6.3.1 As provided under article 10 of the WAKO Dispute Resolution and Disciplinary Code, “1. Decisions passed by the Disciplinary Committee may be appealed before the Arbitration Committee within 30 days of notification of the decision to the parties. The appeal must contain the reasons that justify the appeal. The appellant must deposit a sum of \$500 (five hundred \$ or the equivalent amount in Euro) net of any bank charges to WAKO bank account. This sum will be reimbursed to the appellant in the case of a favourable decision. The appeal will not suspend the decision of the Disciplinary Committee, except when the Disciplinary Committee decides so, upon justified and grounded request of the appellant”.

6.3.2 Decisions passed by the Arbitration Committee may be appealed only before CAS within 30 days from the date of issuance of the relevant arbitration award.

6.3.3 Time limits to which the party shall adhere commence the 1st day after the party has received the relevant document.

### 7. Education and Prevention

It shall be the responsibility of the WAKO and each NFs to inform all athletes, their support personnel, coaches, officials and Minors as well as other relevant persons about the present Policy, what may constitute harassment and abuse and where they may seek further information, advice and support.

### 8. Contact persons under this Policy

Details of relevant Contact Persons	
Kate Kociszewska	Phone No.: Email: <a href="mailto:biuro@sportmasters.pl">biuro@sportmasters.pl</a>
Marijana Pelevic	Phone No.: Email: <a href="mailto:marijana.pelevic@wako.sport">marijana.pelevic@wako.sport</a>

### 9. Review and approval

This Policy was approved by resolution of the WAKO Board of Directors on March 12, 2022.