

**World Boxing Safeguarding
Policy**



1. INTRODUCTION

In 2016 the International Olympic Committee (IOC) issued “the IOC Consensus Statement: harassment and abuse (non-accidental violence in sport.)” In this statement it was recognized that *“sport has long been recognized as a major contributor to positive health and well-being for participants. Nonetheless, the risk of sports-related accidental injury is widely acknowledged, especially for elite athletes, resulting in the evolution of a sophisticated research and practice community to mitigate this risk. Less well-recognized is the potential negative influence in athlete health and well-being if his/her integrity is challenged by non-accidental violence or maltreatment through harassment and abuse. All forms of harassment and abuse breach human rights and may constitute a criminal offense. Therefore, there is a legal and moral duty of care incumbent on those who organize sport, to ensure that risk of non-accidental violence is identified and mitigated.”*

World Boxing is dedicated to ensuring the safety and well-being of all participants in the sport by putting the boxer first in all its operations. Safeguarding is a core principle, involving the protection of vulnerable individuals, including children and adults, from harassment, abuse, and exploitation.

World Boxing is committed to creating a safe and welcoming environment where everyone is respected, valued, and able to train and compete free of harassment or abuse. With equality and diversity at its core, the organization promotes non-discrimination, the prevention of abuse, and zero tolerance toward harassment or violence. Through its comprehensive safeguarding policy, World Boxing upholds the right of all participants—regardless of age, gender, sexual orientation, ethnicity, social background, or religion—to enjoy a safe, positive, and enjoyable experience in the sport.

This policy ensures that all stakeholders, including boxers, coaches, officials, and volunteers share the responsibility to maintain and promote safe sporting conditions, as World Boxing continues to be trusted and reliable in addressing safeguarding concerns.

2. DEFINITIONS

Abuse: means any type of behaviour (including physical abuse, emotional/psychological abuse, sexual abuse and inappropriate use of power and/or process) these forms of abuse may occur in combination or isolation, in person or online.

(a) physical abuse: meaning any deliberate and unwelcoming act (such as shoving, hitting,



slapping, shaking, throwing, punching, biting burning, kicking) that causes physical injury or trauma to another person. Such abuse may involve:

- a. forced or inappropriate physical activity (such as age or physique inappropriate training loads; when injured or in pain);
- b. harmful training methods when there is potential to result in damage to a person's physical development;
- c. forced alcohol consumption or
- d. forced doping practices.

(b) psychological abuse: meaning any unwelcome act such as confinement, isolation, verbal assault, humiliation, intimidation, infantilization or any other treatment which may diminish the sense of identity, dignity and self-worth of a person. Such abuse may involve:

- a. Repeated rejection or threats;
- b. Constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule, intentional exclusion, continual coldness and rejection;
- c. Bullying and Harassment;
- d. Threats to physically harm or hurt a person; and
- e. Harmful training methods or overtraining where there is the potential to result in damage to a person's physical, intellectual, or emotional wellbeing and development.

(c) Sexual Abuse: Any act resulting in the exploitation of an individual, whether with their consent or not, for the purpose of sexual or erotic gratification. Sexual Abuse may be perpetrated by an individual that is older than the victim or intellectually, emotionally, physically, or sexually more mature than the victim. Sexual Abuse includes non-contact activities, such as indecent exposure, involving young boxers or vulnerable groups in witnessing sexual acts, looking at sexual images/pornography or grooming them in preparation for abuse (including via the internet). Even if an individual has legally reached the age of sexual consent in their jurisdiction, it is unacceptable for anyone to abuse their relationship of trust for sexual gratification.

Boxing Competition: means an official World Boxing competition either owned or sanctioned by World Boxing, including Continental or any national-level competition recognized by a Continental Confederation or National Member Federation of World Boxing.

Boxing Official: means any official of World Boxing (or a "World Boxing Official"), a World Boxing Continental Confederation, a National Member Federation, or a Local Organizing Committee, including without limitation the following:



- candidates or nominees for elected or appointed positions with World Boxing or National Member Federations;
- members of the Executive Board
- members of commissions, committees, working groups or taskforces or similar bodies appointed by World Boxing or a National Member Federation for any purpose
- employees of World Boxing
- members of the World Boxing Ethics Committee
- members of World Boxing judicial bodies
- the World Boxing Integrity Officer

Boxing Party: Persons or groups that are subject to the jurisdiction and disciplinary powers of World Boxing under the terms established in article 19 in the World Boxing Statutes and that are bound by, recognize, and viewed to be familiar with the statutes, regulations, rules and regulations, policies, or decisions of World Boxing.

Bullying: means a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing, whether in-person or online.

Discrimination: Includes both direct and indirect discrimination (either in-person or online) which have the following meaning:

- (a) 'Direct discrimination' occurs where, because a person has a Protected Characteristic, they are treated less favorably than a person without that characteristic would be treated in the same or similar circumstances.
- (b) 'Indirect discrimination' occurs where a practice, rule, requirement or condition that applies to everyone disadvantages people with a Protected Characteristic and the practice, rule, requirement or condition is not reasonable in the circumstances.

Harassment: means behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is the subject of harassment, whether in-person or online.

Harm: Any ill treatment (including harassment, discrimination, and abuse) which adversely affects a person's physical or mental well-being, property, rights, or interests. Harm can occur in many forms and can range in gravity. Not all harm suffered by a participant will be related to a boxing organization or be perpetrated by someone within boxing. Nonetheless, it is the obligation of boxing parties to report any action that they are aware of and that may cause harm to a young boxer, to vulnerable groups, or participants.



Hazing: Form of harassment that occurs in the context of a ritual or initiation activity, action, or situation, with or without consent, which recklessly, intentionally or unintentionally endangers the physical or emotional well-being of an individual, particularly young boxers of vulnerable groups.

Neglect: Ongoing failure to meet the basic needs of individuals, particularly young boxers and vulnerable groups. Neglect may involve the failure to provide adequate food, shelter including exclusion from home or abandonment, failure to protect from physical and emotional harm or danger, or failure to ensure access to appropriate medical care or treatment.

Official Boxing Competitions: Any official boxing competition as defined in clause 1.2 of the World Boxing Competition Rules.

Participants: Any person playing a direct or indirect role in boxing, including without limitation the following:

- Boxers
- Coaches appointed to train an Athlete or team,
- Support personnel or any other person included on a National Member Federation's team delegation roster
- officials (referees, technical delegates, technical officials, doctors)
- administrators who have a role in the administration or operation of World Boxing (whether paid or unpaid), including executive board members, committee members, commission members, staff, contractors or other persons
- Any other person accredited for or in attendance at an official event

Person: Any natural person, or an organization or other entity, such as bodies of a corporate or unincorporated associations or partnerships (whether or not any of them have separate legal personality).

Protected Characteristic means:

- (a) age;
- (b) disability;
- (c) race or ethnicity;
- (d) sex;
- (e) sexual orientation or gender identity; or
- (f) religion.

Victimization means subjecting a person, or threatening to subject a person, either in-person or



online, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint, report or lawful disclosure.

Vilification means a public act, conduct or behaviour, either in-person or online, that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a Protected Characteristic they hold.

Vulnerable Groups: Individuals who are vulnerable or at risk of abuse or neglect due to their mental or physical disability, their level of ability, their age, ethnicity or social background, religion, gender, sexual orientation, illness, or that are otherwise in need of care, protection, or support.

Young Boxer: A boxer who has not yet reached their 18th birthday.

3. APPLICATION AND SCOPE

3.1 Purposes

3.1.1 This policy sets out the requirements for World Boxing to fulfil its duty and obligations in protecting particularly vulnerable groups. This policy should also be used as a guideline for National Member Federations to establish their own safeguarding policy.

This policy aims to:

- a. Set out World Boxing's commitment to protecting vulnerable groups in boxing
- b. Ensure that boxing parties exercise their duty of care to safeguarding vulnerable groups in boxing
- c. Identify the legal framework for safeguarding the wellbeing of all participants in boxing
- d. Establish the basis and guidelines for implementation of educational programs to train boxing parties in safeguarding principles and protection of vulnerable groups
- e. Define the standards of the duty of notification and report in case a boxing party witnesses or has information of a safeguarding issue
- f. Set out how harassment, discrimination or abuse can be reported
- g. Establish standards of behavior that all boxing parties shall adhere to
- h. Identify the risks associated in the protection of vulnerable groups
- i. Identify ways to mitigate or reduce potential risks in safeguarding vulnerable groups in boxing, and



- j. Identify the roles and responsibilities of boxing parties in addressing safeguarding violations

3.1.2 World Boxing will ensure that the principles outlined in this policy are considered and addressed in the organization of World Boxing competitions, in the grant of hosting rights, or any activity in partnership with a third party in which the participation of vulnerable groups is expected.

3.2 The FOUR Pillars of World Boxing's Safeguarding Policy

3.2.1 Zero Tolerance: World Boxing will not tolerate any form of harassment, discrimination, or abuse and will take all necessary measures to implement this policy. Accordingly, all boxing parties must respect and promote the rights of boxing participants and adhere to this policy.

3.2.2 Education: World Boxing expects boxing parties to familiarize themselves with the main concepts involving safeguarding, including the core components of actions that may cause harm and the key indicators to identify such actions. World Boxing also expects that all National Member Federations will have the education and tools they need to develop and implement their own safeguarding policies and training materials.

3.2.3 Identifying Violations and Duty to Report: Any suspected violation of this policy or the World Boxing Rules and Policies must be reported immediately through the appropriate reporting channels. The successful implementation of this policy depends on the individual and shared responsibility of all boxing parties. Every effort will be made to ensure confidentiality throughout the entire investigative and disciplinary process.

3.2.4 Risk Management: Risks need to be identified and minimized throughout all stages of boxing activities (e.g., recruiting, training, boxing competitions).

3.3 Declaration

3.3.1 World Boxing does not tolerate any form of harassment, discrimination, or abuse (collectively referred to as "harm") against any participant or person. This zero-tolerance declaration means that World Boxing will take the necessary measures to implement its safeguarding policy. It also means that all boxing parties are expected



to respect, adhere to, and promote the principles outlined in this Policy.

3.3.2 In enforcing this policy, World Boxing will actively pursue disciplinary proceedings and impose the corresponding sanctions against any boxing party who breaks this Policy or the relevant safeguarding articles of the World Boxing Rules and Policies.

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4. GUIDELINES

4.1 Key Indicators of Harm

4.1.1 Indicators of Harm may be physical or behavioral. Indicators do not prove conclusively that an individual has been the subject of harm. However, the indicators do alert the fact that an individual, particularly a young boxer or a member of a vulnerable group may require help or protection. These indicators include, without limitation:

- a) a victim talks about acts of harassment or abuse;
- b) a friend, family member or somebody close to the victim says something that causes concern;
- c) concerning injuries or physical signs visible on the victim; and
- d) awkward or concerning behavior of the victim or of a potential perpetrator that alerts that something may be wrong.

4.2 Key Indicators of Abuse

4.2.1 The following indicators may suggest that an individual is the victim of physical abuse:

- a) injuries not consistent with the explanation given for them;
- b) injuries that occur to the body in places which are not normally exposed to falls or rough games;
- c) injuries that seem not to have received medical attention;
- d) reluctance to change for, or participate in, competition or practice;
- e) bruises, bites, burns and fractures that do not have an accidental explanation;
- f) inconsistent accounts for the cause of the injury;

- g) signs of restraint;
- h) damage to equipment and personal effects of the individual;
- i) use of medications (e.g. excessive use or lack of needed use); and
- j) withdrawal or lack of engagement with peers or other persons.

4.2.2 The following behavioral indicators may suggest that an individual is the victim of sexual abuse:

- a) any allegations made concerning sexual abuse;
- b) a young boxer's excessive preoccupation with sexual matters or inappropriate knowledge of adult sexual behavior inconsistent for their age;
- c) a young boxer engages in sexual play inappropriate for their age;
- d) a young boxer is sexually provocative or seductive with adults;
- e) other inappropriate sexual behavior;
- f) consistent use of inappropriate sexual language;
- g) reluctance of the individual to be touched; and
- h) withdrawal or lack of engagement with peers or other persons.

4.2.3 The following physical or external indicators may suggest that an individual is the victim of sexual abuse

- a) pregnancy in someone unable to consent to sexual contact
- b) damage, constant pain or itching in the genital area or difficulty walking or sitting;
- c) repeated urinary infections or unexplained stomach pains;
- d) infections or sexually transmitted diseases;
- e) torn, stained or bloody underwear;
- f) fear and withdrawal from relationships;
- g) inappropriate bed-sharing arrangements at home;
- h) severe sleep disturbances with fears, phobias, vivid dreams or nightmares which sometimes have overt or veiled sexual connotations; and
- i) changes in appearance and eating disorders such as anorexia or bulimia.

4.2.4 The following indicators may suggest that an individual is the victim of emotional abuse:

- a) depression, aggression, extreme anxiety, changes or regression in mood or behavior, particularly where a young boxer withdraws or becomes clingy;
- b) compulsive behavior, obsessions or phobias;
- c) sudden underachievement or lack of concentration;
- d) seeking adult attention and not mixing well with other young boxers of their same age;
- e) sleep or speech disorders;
- f) negative statements about self.

- g) extreme shyness or passivity and being withdrawn;
- h) running away, stealing, lying and cruelty to others;
- i) too eager to do everything they are asked;
- j) excessive general anxiety or heightened anxiety around specific persons; and
- k) inexplicable withdrawal or lack of engagement with peers or other persons.

4.2.5 The following indicators may suggest that an individual is the victim of neglect:

- a) dirty skin, body smells, unwashed, uncombed hair, and untreated lice;
- b) clothing that is dirty, too big or small, or inappropriate for weather conditions;
- c) frequently left unsupervised or alone;
- d) recurrent or untreated injuries;
- e) frequent diarrhea;
- f) frequent tiredness;
- g) untreated illnesses, infected cuts, or physical complaints which the carer does not respond to;
- h) frequently hungry;
- i) overeating junk food;
- j) sudden behavior changes; and
- k) withdrawal or lack of engagement with peers or other persons.

4.3 Reporting Mechanisms and Procedure

4.3.1 If an individual (particularly a young boxer or a member of a vulnerable group) discloses that they have suffered harm, such allegation must be taken very seriously. It is important that any disclosure is dealt with appropriately and that the immediate needs of the individual are prioritized.

4.3.2 It's normal to feel overwhelmed and confused in this situation. Abuse and other harm are difficult subjects that can be hard to accept and even harder to talk about. Children and adults at risk who are abused are often threatened by the perpetrators to keep the abuse a secret. Thus, telling someone else takes a great amount of courage.

4.3.3 Vulnerable Groups will have to deal with a lot of issues, including the fear that no one will believe them. So, care must be taken to remain calm and to show support throughout the disclosure phase.

4.3.4 Safeguarding issues, as well as any violations of this policy or the

World Boxing Rules and Policies, should be reported to ethics@worldboxing.org.

4.3.5 The protection and safeguarding of members of vulnerable groups is the main goal of this policy. Any action that may constitute a criminal act should also be reported to relevant national authorities (e.g., police, social services).

4.3.6 The following steps (**the 4 Rs**) will help in the process of handling information given by the applicant and lessen the risk of causing more trauma to the applicant or compromising any investigation during the disclosure phase.

a) **Receive**

- 1) Listen to what is being said without displaying shock or disbelief. A common reaction to news as unpleasant and shocking as abuse is denial. However, if denial, shock or disgust is displayed, the applicant may be afraid to continue and will shut down.
- 2) Accept what is being said without judgement.
- 3) Take it seriously.

b) **Reassure**

- 1) Reassure the applicant, but only so far as is honest and reliable.
- 2) Don't make promises that can't be kept.
- 3) Reassure the applicant (particularly a young boxer) that they did nothing wrong and that what they have said has been taken seriously.
- 4) Don't promise confidentiality - never agree to keep the information as a secret. There is a duty to report any concerns.
- 5) Tell the applicant that this will need to be reported to other persons, but only those whose job it is to protect them.
- 6) Acknowledge how difficult it must have been to talk. It takes a lot for a child or adult at risk to come forward about abuse.

c) **React**

- 1) Listen quietly, carefully and patiently.
- 2) Do not assume anything - don't speculate or jump to conclusions.
- 3) Do not investigate, interrogate or decide if the victim is telling the truth.
- 4) Don't do anything that may jeopardize an investigation.

- 5) Let the applicant explain to you in their own words what happened.
- 6) Don't ask leading questions (e.g., "Isn't it true that..."). Do ask open questions (e.g., "Is there anything else that you want to tell me?").
- 7) Communicate in a way that is appropriate to their age (particularly with young boxers), understanding and preference.
- 8) Explain what will be done next and to whom the information will be told.
- 9) Report the situation through the World Boxing reporting channels or the person responsible for Safeguarding in your organization (i.e., National Federation, club).
- 10) Do not discuss the case with anyone except as necessary to protect the victim.

d) **Record**

- 1) Make some very brief notes at the time and write them up in detail as soon as possible.
- 2) Do not destroy your original notes in case they are required during the investigation.
- 3) Record the date, time, place, words used by the victim, and how the victim appeared (be specific).
- 4) Record the actual words used, including any swear words or slang.
- 5) Record statements and observable things, not interpretations or assumptions (keep it factual).
- 6) **Under no circumstances undertake own investigation,**

4.3.6 **Confidentiality:** Confidentiality is an important principle that enables people to feel safe in sharing their concerns and asking for help. However, the right to confidentiality is not absolute. Sharing relevant information with the right people at the right time is a vital component of good safeguarding practices. Accordingly, all reports made to World Boxing will be treated with the utmost confidentiality but shared as needed with sporting bodies or public authorities in order to fulfil the purposes of this policy. World Boxing will abide by all data protection laws and maintain strict confidentiality of:

- a) data collected (in writing or electronically) relating to victims, particularly young boxers and vulnerable groups; and
- b) information and documentation relating to safeguarding allegations, concerns, and incidents.



4.4 World Boxing Integrity Officer

4.4.1 The World Boxing Integrity Officer is an independent official appointed by the World Boxing Executive Board that supports *"World Boxing in the investigation of any potential violation brought to its attention. For the purposes of such review, the Integrity Officer may upon World Boxing's request or approval, conduct specific investigations and collaborate with relevant public authorities."*

4.4.2 As per the role of the Integrity Officer is to perform the following functions:

- a) Investigate any alleged breaches that are referred by World Boxing, including those related to safeguarding issues;
- b) Ensure all investigations conducted on behalf of World Boxing are reasonable, proportionate, and in compliance with all applicable laws, regulations, and budgeting guidelines of World Boxing;
- c) Keep confidential any information obtained through reports on or investigations into potential integrity-related violations;
- d) If necessary, propose to World Boxing specific expertise that may be needed in support of the investigation; and
- e) Provide an independent report to World Boxing following an investigation.

4.4.3 The World Boxing Integrity Officer will investigate any referred matter based on the report received. Investigations by the World Boxing Integrity Officer may involve, without limitation:

- a) direct contact with the alleged applicant;
- b) interviews with witnesses or the alleged perpetrator(s);
- c) examination of documents and reports; and
- d) contact with public agencies (e.g., police, social work agencies, sports ministries) or other sports bodies (e.g., National Olympic Committees, National Member Federations).

4.4.4 Depending on the recommendations of the World Boxing Integrity Officer included in the independent report, internal disciplinary proceedings, in accordance with World Boxing Rules and Policies, may be initiated. In cases where there is evidence of a potential crime or if the matter is unrelated to boxing (i.e., domestic violence), World Boxing shall refer the matter to the relevant public authorities.

5. RISK MANAGEMENT AND MITIGATION

5.1 World Boxing Activities

5.1.1 As part of the efforts to tackle and prevent safeguarding issues World Boxing aims to:

- a) require hosts of World Boxing Official Boxing Competitions and event organizers to assume safeguarding obligations, depending on the context and the target audience of the event;
- b) implement safeguarding protocols and appoint safeguarding officers in specific World Boxing Official Boxing Competitions;
- c) require potential partners that organize activities targeted to young boxers or other Vulnerable Groups, to assume safeguarding obligations; and
- d) engage in educational activities to raise awareness of the need to implement safeguarding measures and training workshops to empower boxing parties in the implementation of safeguarding policies.

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5.3. Disciplinary Procedures

5.3.1 As part of the zero-tolerance policy adopted herein, World Boxing will initiate disciplinary proceedings against any person who does not fulfil his/her safeguarding duties (including the duty to report), pursuant to the World Boxing Rules and Policies and this policy.

5.3.2 World Boxing Statutes outlines the sanctions available to the Disciplinary Panel or the Secretary General in cases of disciplinary violations. Sanctions can be imposed on both organizations and individuals. Sanctions include the imposition of warning and fines, as well as suspension or bans on all World Boxing-related activities.

5.3.3 Any disciplinary action taken by the World Boxing Disciplinary Panel or the Secretary General may be appealed to the World Boxing Appeals Panel in accordance with World Boxing Ethics Rules of Procedure, with further recourse to the Court of Arbitration for Sports.

5.4 World Boxing Safeguarding Council

5.4.1 The World Boxing Safeguarding Council acts as an advisory body to World Boxing on matters related to safeguarding and protection of vulnerable groups. In particular, the World Boxing Safeguarding Council has the following duties:

- a) provide advice on ensuring a safe environment for all World Boxing stakeholders, including, but not limited to, players, coaches, officials, fans, administrators, and volunteers;
- b) study matters relating to the safeguarding of players, especially young boxers, and other World Boxing stakeholders;
- c) review and recommend modifications to the World Boxing Rules and Policies concerning safeguarding matters;
- d) present proposals for the adoption of a World Boxing Safeguarding Policy and amendments thereto; and
- e) create documents and guidelines that could be used by National Member Federations to guarantee a safe environment in their respective countries.

5.4.2 The World Boxing Safeguarding Council shall be appointed by the World Boxing Executive Board and composed of at least five (5) persons, one who will act as Chairperson. The Chairperson, who will be designated by the World Boxing Executive Board, shall be an external and independent person from World Boxing, with experience in safeguarding matters.

6.0 MENTAL HEALTH OF THE COMPETITIVE BOXER

Performance, Mental Health, and Physical Health are Mutually Dependent in Competitive Sport – and CANNOT be Separated from Each Other

A major concept in competitive sport is the MENTAL HEALTH of the boxer. Mental disorders are associated with reduced athletic performance and in contrast, impaired athletic performance in competitive sport is also associated with mental health symptoms and disorders.

Mental Health Challenges

- Performance anxiety: A meta-analysis revealed that 20-45% of athletes experience performance anxiety, particularly before high-stakes competitions. This anxiety can affect performance and mental wellbeing.

- Depression and suicide risk: Studies indicate that 15-21% of elite athletes report symptoms of depression, which can be worsened by injury or poor performance. Retired athletes, in particular, are at higher risk for depression and suicidal thoughts.
- Burnout: Burnout, which is a result of physical and emotional exhaustion from overtraining, affects about 30% of athletes in high-pressure environments.
- Post-career transition: Difficulty adjusting to life after sports, leading to identity crises and depression.

Psychological Effects of Injury

- Fear of reinjury: After recovering from serious injuries, many athletes experience psychological issues, such as fear of reinjury. Studies show that this fear can affect return-to-sport decisions, leading to reduced performance or early retirement.
- Depression post-injury: Injuries are a major contributor to depression among athletes. Research found that injured athletes are 2-3 times more likely to suffer from symptoms of depression compared to their uninjured peers.

Coaching and Team Dynamics

- Toxic coaching: Overly harsh or abusive coaches can damage an athlete's mental health and self-confidence.
- Team conflicts: Disagreements or lack of cohesion within a team can hinder performance and create a negative environment.
- Lack of support: Insufficient mentorship or guidance can cause athletes to feel isolated and uncertain about their future.

Hydration

- Dehydration: Dehydration is a common issue among athletes, with studies showing that 60% of athletes begin training or competition in a dehydrated state, negatively impacting their performance and increasing injury risks.

Substance Abuse

- Doping and performance-enhancing drugs: Pressure to perform may push athletes toward illegal substances like steroids or stimulants.
- Recreational drug abuse: Athletes may use drugs to cope with stress, injuries, or

pressure, leading to addiction or health problems.

- Painkillers misuse: Some athletes become dependent on painkillers, especially after injuries, leading to long-term health issues.

Psychosocial Pressure and Stress

- Pressure from social media and fans: Social Media has been shown to increase stress and anxiety among athletes. A 2020 study reported that 68% of athletes felt heightened pressure due to constant scrutiny on social platforms.

Post-Retirement Challenges

- Identity crisis: Research on retired athletes shows that many experience identity crises after retiring from sports, leading to high rates of depression, anxiety, and substance abuse. 40% of retired athletes report significant psychological distress within two years of retirement.

REST AND RECOVERY

- First, recovery does not just involve recovering physically; it involves recovering mentally.
- Second, providing physical rest days (i.e., a break from physical training & competitions) does not guarantee athletes the mental rest they need (e.g., a break from thinking about sport).
- Third, athletes can achieve the mental rest they need if they have the time, and can obtain the social and physical environmental conditions, required to engage in high-quality (a) sleep and (b) wakeful resting.
- Fourth, high-quality wakeful resting involves obtaining specific resting experiences such as not thinking about or “psychologically detaching from” one’s sport.

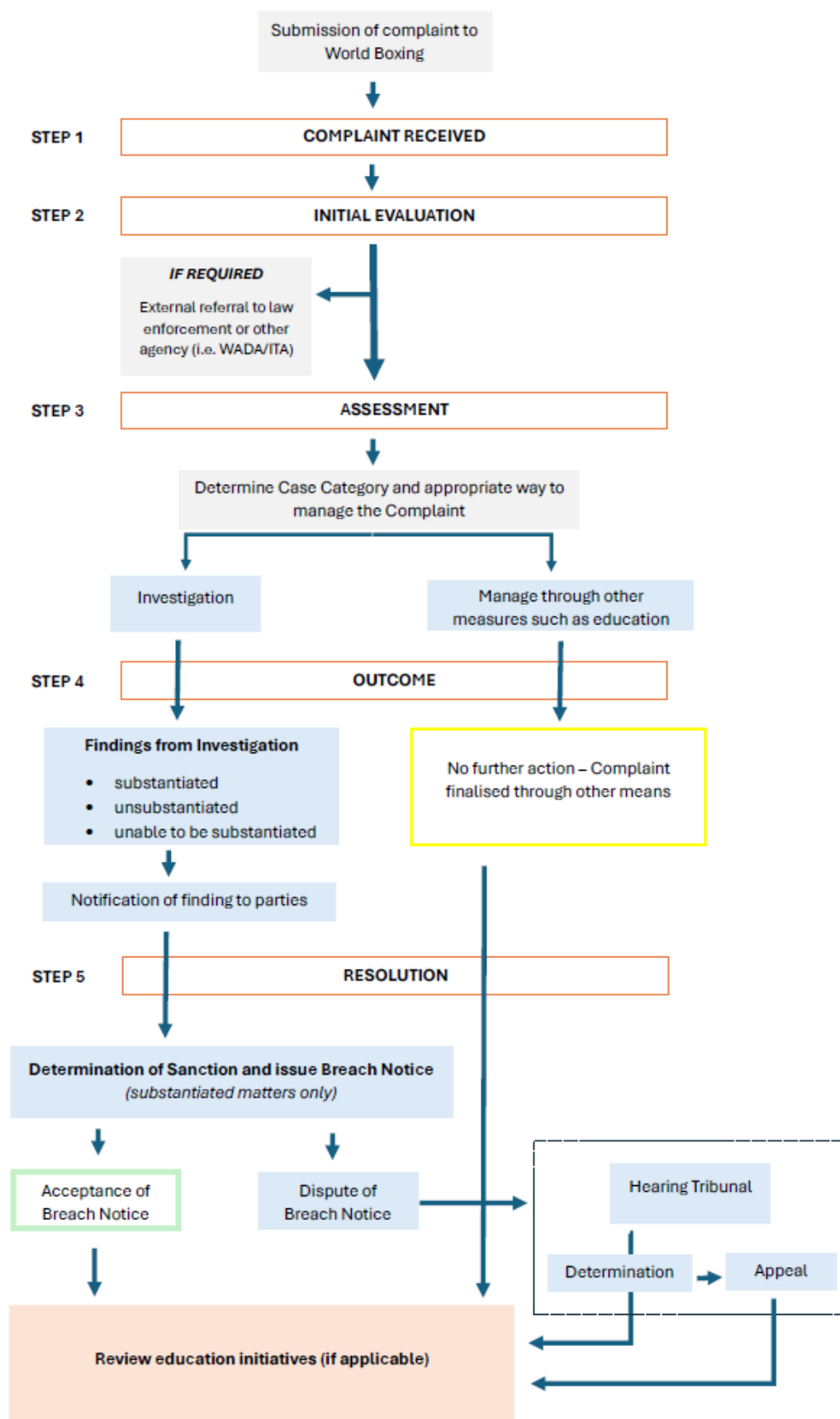
Review Details

World Boxing Executive Board reserves the right to amend the World Boxing Safeguarding Policy from time to time.

Original issue: 14 March 2023

Current version: Feb 2025 | Version: 2

ANNEX 1



ANNEX 2

World Boxing Harassment or Abuse in Sport Reporting Form

Please provide as much information as you feel comfortable or are able to. All information provided will be kept confidential.

Information concerning the Applicant

Full Name:

Date of birth (If known):

Nationality:

Contact details:

e-mail address:

Telephone number:

The applicant is:

- ☐ Athlete
- ☐ Female
- ☐ Male
- ☐ Child (please provide age)
- ☐ Staff
- ☐ Volunteer
- ☐ Official
- ☐ Other (please specify) _____

Details of the harassment and/or abuse facts

Date of incident:

Time and place including country where the incident happened:

Information regarding the perpetrator (identity and contact if possible):

Explanation and accurate description of the incident:

Actions taken before producing this report.

Did you report the incident to the authorities (e.g. police) YES ☐ NO ☐

If yes, please specify who was notified:

Other information that maybe useful regarding the incident:



Reporter - Personal Information

Full name:

Date of birth:

Nationality:

Contact details:

E-mail address:

Telephone number:

Relationship with the alleged victim:

What is your connection with the incident:

☐ Witness

☐ Someone reported to you

☐ Victim

☐ Other (specify)

You can submit the completed form to either in complete confidence to:

World Boxing Ethics Chief: ethics@worldboxing.org

World Boxing Safeguarding officer email: safeguarding@worldboxing.org

ANNEX 3

1. **Abuse** is behaviour of a nature and level of seriousness which includes, but is not limited to:
 - a) physical abuse and assault including hitting, slapping, punching, kicking, destroying property, deprivation of food, water or rest, forced feeding, unreasonable physical restraint, spitting at another person, biting or otherwise putting a person at unreasonable risk of physical harm, except where any physical contact is consistent with the rules of the sport and accepted and reasonable behaviour;
 - b) sexual abuse including rape and assault, using sexually degrading insults (either in-person or online), forced sex or sexual acts, deliberately causing pain during sex, unwanted touching or exposure to pornography, sexual jokes (either in-person or online), using sex to coerce compliance; or
 - c) emotional/psychological abuse (either in-person or online) such as repeated and intentional embarrassment in public, unreasonably preventing or excluding someone from participating in sport activities, stalking, humiliation, or intimidation, repeated or severe insults, name calling, criticism, swearing and humiliation, repeated attacks on someone's intelligence, homophobic, biphobic and transphobic comments, body shaming, or aggressive yelling.
2. **Bullying** is behaviour of a nature and level of seriousness which includes, but is not limited to, repeatedly:
 - a) keeping someone out of a group (either in-person or online);
 - b) making rude gestures, using inappropriate or derogatory names, being rude, constantly negative and teasing (either in-person or online);
 - c) spreading rumours or lies, or misrepresenting someone either in-person or online (e.g., using their social media account to post messages as if it were them);
 - d) harassing someone (either in-person or online) based on a Protected Characteristic such as age, race or ethnicity, sex, sexual orientation, gender identity, religion, or a disability;
 - e) intentionally and repeatedly hurting someone physically; or
 - f) taking advantage of any power over someone else (either in-person or online), but does not include legitimate and reasonable:
 - g) management action;
 - h) management processes;
 - i) disciplinary action; or
 - j) allocation of activities in compliance with agreed systems.
3. **Harassment** is behaviour of a nature and level of seriousness which includes, but is not limited to:
 - a) telling insulting jokes and/or making derogatory comments about racial groups or people of diverse genders and sexualities (either in-person or online);
 - b) sending explicit or sexually suggestive emails, text messages or other electronic communications;

- c) displaying racially offensive or pornographic images or screen savers;
- d) making derogatory comments or taunts about someone's race, disability, sexual orientation, gender identity or gender expression (either in-person or online);
- e) asking intrusive questions about someone's personal life, including their sex life (either in-person or online);
- f) intentionally stalking someone (either in-person or online); or
- g) intentionally disclosing (either in-person or online) the transgender identity or sexual orientation of someone without consent.

4. **Sexual Misconduct** is behaviour including, but not limited to:

- a) unwelcome touching;
- b) suggestive comments or jokes (either in-person or online);
- c) showing or sharing sexually explicit images or pictures (either in-person or online);
- d) unwanted invitations to go out on dates (either in-person or online);
- e) requests for sexual intercourse (either in-person or online);
- f) intrusive questions about a person's private life or body (either in-person or online);
- g) unnecessary familiarity, such as deliberately brushing up against a person;
- h) insults or taunts based on sex or gender identity (either in-person or online);
- i) sexually explicit physical contact;
- j) sending sexually explicit or suggestive emails, texts, or other electronic/social media messages;
- k) displaying pornographic images or screen savers;
- l) asking intrusive questions about someone's personal life, including about their sex life (either in-person or online); or
- m) criminal offences such as rape, indecent or sexual assault, sexual penetration, or relationship with a child under the age of 16 and possession of child pornography.

5. **Discrimination** is differential treatment (either in-person or online) based on a personal characteristic including, but not limited to:

- a) age;
- b) disability;
- c) race or ethnicity (including skin colour, nationality or migrant status);
- d) sex (including pregnancy, marital or relationship status, family responsibilities, breastfeeding, intersex status or gender identity);
- e) sexual orientation; or
- f) religion.

6. **Victimisation** is behaviour including, but not limited to:

- a) dismissal of a person or disadvantage to their involvement in sport because they have or intend to make a complaint;
- b) exclusion of a person from a sport activity or
- c) failure to select an individual on merit because they have supported another person in lodging a complaint.

7. **Vilification** is behaviour including, but not limited to:
- a) speaking, writing or otherwise communicating (either in-person or online) about a person's sex or gender identity in a way that could make other people dislike, hate, or ridicule them;
 - b) publishing claims that a racial or religious group is involved in serious crimes without any evidence in support;
 - c) repeated and/or serious verbal or physical abuse (either in-person or online) about a Protected Characteristic of another person;
 - d) encouraging violence against people (either in-person or online) who belong to a particular sex or gender identity, or damaging their property; or
 - e) encouraging people to hate a racial or religious group using flyers, stickers, posters, a speech, or publication, or using websites, social media applications or email.