

# IGF Safeguarding Code of Conduct

## 1. Purpose

This Safeguarding Code of Conduct ("Code") establishes the standards of behaviour expected from all Participants in the World Amateur Team Championships ("WATC"). This Safeguarding Code of Conduct is in addition to the Safeguarding Participants from Harassment and Abuse Policy; neither is a substitute for any laws or regulations of the IGF Event or Championships Host Country, National Federation, or any other IGF code or regulations, including the IGF Code of Ethics.

The IGF is committed to maintaining a safe, inclusive, and respectful environment, ensuring that the rights, privacy, and safety of all Participants of the WATC are protected.

## 2. Scope

This Code applies to all Participants in the IGF events and sets out expected behaviours and responsibilities to ensure a safeguarding-compliant environment.

## 3. Definitions

For the purpose of this code:

- **"Adult"** shall mean any person aged 18 years or over.
- **"Athlete Support Personnel"** refers to groups of individuals who provide various forms of services to Athletes to enhance their performance, health, and overall well-being. This includes, without limitation, captains, coaches, caddies, trainers, medical practitioners, nutritionists, sports psychologists, strength and conditioning coaches, performance analysts, and administrative staff, as well as informal supporters like family and friends.
- **"Athlete(s)"** shall mean all individuals competing during IGF competitions.
- **"Authority Over"** is defined as one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person.
- **"Child"** shall mean every human being below the age of eighteen years unless applicable law provides otherwise.
- **"Close-in-age Exception"** is defined as an exception applicable to the IGF Code of Conduct when an Adult Participant/Athlete does not have Authority Over a Child Athlete and is not more than four (4) years older than the Child Athlete (e.g., a 19-year-old and a 16-year-old).
- **"Coach"** shall mean an individual who is authorised to instruct or train athletes, based on supervisory, evaluative or other authority over that athlete. Once a Coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the relationship, regardless of age.
- **"Harassment" or "harassment and abuse"** includes psychological abuse, physical abuse, sexual harassment and neglect.
- **"Host Country"** refers to a country in which an IGF event is held.
- **"IGF"** means the International Golf Federation, which is the governing body for the sport of golf within the Olympic and Paralympic Movement.
- **"Local Organising Committee"** means a body, whether emanating from the Host National Federation or otherwise (with or without legal personality), responsible for the preparation and staging of the Competition and all additional events necessary for the applicable competition to take place.
- **"Participants"** refers to the IGF and its members or representatives, the IGF officials and any persons or organisation belonging in any capacity whatsoever to the IGF or to one of its affiliated members, the Organising Committee of the IGF Events and Competitions, Tournament Support Personnel, IGF employees and volunteers, Athletes and Athletes Support Personnel at the IGF Events and Competitions, and members of the IGF Board.

- **“Power Imbalance”** means when, based on the totality of the circumstances, one person has supervisory, evaluative, or other authority over another. A “Power Imbalance” is presumed to exist through the duration of a Coach-Athlete relationship.

#### 4. Commitment to Safeguarding

The standards that follow serve as the guiding principles for determining whether a Participant has violated this Code. Any such violations shall be dealt with in accordance with the IGF Safeguarding Participants from Harassment and Abuse Policy, the IGF Safeguarding and Case Management Procedures, IGF Code of Ethics and the Rules of Procedure. All Participants are required to:

- **Uphold** the laws of the Host Country and all applicable golf codes, rules and regulations, including the Terms of the Competition and Local Rules, and refrain from encouraging others to break any laws, rules or regulations;
- **Ensure** that their intentions, actions and communications reflect a commitment to prioritising the safety and well-being of all Participants;
- **Maintain** the highest standards of conduct, respect their position of authority and/or trust, and act in the best interest of Child Athletes and Participants;
- **Be aware** of their own behaviour, maintain appropriate boundaries with others, and respect the rights, dignity and worth of every person without any form of discrimination or harassment;
- **Report** any form of harassment and abuse, neglect, abuse of power, trust, influence or authority, bullying or any other behaviour that would reasonably be considered abusive amongst or towards any individuals.

#### 5. Expected Behaviour

- **Maintain** professional boundaries and avoid conduct that could be misinterpreted.
- **Use** positive and encouraging language when engaging with Participants.
- **Obtain** explicit consent before any necessary physical contact.
- **Comply** with the IGF Safeguarding Participants from Harassment and Abuse Policy and IGF WATC Safeguarding Code of Conduct.
- **Foster** a supportive and respectful sporting environment.
- **Ensure** all interactions with Child Athletes are observable and interruptible.

#### 6. Prohibited Conduct

The following behaviours are strictly prohibited and constitute violations of this Code:

- Any form of harassment, bullying, or discrimination.
- Physical, verbal, emotional, or sexual abuse.
- Inappropriate or unnecessary physical contact.
- Providing personal contact details to Child Athletes without parental or guardian consent.
- Sharing offensive or inappropriate content, including images, videos, or messages.
- Engaging in digital or online violence.
- Abusing their position of authority.
- Consuming or being under the influence of alcohol or drugs while responsible for the welfare of Athletes.
- Any behaviour that endangers or harms Participants.
- Breaching safeguarding policies or privacy regulations.
- One-on-one interaction with Child Athletes that is not observable or interruptible.

#### 7. Responsibilities

- **International Golf Federation (IGF):** Ensures compliance with the IGF Safeguarding Participants from Harassment and Abuse Policy and IGF WATC Safeguarding Code of Conduct, provides clear guidelines, and acts promptly on concerns.

- **Local Organising Committee:** Implements safeguarding policies and ensures staff and volunteers uphold the highest standards of conduct.
- **Athletes and Entourage:** Adhere to IGF Safeguarding Participants from Harassment and Abuse Policy and IGF WATC Safeguarding Code of Conduct and the Local Organising Committees Policies and report concerns immediately.

## 8. Communication Standards

- All digital and/or electronic communications via any medium, application or platform between Adult Participants and Child Athletes must be professional, activity-related, and conducted through official channels.
- Private messages or social media interactions with Child Athletes are prohibited.
- One-on-one communication, via any medium, application or platform, with a Child Athlete is prohibited. If a Child Athlete initiates communication, the response must include another person in authority (i.e., an Adult Participant) and the Athlete's parent or legal guardian. All other communications must include at least one (1) other Adult Participant or the Child Athlete's parent or legal guardian.
- All persons must be fully clothed and dressed appropriately during video conferences/virtual meeting sessions.
- Any use of digital platforms to harass or abuse others is strictly forbidden and constitutes a breach of this Code.

## 9. Changing Room/Locker Room Regulations

- Changing rooms and locker rooms must be supervised by same-gender persons of authority through periodic checks.
- All interactions must be observable and interruptible.
- One-on-one meetings between Adult Participants and a Child Athlete in a changing room are prohibited unless another Adult is present.
- Adults Participants and persons of authority may not shower with Child Athletes.
- No individual may expose themselves inappropriately in the presence of others.
- The use of photographic or recording devices (video and voice) in changing rooms is strictly prohibited.
- Private or semi-private changing areas must be provided for Child Athletes.

## 10. Transportation Guidelines

- Adult Participants must not transport Child Athletes alone unless they are a parent or legal guardian, or have received written consent from the parent or legal guardian.
- Absent emergency circumstances or parental or legal guardian consent, adult Participants shall not transport a Child Athlete unless at least two Child Athletes or, whenever possible, another Adult of the opposite gender are present.

## 11. Rooming Regulations

- Adults and Adult Participants must not share rooms with Child Athletes unless they are a parent, legal guardian, sibling, coach who has a dual relationship or if there is a Close-in-age Exception.
- Room assignments must ensure that individuals are housed with the same gender, except when they are in a relationship.
- Contact between Adults and Child Athletes at a lodging site must always be observable and interruptible.
- Private meetings should not be held in hotel rooms or other lodging locations of an Adult Participant, Child Athlete or Adult Athlete during event-related travel.

## 12. One-on-One Interactions

- Interactions should be observable and within an interruptible distance by another Adult.
- Meetings between a person in authority and a Child Athlete should occur with another Adult present.

- Closed-door meetings may only be permitted under specific conditions for healthcare professionals, with parental consent and an unlocked door.

### **13. Imagery and Videography**

- All Athletes, captains and coaches must sign the Entry and Eligibility Conditions form, consenting to the IGF photographers taking and using images and videos of the Athletes.
- Photographs or videos of Child Athletes require prior parental or legal guardian consent.
- Event photography and videography must be conducted with informed consent.
- Areas where photography or filming are prohibited must be clearly marked, and Participants are expected to respect these boundaries.

### **14. Trainers/Healthcare Professionals**

- Athletic training must be observable and interruptible, and another Adult Participant must be physically present and in full sight of treatment at all times.
- Breast, buttocks, groin, and genitals must always be covered.
- Parents/guardians are allowed in the room as observers.
- Only licensed professionals may perform athletic training, except for emergencies.
- Parent or legal guardian consent is required by the athletic training provider and may be required by the IGF.
- Must adhere to any restrictions placed on the Child Athlete for practice or competitions (e.g., time frame for restrictions, training modifications, alternative conditioning).

### **15. Reporting Safeguarding Concerns**

Any Participant aware of an incident of harassment and/or abuse is required to promptly report the incident to the IGF Safeguarding Officer: **Heather Daly-Donofrio - [safeguarding@igfmail.org](mailto:safeguarding@igfmail.org)**

All reports will be handled confidentially and taken seriously, and will follow the procedures outlined in the IGF Safeguarding Participants from Harassment and Abuse Policy.

### **16. Consequences of Misconduct**

Violations of this Code may result in the following actions:

- Official warning and/or directive to modify behaviour.
- Removal from the event without refund or compensation.
- Referral to relevant authorities in cases of serious misconduct or legal violations.

The IGF Safeguarding Participants from Harassment and Abuse Policy and the IGF WATC Safeguarding Code of Conduct are binding on all Participants and are subject to IGF enforcement. Failure to comply may give rise to the IGF initiating disciplinary proceedings.