

Comprehensive Safeguarding Protocol for Children and Young People against Violence in Sport

Bàsquet Girona – June 2026

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1. INTRODUCTION

The Comprehensive Safeguarding Protocol for Children and Young People against Violence in Sport is a document drawn up by a multidisciplinary team. It has been drafted taking into account Organic Law 8/2021 of 4 June on the comprehensive protection of children and adolescents against violence, the Framework Protocol for the protection of children and adolescents against violence in sport issued by the Generalitat de Catalunya, and the contents of the training course on prevention, detection and intervention in cases of discrimination, harassment or abuse in sports organisations.

The purpose of this document is to protect children and young people and to guarantee their rights.

2. LEGAL FRAMEWORK

Organic Law 8/2021 establishes measures for protection, early detection, assistance, restoration of violated rights and recovery of victims. It guarantees the right of children and adolescents not to be subjected to any form of violence and adopts a comprehensive approach based on prevention, education and awareness-raising.

3. OBJECTIVES

- To guarantee the well-being of athletes and of any person linked to the club.
- To establish guidelines for action in the prevention, detection and intervention of situations of violence.

4. PREVENTIVE ACTIONS

Before taking up the role:

1. Request a negative certificate for sexual offences.
2. Request references from other sports clubs.

During the activity:

3. Ensure awareness of the protocol.
4. Provide ongoing training.
5. Carry out quarterly monitoring of well-being.
6. Establish a safe and confidential communication channel.
7. Create a supervision team to detect inappropriate behaviour.

Examples of behaviours to detect:

- Inappropriate instructions or remarks.
- Discriminatory verbal and non-verbal language.
- Unpleasant behaviour by family members.

5. PROCEDURE FOR ACTION

Any member of the organisation who has witnessed or experienced a possible situation of harassment or violence must report it.

1) Internal route:

- a) The procedure may also be initiated through a report made by any member of the organisation who becomes aware of the events or behaviour.
- b) Meetings shall be held in spaces that guarantee confidentiality and ensure the comfort of the person reporting a situation of conflict, abuse, discrimination or violence.

Recommendations when a disclosure is made:

Appropriate responses to a disclosure:

- Believe the child or young person. "I am sorry this has happened to you. Thank you for telling me."
- Responsibility lies with the person who harms. "It is not your fault. You have nothing to be ashamed of."
- Remain calm.
- Direct attention towards a possible solution. "You have been very brave to tell me. We are going to do X, Y and Z, and we will try to make sure this does not happen again."

Inappropriate responses to a disclosure:

- Doubting or denying the abuse. "Are you sure that is what happened? You have not made it up, have you?"
- Blaming the child or young person for the abuse. "Why did you not leave? Why did you not say no?"
- Reacting with alarm or dramatics.
- Restricting their usual activities.
- Repeating patterns of behaviour similar to those of the abuser.
- Promising things that cannot be fulfilled.

2) External route (in extreme cases):

- a) Conciliation route: Labour Court of Catalonia.
- b) Administrative route: Labour Inspectorate or other competent institutions.

c) Judicial proceedings may be brought before the labour courts or the criminal courts in cases in which particularly serious harassment, intimidation or physical aggression has taken place.

6. VIOLENCE PREVENTION OFFICER (coexistence coordinator)

The person holding the post of Coexistence Coordinator shall ensure a safe, inclusive and respectful sporting environment, taking the necessary measures and maintaining active coordination with the advisory committee.

Main functions:

8. Apply prevention protocols with the aim of avoiding any type of violent situation.
9. Implement protection protocols in sport and leisure settings to guarantee the safety and well-being of minors.
10. Establish an accessible and effective channel for reporting situations of conflict, such as sexual violence, harassment or discrimination.
11. Always act with respect, discretion, confidentiality and transparency in case management.
12. Promote actions and measures that guarantee safe sporting practice free from discriminatory attitudes.

Coexistence Coordinator: Jordi Gelis Bartrina (gelisbartrinaj@gmail.com)

Advisory committee: sports directors and the Foundation's psychologist.

7. TEN-POINT CODE

13. Be aware that one's own actions, as members of Bàsquet Girona, have a direct impact on the club's image and on the people who are part of it, and that this entails responsibility.
14. Build a relationship with each player that guarantees equal, respectful, dignified, safe, fair and non-discriminatory treatment. All activities carried out must have an educational and co-educational basis.
15. Respect the physical and emotional autonomy of children and adolescents.
16. Immediately report any perceived situation of violence that may put the relationship of equality at risk.
17. Hold one-to-one conversations or interviews in spaces specifically intended for that purpose (club facilities) and visible from the outside. Whenever possible, work in pedagogical pairs so that educational work in sport does not rest exclusively on one person.
18. Ensure that, in physiotherapy or physical preparation sessions, the purpose of the activity is explained in advance to the minor, especially in cases involving physical contact.
19. Ensure that all staff are informed about the appropriate use of social media, in accordance with the document "Recommendations for responsible and ethical communication on social media".
20. Authorisations or relevant information must be provided in writing, as they will have greater validity and legal force. Verbal agreements and telephone communications shall not be considered valid.
21. Forbid the transport of players in private vehicles when travelling to matches or training sessions.
22. Review possible risks and establish protective measures before carrying out new activities such as camps, tournaments, stays or other events.

8. SITUATIONS TO IDENTIFY

Minor misconduct:

- Comments, questions or jokes that are out of place.

“We must distinguish between what is a joke and what is hurtful. If everyone is laughing, it may be the former. If some laugh and others suffer, it stops being a joke.” César Bona.

Serious misconduct:

- Repeated offensive comments.
- Contact with minors via social media.
- Sexist, homophobic or xenophobic comments.
- Promotion of unhealthy habits.
- Sharing spaces alone with a minor.

Very serious misconduct:

- Harassment and intimidation.
- Inappropriate touching.
- Entering changing rooms while showers are in use.
- Disseminating images without authorisation.

Definitions:

Harassment: behaviour or conduct intended to create a hostile, degrading and offensive environment for the person targeted, undermining their dignity, honour, privacy and physical and moral integrity, as well as their right not to be discriminated against. This may include psychological harassment, sexual harassment, harassment on grounds of sex, sexual orientation and other forms.

Discrimination: any impairment, mistreatment, offence, exclusion or restriction exercised against a person or group of people because of a specific characteristic, such as age, origin, ethnicity, sex or gender, sexual orientation, religion, ideology, appearance, abilities, political activity or trade union membership, among others.

Abuse: abuse or ill-treatment consists of the action or effect of harming a person or group of people, motivated by a feeling of superiority or by having greater power or authority. Abuse also includes deception or submission when there is a relationship based on an expectation of trust placed in the other person.

Violence: according to the World Health Organization (WHO), violence is the intentional use of physical force or power, whether threatened or actual, against oneself, another person, a group or a community, which results in, or is highly likely to result in, injury, death, psychological harm, developmental problems or deprivation.

Racism: racism consists of believing that people of different ethnic backgrounds differ in value and that these differences may be hierarchically classified to the detriment of those considered of lesser value, generating economic, political and social advantage for one group of people over others. It is generally related to ethnocentrism and cultural chauvinism. Racism is often applied to the actions of a dominant group over others within a society and, throughout history, has served to justify imperialism, slavery and the genocide of entire peoples.

Good practice: a set of exemplary actions promoted by an organisation or institution, the aim of which is to significantly improve an unsatisfactory situation within its field of action and which may be reproduced by other organisations or institutions.

Prevention: a measure or provision adopted in advance to avoid harm or danger.

Prevention Protocol: a set of instructions and actions that must be deployed in order to detect situations of abuse or violence so as to avoid or reduce their occurrence.

Action Protocol: a set of instructions and actions that must be deployed to manage situations of abuse or violence arising within the organisation, with the aim of undertaking the relevant legal actions and protecting the victim.

Conflict: a situation of disagreement, tension or confrontation occurring between two or more people, groups or collectives as a result of differences in interests, values, opinions or needs. Conflicts may be explicit or latent and, if not properly managed, may negatively affect coexistence, mutual respect and the proper functioning of the environment. One of the recommended means of resolution is mediation, a structured and voluntary process that facilitates dialogue and agreement between the parties involved.

9. OFFICIAL COMMITMENT DOCUMENT FOR COACHES OF THE BÀSQUET GIRONA FOUNDATION

1. Purpose of the Document

The purpose of this document is to formalise the commitment of the club's coaches to respect and comply with the prevention, detection and action protocol in cases of sexual offences, in order to guarantee a safe and healthy environment for all members of the organisation.

2. General Principles

As a coach of the club, I undertake to:

- Respect the fundamental rights of all persons, regardless of their age, gender, sexual orientation, origin or any other personal or social circumstance.
- Promote an environment of mutual respect, safety and well-being for all members of the club, especially minors.
- Know, respect and apply the club's protocol relating to the prevention of sexual offences, including the procedures established for reporting and managing any incident.

3. Specific Obligations

As part of my commitment, I assume the following obligations:

- Training: To take part in all compulsory training sessions organised by the club on child protection and the prevention of sexual offences.
- Responsible action: Not to tolerate inappropriate behaviour, language or attitudes under any circumstances and to immediately inform the person designated by the club of any suspicion or incident.
- Confidentiality: To handle with discretion and responsibility any sensitive information related to possible incidents, guaranteeing the right to privacy of all persons involved.

4. Consequences of Non-Compliance

Failure to comply with this commitment may give rise to disciplinary sanctions by the club, including suspension or termination of my relationship with the organisation, without prejudice to any legal action that may be appropriate.

5. Declaration and Signature

I declare that I have read and understood the content of this document, as well as the club's protocol on the prevention of sexual offences, and I undertake to comply with them strictly.

Full name of coach:	Full name of designated person:
ID or Passport: Date: Signature	ID or Passport: Date: Signature Foundation Bàsquet Girona stamp