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The International Governing Body for the Sport of
Alpabut

SAFEGUARDING

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POLICY

Protection of Minors, Vulnerable Persons,
and All Participants

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ENGLISH · OFFICIAL TEXT



OFFICIAL DOCUMENT

WAF Safeguarding Policy

Protection of Minors, Vulnerable Persons, and All Participants

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OPENING

Preamble

The World Alpabut Federation (WAF) recognises that the safety, dignity, and well-being of all participants — particularly minors and vulnerable persons — are foundational to the integrity of the sport and the legitimacy of the Federation. WAF is committed to creating and maintaining an environment in which all participants are protected from abuse, harassment, exploitation, and discrimination of any kind.

This Policy shall be interpreted in accordance with the WAF Statutes, applicable national law, and internationally recognised safeguarding principles, including the principles reflected in the United Nations Convention on the Rights of the Child, the IOC Safeguarding Framework, and international Safe Sport standards.

INTERNATIONAL ALIGNMENT

This Policy aligns with the United Nations Convention on the Rights of the Child, the IOC Safeguarding Framework, and international Safe Sport standards. It is binding on all WAF-sanctioned activities worldwide.



REFERENCE

Definitions

For the purposes of this Policy, the following terms shall have the meanings set out below.

Minor	Any person who has not yet reached the age of eighteen (18) years.
Vulnerable Person	Any adult who, by reason of disability, illness, age, or other circumstance, may be at increased risk of harm and may require additional safeguarding protection.
Safeguarding	All measures taken to protect the welfare of minors, vulnerable persons, and other participants from abuse, harassment, exploitation, or harm.
Abuse	Any act or omission, intentional or negligent, that causes or risks causing physical, sexual, psychological, or emotional harm. Includes physical abuse, sexual abuse, emotional/psychological abuse, neglect, and online or digital abuse.
Harassment	Any unwelcome conduct — verbal, physical, visual, or digital — that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.
Bullying	Repeated unwanted aggressive behaviour, whether physical, verbal, social, or digital, involving a real or perceived power imbalance.
Sexual Misconduct	Any sexual act, advance, communication, or display that is unwelcome, coerced, or involves a person who cannot lawfully consent (including all minors).
Discrimination	Any unjust or prejudicial treatment based on age, sex, gender identity, sexual orientation, race, ethnicity, nationality, religion, disability, or any other protected characteristic.
Retaliation	Any adverse action taken against a person who has, in good faith, reported a safeguarding concern, made a complaint, or participated in an investigation.
Safeguarding Officer	The designated WAF official responsible for receiving safeguarding concerns and coordinating their handling under this Policy.

**Safeguarding Incident**

Any event, allegation, or concern that may constitute a breach of this Policy.



PART I

General Provisions

Purpose, scope, and fundamental safeguarding principles



PART I

General Provisions

Article 1 Purpose and Scope

- 1.1. The purpose of this Policy is to protect the welfare, dignity, and physical and psychological integrity of all persons involved in WAF-sanctioned activities, with particular emphasis on minors and vulnerable persons.
- 1.2. This Policy applies to all persons under the jurisdiction of WAF, including athletes, coaches, referees, officials, medical personnel, volunteers, parents, guardians, members of the Board of Directors, members of the Executive Committee, and all member organisations.
- 1.3. This Policy applies at all WAF-sanctioned events and activities, including competitions, training camps, travel, accommodation, online communications, and any setting in which WAF participants interact in connection with the sport.

Article 2 Application and Interpretation

2.1. This Policy is binding on all persons and bodies under the jurisdiction of WAF, including National Representatives, member organisations, chartered Korgans, coaches, officials, volunteers, and athletes.

2.2. This Policy shall be read together with the WAF Statutes, the WAF Disciplinary Code, the WAF Ethics and Conflict of Interest Code, and the WAF Medical and Ringside Safety Regulations; in the event of conflict on a safeguarding matter, this Policy prevails to the extent of the safeguarding obligation.

2.3. Terms used in this Policy have the meanings given in the Definitions section; words importing the singular include the plural, and references to a person include any body or organisation as the context requires.

Article 3 Fundamental Principles

- 3.1. The welfare of the minor or vulnerable person shall be the paramount consideration in any safeguarding matter.
- 3.2. Every participant has the right to participate in WAF activities in an environment free from abuse, harassment, exploitation, and discrimination.
- 3.3. All allegations of safeguarding incidents shall be taken seriously, handled promptly, and investigated fairly.



- 3.4.** Confidentiality shall be maintained to the greatest extent possible, consistent with the obligation to protect persons at risk and applicable legal obligations to report.
- 3.5.** Retaliation against any person who reports a safeguarding concern in good faith is prohibited and shall constitute a serious disciplinary offence under the WAF Disciplinary Code.



P A R T I I

Prohibited Conduct

Behaviours that constitute safeguarding violations



PART II

Prohibited Conduct

Article 4 Prohibited Conduct — General

The following conduct is strictly prohibited within WAF and shall constitute a safeguarding violation:

- (a) Physical abuse, including any non-accidental physical harm, excessive or inappropriate physical contact, or use of physical correction or punishment;
- (b) Sexual abuse and sexual misconduct, including any sexual contact or communication with a minor, grooming behaviour, sexual harassment, or the sharing of sexually explicit material;
- (c) Psychological and emotional abuse, including persistent verbal abuse, humiliation, intimidation, coercion, threats, or isolation;
- (d) Neglect, including failure to provide for the basic needs, safety, supervision, or medical care of minors during WAF-sanctioned activities;
- (e) Bullying and hazing, including initiation rituals, exclusion, ridicule, or coordinated mistreatment;
- (f) Discrimination and harassment based on any protected characteristic;
- (g) Digital and online misconduct, including cyberbullying, sending or requesting inappropriate images, unauthorised photography or recording of participants, and inappropriate one-to-one electronic communication with minors;
- (h) Retaliation against any person reporting a safeguarding concern in good faith;
- (i) Failure to report a known or reasonably suspected safeguarding incident, where reporting is required under this Policy.

ZERO TOLERANCE

All forms of abuse, harassment, sexual misconduct, and exploitation are strictly prohibited and shall constitute serious violations under the WAF Disciplinary Code. WAF maintains a zero-tolerance approach to safeguarding violations involving minors and vulnerable persons.

Article 5 Additional Safeguards for Minors

- 5.1. Adults working with minors in WAF activities shall avoid being alone with a minor in any setting that is not observable by other adults. Where one-to-one interaction is unavoidable (for example, individual technical instruction), it shall take place in an open, observable environment.
- 5.2. Romantic, sexual, or otherwise inappropriate relationships between adults in positions of authority (coaches, referees, officials, medical personnel) and minor athletes are strictly prohibited, regardless



of any apparent consent. Such relationships shall constitute a serious violation under the WAF Disciplinary Code.

- 5.3. Adults shall not engage in private one-to-one electronic communication (private messaging, social media direct messages, voice or video calls) with minor athletes outside of legitimate, transparent training-related purposes. Where electronic communication with minors is necessary, it should occur on monitored or group platforms, or include the parent/guardian.
- 5.4. Photography, video recording, and the publication of images of minors shall require the prior written consent of the parent or guardian. Images of minors shall not be shared in any context that could compromise their dignity or safety.
- 5.5. Travel and accommodation arrangements involving minors shall ensure that minors are not accommodated alone with an unrelated adult. Same-gender adult chaperonage and clear sleeping arrangements shall be required at all WAF-sanctioned events involving minors.



P A R T I I I

Safeguarding Officer & Reporting

Designated officer, reporting obligations, and confidentiality

**PART III**

Safeguarding Officer and Reporting

Article 6 Safeguarding Officer

- 6.1.** WAF shall designate a Safeguarding Officer, appointed by the Board of Directors upon the recommendation of the President, for a renewable term of four (4) years, in alignment with the standard governance term applied within the IOC Safeguarding Framework.
- 6.2.** The Safeguarding Officer shall be a person of established integrity and competence in matters of child protection, athlete welfare, or related fields. The Safeguarding Officer shall not concurrently serve as a member of the Disciplinary Committee.
- 6.3.** The responsibilities of the Safeguarding Officer shall include:
- (a)** Receiving and recording safeguarding reports;
 - (b)** Conducting an initial assessment of each report;
 - (c)** Coordinating with the Disciplinary Committee, law enforcement, and other relevant authorities as appropriate;
 - (d)** Ensuring the welfare of the person at risk during the handling of the matter;
 - (e)** Maintaining the confidentiality of safeguarding records;
 - (f)** Reporting annually to the Board of Directors on safeguarding matters;
 - (g)** Supporting the development of safeguarding training within WAF.
- 6.4.** Where the Safeguarding Officer is the subject of a report, or has a conflict of interest, the report shall be received and handled by the Chair of the Disciplinary Committee, who shall designate an independent person to act in place of the Safeguarding Officer for that matter.

Article 7 Reporting Obligations

- 7.1.** Any person who knows of, or reasonably suspects, a safeguarding incident shall report the matter to the Safeguarding Officer without undue delay.
- 7.2.** Coaches, referees, officials, medical personnel, and any other adult holding a position of trust within WAF have an enhanced obligation to report safeguarding concerns. Failure to report shall constitute a disciplinary offence.
- 7.3.** Reports may be submitted in writing, by email, by telephone, or by any other means capable of conveying the information. The contact details of the Safeguarding Officer shall be published on the WAF website.



- 7.4. Where a safeguarding incident may involve criminal conduct, the Safeguarding Officer shall ensure that the matter is reported to the competent law enforcement authorities in accordance with applicable national law. Internal WAF proceedings shall not impede or substitute for criminal proceedings.
- 7.5. Reports made in good faith — even if the concerns are subsequently not substantiated — shall not give rise to any disciplinary or other adverse consequence for the reporter. Knowingly false reports made in bad faith shall constitute a disciplinary offence.

HOW TO REPORT

Safeguarding concerns may be reported directly to the WAF Safeguarding Officer at safeguarding@alpautfederation.org, in writing to the Federation address, or through your national federation safeguarding contact. All reports made in good faith are protected from retaliation.

Article 8 Confidentiality and Data Protection

- 8.1. All safeguarding reports and related records shall be treated as strictly confidential. Access shall be limited to persons with a legitimate need to know for the proper handling of the matter.
- 8.2. Personal data collected in the course of safeguarding matters shall be processed in accordance with applicable data protection laws and shall be retained only for as long as necessary for the proper handling of the matter and any subsequent proceedings.
- 8.3. Confidentiality shall not be used as a basis for withholding information from law enforcement authorities, child protection services, or other competent authorities where applicable law requires disclosure.



P A R T I V

Investigation & Sanctions

Initial assessment, protective measures, and disciplinary proceedings

**PART IV****Investigation and Sanctions**

Article 9 Initial Assessment and Protective Measures

- 9.1.** Upon receipt of a safeguarding report, the Safeguarding Officer shall conduct an initial assessment to determine:
- (a) Whether the matter falls within the scope of this Policy;
 - (b) Whether immediate protective measures are required for the welfare of the person at risk;
 - (c) Whether the matter requires referral to law enforcement or other competent authorities;
 - (d) Whether the matter shall proceed to formal disciplinary proceedings under the WAF Disciplinary Code.
- 9.2.** Where the welfare of a person at risk so requires, the Safeguarding Officer may recommend immediate protective measures, including the provisional suspension of the person concerned from WAF activities, in accordance with the procedures of the WAF Disciplinary Code.
- 9.3.** Protective measures shall not constitute a finding of guilt and shall remain in force only for so long as necessary to protect the welfare of the persons concerned and to enable a fair investigation.

Article 10 Investigation and Disciplinary Proceedings

- 10.1.** Safeguarding incidents that constitute disciplinary offences shall be referred to the WAF Disciplinary Committee for investigation and adjudication in accordance with the WAF Disciplinary Code.
- 10.2.** The Disciplinary Committee shall handle safeguarding cases with appropriate sensitivity, including the protection of the identity of victims and witnesses, the avoidance of unnecessary re-traumatisation, and the use of trauma-informed procedures where appropriate.
- 10.3.** Sanctions for safeguarding violations shall be determined by the Disciplinary Committee in accordance with the WAF Disciplinary Code. Sanctions may include warnings, fines, suspension, revocation of licence, and lifetime ban from all WAF activities.
- 10.4.** Decisions of the Disciplinary Committee in safeguarding matters shall be subject to appeal in accordance with the WAF Disciplinary Code, Articles 17 to 19.

Article 11 Record-Keeping

- 11.1.** WAF shall maintain a confidential register of safeguarding reports, decisions, and sanctions. The register shall be maintained by the Safeguarding Officer and accessible only to authorised persons.



11.2. WAF shall maintain a list of persons who have been suspended or banned from WAF activities for safeguarding violations. This list shall be shared with member organisations to prevent re-engagement of such persons in WAF activities elsewhere.



P A R T V

Training, Prevention & Implementation

Training requirements, background checks, and member organisation duties

**PART V**

Training, Prevention, and Implementation

Article 12 Training Requirements

- 12.1.** All WAF-licensed coaches, referees, and officials shall complete a WAF-approved safeguarding training programme as a condition of obtaining and maintaining their WAF licence.
- 12.2.** The Safeguarding Officer, in coordination with the Technical Directorate, shall develop, maintain, and update the safeguarding training programme.
- 12.3.** Member organisations shall be responsible for ensuring that their personnel involved in WAF activities receive appropriate safeguarding training in accordance with this Policy.

Article 13 Background Checks

- 13.1.** Where permitted by applicable national law, WAF and its member organisations shall conduct appropriate background checks on persons applying for licences or positions involving regular contact with minors.
- 13.2.** A criminal conviction relating to abuse, harassment, exploitation of minors, or comparable offences shall constitute grounds for refusing or revoking a WAF licence.

Article 14 Member Organisation Obligations

- 14.1.** Member organisations shall implement safeguarding policies consistent with this Policy and applicable national law.
- 14.2.** Member organisations shall designate a national safeguarding contact person who shall liaise with the WAF Safeguarding Officer.
- 14.3.** Member organisations shall report annually to WAF on the implementation of safeguarding measures within their jurisdiction.



PART VI

Final Provisions

Hierarchy, amendments, and entry into force

**PART VI****Final Provisions**

Article 15 Relationship to Other WAF Documents

- 15.1.** This Policy forms part of the official regulatory framework of WAF in accordance with WAF Statutes, Article 26.
- 15.2.** In the event of any conflict between this Policy and the WAF Statutes, the Statutes shall prevail. In the event of any conflict between this Policy and other WAF regulatory documents, this Policy shall prevail in respect of safeguarding matters.

Article 16 Amendments

- 16.1.** This Policy may be amended upon recommendation of the Executive Committee and approval of the General Assembly, in accordance with WAF Statutes, Article 11.5. Proposed amendments shall be circulated to all member organisations no less than sixty (60) days before adoption.

Article 17 Entry into Force

- 17.1.** This Policy shall take provisional effect upon adoption by the Board of Directors and enter into definitive force upon ratification by the General Assembly and shall apply to all WAF-sanctioned activities from the effective date.

**OFFICIAL****Adoption & Signatures**

This WAF Safeguarding Policy has been adopted by the World Alpabut Federation in accordance with the WAF Statutes, Article 26. By signature below, the undersigned officers confirm the adoption of this document on behalf of the Federation.

Adopted by	WAF Board of Directors at the meeting held on 19 May 2026 in Baku, pursuant to Board Resolution WAF-BOD-2026-001; subject to ratification by the General Assembly in December 2026 under WAF Statutes Article 11.5.
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SIGNATURES**Authorised Signatories****Vasif Namazov**

Chairman of the Board

Signature

Date

**EMIL RAHIMOV****Interim President — BAŞAD**

World Alpaut Federation

Signature

Date

TECHNICAL DIRECTOR*To be appointed at the General Assembly, December 2026*

Signature

Date



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