



SAFEGUARDING INFORMATION GUIDE

ETCH 2025

Madrid / ESP

INTRODUCTION

The 2025 European Athletics Team Championships 1st Division will take place in Madrid / ESP, the capital of Spain, where the best 16 countries of the continent will clash in a three-day competition from 27-29 June at the Vallehermoso Stadium and its iconic green track.

Together with the Royal Spanish Athletics Federation and the Madrid Local Organising Committee (LOC), European Athletics is committed to safeguarding all athletes and participants at the event. The goal is to create a safe, supportive and inclusive environment for athletes, coaches, officials, volunteers and fans, ensuring that all can enjoy the championships free from harassment, abuse and exploitation.

GENERAL INFORMATION



European Athletics is committed to zero tolerance and has therefore implemented clear measures with the introduction of specific **safeguarding policy and regulations** which can be accessed by scanning the QR code.

ETCH2025 CODE OF CONDUCT

This Code of Conduct applies to all participants, including athletes, coaches, staff, volunteers, and other support personnel. By adhering to these principles, we can create a space where everyone is treated with dignity and respect, free from any form of harassment, abuse and exploitation.

The following principles apply to everyone associated with the event:

- Respect everyone, value everyone's worth and treat everyone with dignity. Celebrate difference and promote inclusion. Treat everyone equally and avoid having "favorites".
- Discrimination against anyone on the basis of race, color, gender identity, sexual orientation, age, disability, religion, ethnicity, marital status, beliefs or socioeconomic status is unacceptable and will not be tolerated.
- Co-operate with everyone involved in athletics and promote an environment free from abuse, harassment, and exploitation.
- Zero tolerance of the use of any prohibited substance to enhance performance. Promote clean competition and report any suspected prohibited drug use to the appropriate authority.
- Listen to those reporting concerns and report those concerns, misconduct or injuries to the appropriate person swiftly.
- Comply with European Athletics' safeguarding policy, procedures and rules.
- Lead by example, behave appropriately and be a good role model.
- Listen courteously to those who are teaching, coaching or providing advice, support or guidance.
- Smoking and consuming alcohol should be avoided when attending athletics events, particularly when responsible for U18s or supporting athletes professionally.
- Be responsible for one's own behavior, conduct and actions. Be punctual, well prepared and correctly equipped.
- Follow the instructions of coaches (by which we mean all athlete support staff), officials, managers and other volunteers.
- Be appreciative of everyone's time, effort and skills. Encourage and support everyone's athletic endeavors.

At all EA Events, and in particular when working with U18 athletes, coaches and other athlete support staff should also abide by the following principles:

- Comply with European Athletics and respective bodies' safeguarding policies and procedures, and prioritize the well-being, safety, and enjoyment of children and young people above all else.
- Challenge any form of bullying among children.
- Provide meaningful opportunities that empower all children.
- Never humiliate or belittle children or their efforts in a competition or training session.
- Never groom or exploit a child for personal or financial gain.

- Never form an intimate emotional, physical, or any sexual relationship with any athlete under 18 years of age, including making sexually suggestive comments, even in fun.
- Never engage in or allow any verbal, physical, or sexually provocative games or inappropriate touching with children.
- Ensure all activities are suitable for children's abilities and ages.
- Work with others (e.g., doctors, physiotherapists) for each athlete's best interests.
- Never use physical abuse or excessive physical training as a punishment.
- Always ensure that children are properly supervised and that arrangements for competitions are safe, including not sharing rooms with children.
- Respect children's privacy, for example, by not entering showers and changing rooms without permission and not providing personal care that children can do for themselves.
- Ensure that any treatment, e.g., physiotherapy, takes place in an open and supervised environment, rather than in private.
- Avoid spending time alone with children away from others.
- Never share a room alone with a child.
- Do not engage in inappropriate use of social media, including not engaging children in private social media conversations and never posting comments or sharing images that could compromise their well-being or cause them harm.
- Share any concerns you have about the safety and well-being of children, including individual concerns, with your Team Safeguarding officer, the LOC or EA Safeguarding Officer.

The following Specific principles apply to all athletes competing at EA competitions:

- Treat fellow athletes, team members, and officials with respect.
- Maintain strict relationship boundaries with a coach or any other adult associated with athletics. It is not appropriate to allow a relationship to develop between a coach or an official (or indeed any other athlete support staff) and an athlete.
- Act fairly and responsibly at all times; do your best.
- Respect opponents and be gracious in defeat.
- Abide by the rules set out by the competition and your team.
- Support and assist with the smooth running of your team where appropriate.
- Respect and help other athletes participate fully by being a role model for good sportsmanship. lead by example, which includes not drinking alcohol, taking drugs, or using foul, racist, homophobic, or other discriminatory language.
- Respect the rights, dignity and worth of every participant, and others involved, and never engage in verbal, physical or sexually provocative gestures or language.
- Never hit or otherwise physically assault anyone taking part in the event or act in any way that could shame, humiliate, belittle, or degrade other athletes, or might be considered bullying.
- Know the rules of competition, follow them, compete fairly and pursue athletic excellence.

ABOUT SAFEGUARDING

Safeguarding is everyone's business and responsibility. It refers to the actions and measures taken to protect the well-being, safety and rights of individuals, from any form of harassment, abuse and exploitation. It involves creating a safe and supportive environment that promotes the physical, emotional, and psychological welfare of individuals.

Anything which causes an individual to be worried about his/her safety or another individual's one is potentially a **safeguarding concern**. If it makes them feel uncomfortable, uncertain or unsafe then they may need to talk to the EA Safeguarding Officer, the LOC Safeguarding Officer or their Team Safeguarding Officer about it. A person may behave inappropriately towards another individual, and this could be witnessed or not.

It is the Safeguarding Officer's role to make the victims feel comfortable and encourage them to talk about it as soon as possible, so that it can be reported to the right person for the next steps. It is not the Safeguarding Officer's responsibility to decide if abuse has occurred – that will be the responsibility of other people such as the police or other professionals.

EA AND LOC SAFEGUARDING OFFICERS

Although the EA Safeguarding Officer will not be physically onsite in Madrid, he will be on duty during the event and will be reachable at any time by phone or email. Even remotely, he will be able to closely cooperate with the LOC Safeguarding Officer who will be available to provide support, guidance and advice when a safeguarding concern arises. The LOC Safeguarding Officer will be able to provide help with anything which requires local knowledge and will be the link with local authorities, law enforcement, social service agencies and any other welfare concerns which need to be referred to these agencies.

The LOC Safeguarding Officer will be present for the duration of the Championships. Contact details will be available at the key locations of the event, at the teams' Hotel and in the various guides provided.

EA Safeguarding Officer	LOC Safeguarding Officer
Mr. Philippe Duperrex Phone: +41 75 425 50 00 safeguarding.officer@european-athletics.org	Mrs. Beatriz Santos Phone: +34 699 669 134 bsantos@rfea.es

NATIONAL TEAM SAFEGUARDING OFFICER

Each Member Federation participating in Madrid European Athletics Team Championships 1st Division 2025 must designate one person who will be available throughout the competition as the Safeguarding Officer for the Member Federation's Team. The role of the Team Safeguarding Officer is to be responsible for all safeguarding and welfare related matters, athlete support staff and officials, including reporting of concerns and providing support, advice, and guidance to all Team members.

TEAM SAFEGUARDING OFFICERS – WHAT ARE YOUR TASKS?

- Know your team and make sure they know who you are and your contact details.
- Make sure they understand your safeguarding responsibilities and the support you can provide.
- As the Team Safeguarding Officer, you need to be able to:
 - Listen to their concerns.
 - Stay calm.
 - Be empathetic.
 - Write down the information and facts they tell you.
 - Report the concern to the EA Safeguarding Officer.
- Know the contact details of the EA and LOC Safeguarding Officers.
- Attend the online safeguarding briefing as well as the in-person Technical Meeting.

LEARN MORE AND BE A PIONEER!

To learn more about Safeguarding and play your part creating a safe environment to ensure that everyone is safe in our sport, World Athletics has developed a **safeguarding training course – “Safeguarding Essentials”**. This course will help everyone to understand what safeguarding in athletics looks like. It consists of interactive modules and a quiz which can be accessed online through the QR code.



After successful completion of the Safeguarding Essentials course, you will be:

- ready - because you understand the importance of creating a happy and safe environment by embedding safeguarding best practices.
- able to recognize - the different forms of harassment and abuse.
- able to respond - to any concerns related to harassment or abuse.
- able to report - any safeguarding concerns using the appropriate procedures.

REPORTING



If you have any concern about your safety or anyone's safety, please reach out to **EA Safeguarding Officer, Philippe Duperrex** and/or make a report on **EA fully secure and independent reporting platform** by scanning this QR Code.

The flowchart below outlines the sequential steps involved in handling reported incidents to help understanding the stages of investigation, involvement of relevant authorities, and potential outcomes.

