



MALAWI OLYMPIC COMMITTEE

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POLICY ON SAFE GUARDING MALAWIAN ATHLETES AND OFFICIALS FROM ABUSE IN SPORTS

1.0 Safeguarding Policy

1.1 Introduction

Everyone who participates in sporting activities organized by **Malawi Olympic Committee** is entitled to do so in an enjoyable and safe environment.

Malawi Olympic Committee (MOC) has a moral and legal obligation to ensure that, when given responsibility for athletes, coaches, officials, volunteers and other participants provide them with the highest possible standard of care.

MOC is committed to devising and implementing policies so that everyone in sport accepts their responsibilities to safeguard participants from harm and abuse. This means to follow procedures to protect and report any concerns about their welfare to appropriate authorities.

1.2 The Framework

This Framework has been established by the Athletes, coaches, team officials and the Athletes 'Commission of the Malawi Olympic Committee in consultation with the legal commission.

This Framework is supported by Article 1.4 of the IOC Code of Ethics which states:

“Respect for the universal fundamental ethical principles is the foundation of Olympism...These include...Respect for international conventions on protecting human rights insofar as they apply to the Olympic Games’ activities and which ensure in particular...rejection of all forms of harassment, be it physical, professional or sexual, and any physical or mental injuries.”

1.3 SCOPE OF APPLICATION

This Framework applies:

1. to all Participants in all sport events
2. to all practitioners involved in the sport industry
3. to alleged incidents of Harassment and Abuse.

1.4 OBJECTIVE OF THE POLICY DOCUMENT

This Framework is intended to provide guidelines and safeguard Athletes and other Participants from Harassment and Abuse in sport.

The policy is to promote good practice, providing athletes, coaches, volunteers and participants with appropriate safety/protection whilst in the care of **MOC** and to allow coaches, officials and volunteers to make informed and confident responses to specific safeguarding issues.

A child/young person is defined as a person under the age of 16 (Section 23(6) of the Constitution.

1.5 Policy Statement

Malawi Olympic Committee is committed to the following:

- the welfare of the athletes, coaches and officials is paramount
- all athletes, coaches and officials, whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity should be able to participate in (sport) in a **fun** and **safe environment**
- taking **all reasonable steps** to protect athletes, coaches and officials from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings
- all suspicions and allegations of poor practice or abuse will be taken seriously and responded to swiftly and appropriately
- all coaches, officials, employees and volunteers who work with athletes will be recruited with regard to their suitability for that responsibility, and will be provided with guidance and/or training in good practice and safeguarding procedures
- working in partnership with parents and other stakeholders is essential for the protection of children or young athletes

2.0 Promoting Good Practice

2.1 Introduction

To provide participants with the best possible experience and opportunities in (sport) everyone must operate within an accepted ethical framework such as the Athletes/Coaches/officials Code of Conduct.

It is not always easy to distinguish poor practice from abuse. It is therefore NOT the responsibility of employees or participants in (the sport) to make judgements about whether or not abuse is taking place. It is however their responsibility to identify poor practice and possible abuse and act if they have concerns about the welfare of the participant, as explained in section 4.

This section will help you identify what is meant by good practice and poor practice.

3 Areas of focus for Good Practice

All personnel should adhere to the following principles and action:

3.1 Safe Sport

- Always work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets)

3.2 Competition

- Make the experience of (sport) fun and enjoyable: promote fairness, confront and deal with bullying.
- Treat all people equally, with respect and dignity

3.3 Athlete manipulation

- Always put the welfare of the athletes first, before winning.
- It is not acceptable that an official forces an athlete to use drugs to enhance performance
- Losing a match deliberately to meet an easy opponent is not acceptable.

3.4 Privacy

- Maintain a safe and appropriate distance with players (e.g. it is not appropriate for staff or volunteers to have an intimate relationship with an athlete or to share a room with them)

3.5 Coaching methods

- Avoid unnecessary physical contact with athletes.
- Where any form of manual/physical support is required it should be provided openly and with the consent of the person involved.
- Physical contact can be appropriate so long as it is neither intrusive nor disturbing and the person's consent has been given.
- Nature and intensity of training or competition should not exceed the capacity of the child's immature and growing body.

3.6 Facilities (privacy)

- Involve parents/caregivers wherever possible, e.g. where young people need supervision in changing rooms, encourage caregivers to take responsibility. If groups have to be supervised in changing rooms always ensure parents, coaches etc. work in pairs.

3.7 Child trafficking

- Request written parental consent if officials are required to transport young people in their cars.
- Get written parental consent for any significant travel arrangements e.g. overnight stays.

3.8 Team Composition

- Ensure that if mixed teams are taken away, they should always be accompanied by a male and female member of staff

3.9 Facilities (privacy)

- Ensure that at away events adults should not enter a young person's room or invite young people to their rooms.

3.10 Role modelling

- Official and coaches should be an excellent role model, this includes not smoking or drinking alcohol in the company of young people

3.12 Motivation/Allowances/ Incentives

- Always give enthusiastic and constructive feedback rather than negative criticism
- Per diem of athletes and officials should be provided where necessary to motivate them
- Per diem should suit the present economic status and where necessary revision should be done annually.
- Allocations of allowances to athletes/players should be done in a very fair, transparency and accountable manner
- Other factors should also be looked into besides money to motivate all our sports flag bearers (representatives/national teams).

3.13 Suitability of Training Systems

- Recognizing the developmental needs and capacity of the young person and do not risk sacrificing welfare in a desire for federation or personal achievements.
- This means avoiding excessive training or competition and not pushing them against their will.

3.14 Risk management

(a)Health

- Keep a written record of any injury that occurs, along with details of any treatment given
- Secure written parental consent for the federation to act in loco parentis, to give permission for the administration of emergency first aid or other medical treatment if the need arises
- Repeatedly failing to ensure provision of basic physical or psychological needs which could result in the serious impairment of personal health or development e.g.
exposing them to undue cold or heat or extreme weather conditions without adequate clothing or hydration, exposing them to injury.
- Failure to ensure access to appropriate medical care or treatment.
- Athlete participate while injured
- Coaches are discouraged from forcing athletes to use drugs to enhance performance or delay puberty

- It may also include refusal to give love, affection and attention.

(b) Insurances/waiver of liability

- MOC should ensure that all the athletes and all its entourage are properly insured at the period of sport engagements in case of accident.
- Where necessary every participant or guardian should sign a waiver of liability that will protect the organization from a law suit.

3. 15 Selection of athlete or teams

- Selection of athletes to the national team should be fair and based on good performance and other necessary requirements as set by the organisers.
- Only officials that have necessary expertise and are recognized by local and international federations should accompany the athletes

3. 16 Employment

- **Use a screening procedure** in which the backgrounds of coaches, managers, administrators, officials and volunteers are checked upon entry to the organization or sport, including a police check where circumstances warrant it.

3. 17 News coverage/publicity

- Ensure fairness when making publicity of any kind of event or provision of news to media stations.
- Gender equity and equality should be followed as stipulated in IOC charter.
- The Athlete must resist to speaking with reporters without official's approval of the sport federation.

3. 18 Uniforms attire

- Repeatedly failing to ensure provision of basic physical or psychological needs which could result in the serious impairment of personal health or development e.g.
exposing them to undue cold or heat or extreme weather conditions without adequate clothing or hydration, exposing them to injury.
- MOC should ensure that government, federations and sponsors have provided necessary attire and competition gear to all official, athletes and other entourage.

3.20 Equipment

- Ensure that the right equipment is provided to every athlete who will represent the country in any sport event.

- The equipment should be provided at a good time so that the athlete should get used to it before the actual competition.

4 Poor Practice

The following are regarded as poor practice and should be avoided by all personnel:

- unnecessarily spending excessive amounts of time alone with young athletes away from others
- taking young athletes alone in a car on journeys, however short
- taking young athletes to your home where they will be alone with you
- sharing a room with a young athlete
- engaging in rough, physical or sexually provocative games, including horseplay
- allow or engage in inappropriate touching of any form
- allowing young people to use inappropriate language unchallenged
- making sexually suggestive comments to a young athlete, even in fun
- reducing a young person to tears as a form of control
- allow allegations made by a young athlete to go unchallenged, unrecorded or not acted upon
- do things of a personal nature that the young athletes can do for themselves

When a case arises where it is impractical/impossible to avoid certain situation e.g.

transporting a young person on your car, the tasks should only be carried out with the full understanding and consent of the parent/care and the young person involved.

If during your care you accidentally hurt a young person, the young person seems distressed in any manner, appears to be sexually aroused by your actions and/or if the young person misunderstands or

misinterprets something you have done, report any such incidents as soon as possible to another colleague and make a written note of it. Parents should also be informed of the incident.

5 Defining Abuse

5.1 Introduction

Abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm, it commonly occurs within a relationship of trust or responsibility and is an abuse of power or a breach of trust. Abuse can happen to a young person regardless of their age, gender, race or ability.

Abuse in all of its forms can affect a young person at any age. The effects can be so damaging that if not treated may follow the individual into adulthood

Young people with disabilities may be at increased risk of abuse through various factors such as stereotyping, prejudice, discrimination, isolation and a powerlessness to protect themselves or adequately communicate that abuse had occurred.

5.2 Safe Sport” is defined as “an athletic environment which is respectful, equitable and free from all forms of non-accidental violence to athletes.”

5.4 Types of Abuse

There are four main types of abuse: **physical abuse, sexual abuse, emotional abuse and neglect.**

“Harassment and Abuse” as stated in **Article 1.4 of the IOC Code of Ethics**, includes psychological abuse, physical abuse, sexual abuse, sexual harassment and neglect.

Harassment and Abuse:

- I. may occur in combination or in isolation;
- II. can include a one-off incident or a series of incidents;
- III. may be in person or online or by another form of communication;
- IV. may result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person;

- V. can be based on one or more forms of discrimination including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability;
- VI. may be deliberate, unsolicited or coercive.

The above definitions should be applied in accordance with Malawian law.

5.5 Physical Abuse: where adults physically hurt or injure a young person e.g. hitting, shaking, throwing, poisoning, burning, biting, scalding, suffocating, and drowning. Giving young people alcohol or inappropriate drugs would also constitute child abuse.

This category of abuse can also include when a parent/caregiver reports nonexistent symptoms or illness deliberately causes ill health in a young person they are looking after. This is called Munchausen's syndrome by proxy.

In a sports situation, physical abuse may occur when the nature and intensity of training disregard the capacity of the child's immature and growing body

5.6 Psychological or Emotional Abuse: means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation, or any other treatment which may diminish the sense of identity, dignity, and self-worth.

The persistent emotional ill treatment of a young person, likely to cause severe and lasting adverse effects on the child's emotional development. It may involve telling a young person they are useless, worthless, unloved, in adequate or valued in terms of only meeting the needs of another person. It may feature expectations of young people that are not appropriate to their age or development. It may cause a young person to be frightened or in danger by being constantly shouted at, threatened or taunted which may make the young person frightened or withdrawn.

Ill treatment of children, whatever form it takes, will always feature a degree of emotional abuse.

Emotional abuse in sport may occur when the young person is constant criticized, given negative feedback, expected to perform at levels that are above their capability. Other forms of emotional abuse could take the form of name calling and bullying.

5.7 Bullying may come from another young person or an adult. Bullying is defined as deliberate hurtful behavior, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. There are three main types of bullying.

It may be physical (e.g. hitting, kicking, slapping), verbal (e.g. racist or homophobic remarks, name calling, graffiti, threats, abusive text messages), emotional (e.g. tormenting, ridiculing, humiliating, ignoring, isolating from the group), or sexual (e.g. unwanted physical contact or abusive comments).

In sport bullying may arise when a parent or coach pushes the young person too hard to succeed, or a rival athlete or official uses bullying behavior.

5.8 Neglect occurs when an adult fail to meet the young person's basic physical and/or psychological needs, to an extent that is likely to result in serious impairment of the child's health or development.

For example, failing to provide adequate food, shelter and clothing, failing to protect from physical harm or danger, or failing to ensure access to appropriate medical care or treatment.

Refusal to give love, affection and attention can also be a form of neglect.

Neglect in sport could occur when a coach does not keep the young person safe, or exposing them to undue cold/heat or unnecessary risk of injury.

Sexual Abuse occurs when adults (male and female) use children to meet their own sexual needs. This could include full sexual intercourse, masturbation, oral sex, anal intercourse and fondling.

Showing young people pornography or talking to them in a sexually explicit manner are also forms of sexual abuse.

In sport, activities which might involve physical contact with young people could potentially create situations where sexual abuse may go unnoticed. Also the power of the coach over young athletes, if misused, may lead to abusive situations developing.

6 INDICATORS

6.1 Indicators of Abuse

Even for those experienced in working with child abuse, it is not always easy to recognise a situation where abuse may occur or has already taken place. Most people are not experts in such recognition, but indications that a child is being abused may include one or more of the following:

- unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries
- an injury for which an explanation seems inconsistent
- the young person describes what appears to be an abusive act involving them
- another young person or adult expresses concern about the welfare of a young person
- unexplained changes in a young person's behavior e.g. becoming very upset, quiet, withdrawn or displaying sudden outbursts of temper
- inappropriate sexual awareness
- engaging in sexually explicit behavior
- distrust of adult's, particularly those whom a close relationship would normally be expected
- difficulty in making friends
- being prevented from socializing with others
- displaying variations in eating patterns including over eating or loss of appetite
- losing weight for no apparent reason
- becoming increasingly dirty or unkempt

6.2 Signs of bullying include:

- behavioral changes such as reduced concentration and/or becoming withdrawn, clingy, depressed, tearful, emotionally up and down, reluctance to go training or competitions
- an unexplained drop off in performance
- physical signs such as stomach aches, headaches, difficulty in sleeping, bed wetting, scratching and bruising, damaged clothes, bingeing e.g. on food, alcohol or cigarettes
- a shortage of money or frequent loss of possessions

It must be recognized that the above list is not exhaustive, but also that the presence of one or more of the indications is not proof that abuse is taking place. It is **NOT** the responsibility of those working with Malawi Olympic Committee to decide that abuse is occurring. However, it is their responsibility to act on any concerns.

6.3 Use of Photographic/Filming Equipment at Sporting Events

There is evidence that some people have used sporting events as an opportunity to take inappropriate photographs or film footage of young people. Both Coaches and volunteers should be vigilant and any concerns should be reported to the **Malawi Olympic Committee**.

All parents and performers should be made aware when coaches use video equipment as a coaching aid.

7 Responding to Suspicions and Allegations

7.1 REPORTING PROCEDURES

Introduction

It is not the responsibility of anyone working with **Malawi Olympic Committee** in a paid or unpaid capacity to decide whether or not abuse has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities so that they can then make inquiries and take necessary action to protect the young person. This applies **BOTH** to allegations/suspicions of abuse occurring within the Organization and to allegations/suspicions that abuse is taking place elsewhere. This section explains how to respond to allegations/suspicions.

7.2 REPORTING SYSTEMS

Anyone may report an incident of harassment and abuse.

A number of reporting channels through which an alleged incident of harassment and abuse may be reported should be communicated prior to any sport event.

Reporting channels may include, in particular:

- I. The MOC Medical and Scientific Commission office
- II. The MOC Integrity and Compliance Hotline;
- III. The MOC Safeguarding Officer's e-mail address;
- IV. The prevention of harassment and abuse section of the Olympic Athletes' Hub called "Report it!" and

7.3 Receiving Evidence of Possible Abuse

We may become aware of possible abuse in various ways. We may see it happening, we may suspect it happening because of signs such as those listed in section 3 of this document, it may be reported to us by someone else or directly by the young person affected.

In the last of these cases, it is particularly important to respond appropriately. If a young person says or indicates that they are being abused, you should:

- **stay calm** so as not to frighten the young person
- **reassure** the child that they are not to blame and that it was right to tell you
- **listen** to the child, showing that you are taking them seriously
- **keep questions to a minimum** so that there is a clear and accurate understanding of what has been said. The law is very strict and child abuse cases have been dismissed where it is felt that the child has been led or words and ideas have been suggested during questioning. Only ask questions for clarity
- **inform** the child that you have to inform other people about what they have told you. Tell the child this is to help stop the abuse continuing.
- **safety of the child** is paramount. If the child needs urgent medical attention call an ambulance, inform the doctors of the concern and ensure they are made aware that this is a child protection issue

- **record** all information
- **report** the incident to MOC Secretariat.

7.4 Recording Information

To ensure that information is as helpful as possible, a detailed record should always be made at the time of the disclosure. In recording, you should confine yourself to the facts and distinguish what is your personal knowledge and what others have told you. Do not include your own opinions.

7.5 Information should include the following:

- the name, age and date of birth
- the home address and telephone number
- whether or not the person making the report is expressing their concern or someone else's
- the nature of the allegation, including dates, times and any other relevant information
- a description of any visible bruising or injury, location, size etc. Also any indirect signs, such as behavioral changes
- details of witnesses to the incidents
- the child's account, if it can be given, of what has happened and how any injuries occurred
- have the parents been contacted? If so what has been said?
- has anyone else been consulted? If so record details
- has anyone been alleged to be the abuser? Record detail

7.6 Reporting the Concern

All suspicions and allegations **MUST** be reported appropriately. It is recognized that strong emotions can be aroused particularly in cases where sexual abuse is suspected or where there is misplaced loyalty to a colleague. It is important to understand these feelings but not allow them to interfere with your judgement about any action to take.

Malawi Olympic Committee expects its' members and staff to discuss any concerns they may have about the welfare of a child immediately with the person in charge and subsequently to check that appropriate action has been taken.

If the **Malawi Olympic Committee** is not available you should take responsibility and seek advice from the duty officer at your local social services department or the police. Telephone numbers can be found in your local directory.

A summary of reporting procedures is provided in other articles. Where there is a complaint against an employee or volunteer, there may be three types of investigations.

- **Criminal** in which case the police are immediately involved
- **Child protection in** which case the social services (and possibly) the police will be involved
- **Disciplinary or misconduct** in which case Malawi Olympic Committee will be involved

As mentioned previously in this document the Organization is not a child protection expert and it is not their responsibility to determine, whether or not abuse has taken place. All suspicions and allegations must be shared with professional agencies that are responsible for child protection.

Social services have a legal responsibility under **The Children Act** to investigate all child protection referrals by talking to the child and family (where appropriate), gathering information from other people who know the child and making inquiries jointly with the police.

NB: If there is any doubt, you must report the incident: it may be just one of a series of other incidences which together cause concern

Any suspicion that a child has been abused by an employee or a volunteer should be reported to **Malawi Olympic Committee** who will take appropriate steps to ensure the safety of the child in question and any other child who may be at risk. This will include the following:

- **Malawi Olympic Committee** will refer the matter to social services department
- the parent/caregiver of the child will be contacted as soon as possible following advice from the social services department
- the secretariat should be notified to decide who will deal with any media inquiries and implement any immediate disciplinary proceedings
- the secretariat should also notify the relevant sport governing body

- if the secretariat is the subject of the suspicion/allegation the report must be made to other sports umbrella bodies who will refer the matter to social services

Allegations of abuse are sometimes made after the event. Where such allegation is made, you should follow the same procedures and have the matter reported to social services. This is because other children in the sport or outside may be at risk from the alleged abuser. Anyone who has a previous conviction for offences related to abuse against children is automatically excluded from working with children.

7.7 Concerns outside the immediate Sporting Environment

- Report your concerns to the **Malawi Olympic Committee**.
- If the Secretariat is not available, the person being told or discovering the abuse should contact their local social services department or the police immediately
- Social Services and the secretariat will decide how to inform the parents/caregivers
- The Secretariat should also report the incident to the appropriate Governing Body. The Governing Body should ascertain whether or not the person/s involved in the incident play a role in the organization and act accordingly
- Maintain confidentiality on a need to know basis

8. Confidentiality

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only. This includes the following people:

- The MOC Secretariat
- The parents of the child
- The person making the allegation
- Social Services/police
- Sport Governing Body General Secretary
- The alleged abuser (and parents if the alleged abuser is a child)

Seek social services advice on who should approach the alleged abuser.

All information should be stored in a secure place with limited access to designated people, in line with data protection laws.

8.1 DISCIPLINARY PROCEDURES

Any alleged incident of harassment and abuse during the sports event which may constitute a breach of Article 1.4 of the IOC Code of Ethics, may give rise to the IOC initiating disciplinary proceedings.

8.2 Internal Inquiries and Suspension

- The Secretariat will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social services inquiries
- Irrespective of the findings of the social services or police inquiries, the Malawi Olympic Committee will assess all individual cases to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled. This may be a difficult decision; especially where there is insufficient evidence to uphold any action by the police. In such cases, the Discipline Committee must reach a decision based on the available information which could suggest that on the balance of probability, it is more likely than not that the allegation is true. The welfare of the child should remain of paramount importance throughout.

8.3 Recruiting and Selecting Personnel with athletes

It is important that all reasonable steps are taken to prevent unsuitable people from working with athletes. This applies equally to paid staff and volunteers, both full and part time. To ensure unsuitable people are prevented from working with children the following steps should be taken when recruiting.

8.5 Controlling Access to Children

- All staff and volunteers should complete an application form. The application form will enlist information about the applicants past and a self-disclosure about any criminal record.

- Consent should be obtained from the applicant to seek information from the Criminal Investigation Department - Police.
- Two confidential references, including one regarding previous work with children should be obtained. These references MUST be taken up and confirmed through telephone contact.
- Evidence of identity (passport or driving license with photo)

9.0 Interview and Induction

All employees and volunteers will be required to undertake an interview carried out to acceptable protocol and recommendations. All employees and volunteers should receive formal or informal induction during which:

- A check should be made that the application form has been completed in full, including sections on criminal records and self-disclosures
- Their qualifications should be substantiated
- The job requirements and responsibilities should be clarified
- They should sign up to the organization's Code of Ethics and Conduct
- Child Protection Procedures are explained and training needs identified e.g.
basic child protection awareness

9.1 Training

In addition to pre-selection checks, the safeguarding process includes training after recruitment to help staff and volunteers to:

Analyze their own practice against what is deemed good practice, and to ensure their practice is likely to protect them from false allegations

- Recognize their responsibilities and report any concerns about suspected poor practice and/or abuse
- Respond to concerns expressed by a child or young athlete
- Work safely and effectively with children or young athlete

9.2 Malawi Olympic requires that:

- All staff and volunteers who have access to children to undergo a criminal record check
- All employees, volunteers, coaches, welfare officers and team managers to undertake relevant child protection training or undertake a form of home study, to ensure their practice is exemplary

and to facilitate the development of positive culture towards good practice and child protection

- All staff and volunteers to receive advisory information outlining good/bad practice and informing them what to do if they have concerns about the behavior of an adult towards a young person
- All coaches, trainee coaches and leaders should have an up to date first aid qualification

10.0 PREVENTIVE MEASURES

- Make available IOC educational materials and other information regarding harassment and abuse in sport should be available to Athletes and other participants including their respective entourages prior to, during and after the sports events, in particular explaining what may constitute harassment and abuse, and where Athletes and other Participants and their respective entourages may seek further information, advice and support.
- Establish athlete protection committee
- All federations affiliated to MOC should have an Athlete Safeguarding Policy
- Educate and train the athletes, coaches and administrator in sports on issues of abuse and sexual harassment
- Train reporters
- Use only accredited coaches and officials
- **Adopt a code of ethics/conduct** for all personnel that includes instructions on how to behave when dealing with young athletes, and require new personnel to understand and sign it.
- **Use a screening procedure** in which the backgrounds of coaches, managers, administrators, officials and volunteers are checked upon entry to the organization or sport, including a police check where circumstances warrant it.
- **Make a clear statement that child abuse is not acceptable** and use an education and training program to increase awareness of child abuse in sport.

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11.0 MONITORING & EVALUATION

11.1 Monitor and review the policy and procedures



The implementation of procedures should be regularly monitored and reviewed.

MOC Secretariat should regularly report progress, challenges, achievements, gaps and areas where changes are required to the board of Malawi Olympic Committee.

The policy should be reviewed every 4 years or whenever there is a major change in relevant legislation.

12. 0 Declaration

On behalf of **Malawi Olympic Committee**, we, the undersigned, will oversee the implementation of the **Safeguarding Policy** and take all necessary steps to ensure it is adhered to.

<p>Name: Hon Jappie Mhango</p> <p>President</p>  <p>Signed:</p> <p>Date: 26th November, 2020</p>	<p>Name: Capt. John Kaputa Rtd.</p> <p>Secretary General</p>  <p>Signed:</p> <p>Date: 26th November, 2020</p>
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