



Policy for Prevention of Sexual Harassment and Abuse

1. Introduction

The Nepal Swimming Association is committed to providing, creating and maintaining a safe, respectful, and inclusive environment for all athletes, coaches, officials, employees, volunteers, and other stakeholders. This policy outlines the measures to prevent, address, and respond to incidents of sexual harassment and abuse within Nepal Swimming Association activities. Sexual harassment in any form will not be tolerated and the Federation is committed to preventing and addressing such behavior.

2. Scope

This policy applies to all members/individuals affiliated with Nepal Swimming Association, including but not limited to athletes, coaches, officials, volunteers, employees, and participants in Nepal Swimming Association -sanctioned events, whether conducted on or off premises.

3. Definitions

- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.
- **Sexual Abuse:** Any act involving coercion or force to engage in sexual activities, including inappropriate physical contact, grooming, or exploitation.

4. Policy Statement

Nepal Swimming Association adopts a zero-tolerance approach to sexual harassment and abuse. Any form of such behaviour will be met with strict disciplinary action. Nepal Swimming Association encourages reporting of any inappropriate conduct and ensures that complaints will be taken seriously and addressed promptly.



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- i. Nepal Swimming Association prohibits sexual harassment in any form, including but not limited to, physical, verbal, written, or electronic communication.
- ii. The Association will not tolerate any retaliation against an individual who reports sexual harassment or participates in an investigation.
- iii. The Association will promptly investigate any allegations of sexual harassment and take appropriate action based on the findings of the investigation.
- iv. Any individual who violates this policy will be subject to disciplinary action, up to and including termination of affiliation with the Nepal Swimming Association.

5. Responsibilities

- **Nepal Swimming Association Leadership:** Ensure effective implementation, conduct regular policy reviews, and provide training to all stakeholders.
- **Coaches and Officials:** Maintain a safe environment and act as role models in preventing and addressing sexual harassment and abuse.
- **Athletes and Members:** Foster respectful interactions and report any incidents to appropriate authorities.

6. Reporting Procedures

Any individual who experiences of sexual harassment or abuse should report incidents to any official, coach, or designated safeguarding officer or authority. The Association will take all reports seriously and will investigate all allegations promptly, thoroughly, and impartially. The Committee for Policy for Prevention of Sexual Harassment and Abuse contact details are available on the Association's website www.swimnepal.com

7. Investigation Process

- Acknowledgment of the report within 48 hours.
- Preliminary assessment to determine if a formal investigation is warranted.
- Appointment of an impartial investigation team.



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- Opportunity for both the complainant and the accused to present their accounts.
- Documentation of findings and appropriate disciplinary action based on evidence.

8. Confidentiality

Nepal Swimming Association will maintain confidentiality throughout the reporting and investigation process, sharing information only with those necessary to resolve the matter.

9. Code of Conduct for Coaches and Officials

- i. Coaches and Officials shall treat all athletes with respect and dignity, and shall not engage in any behaviour that constitutes sexual harassment or abuse.
- ii. Coaches and Officials shall maintain appropriate boundaries with athletes, and shall not engage in any behaviour that could reasonably be interpreted as sexual in nature.
- iii. Coaches and Officials shall not engage in any form of romantic or sexual relationship with an athlete under their supervision, even if the athlete is of legal age.
- iv. Coaches and Officials shall not use their position of authority to coerce or manipulate athletes into engaging in any behaviour that is unwanted or inappropriate.
- v. Coaches and Officials shall not engage in any form of retaliation against athletes who report sexual harassment or abuse, or who participate in an investigation.
- vi. Coaches and Officials shall report any incidents of sexual harassment or abuse to the designated reporting authority immediately, and shall cooperate fully with any investigation.



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Coaches and Officials shall participate in training and education programs on preventing sexual harassment and abuse, and shall keep up-to-date with the latest information on these topics.

10. Disciplinary Actions and Consequences of Violating the Code of Conduct

Any coach who violates this Policy and code of conduct will result in disciplinary measures, which may include warnings, suspension, expulsion, termination of any form or affiliation or legal proceedings.

11. Prevention and Education

Nepal Swimming Association will provide regular training sessions, workshops, and educational materials on preventing sexual harassment and abuse to all members.

12. Support Services

Nepal Swimming Association will offer support to victims through counselling services and referrals to appropriate resources when needed.

13. Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and alignment with best practices.

This policy reflects Nepal Swimming Association's commitment to fostering a safe and respectful environment for all members and participants. By adhering to this code of conduct, all stakeholders can help ensure that our athletes are able to compete in a safe, healthy, and respectful environment free from sexual harassment and abuse.