



Africa Center for Youth Sports and Development

SEXUAL PROTECTION POLICY

May 2023

At ACYSD, we are committed to providing a safe and inclusive environment that promotes the well-being, dignity, and rights of all individuals involved in our programmes and activities. We recognize the importance of safeguarding against sexual harassment, abuse, and inappropriate conduct within our organisation. We strive to promote a culture of respect, professionalism, and zero tolerance for any form of sexual misconduct.

This Sexual Protection Policy Document outlines our organisation's approach to preventing and addressing sexual harassment and abuse. It serves as a guide for our staff, volunteers, participants, and stakeholders on the expected standards of conduct and the procedures for reporting and responding to incidents of sexual harassment or abuse.

1. POLICY STATEMENT

- 1.1.** ACYSD maintains a zero-tolerance policy regarding sexual harassment, abuse, or any form of misconduct within our organisation. We are committed to promoting a safe and respectful environment where all individuals, regardless of their gender, are protected from sexual misconduct.
- 1.2.** We believe in upholding the dignity and rights of every person involved in our programmes and activities. We strive to create an atmosphere that fosters trust, respect, and equality, ensuring that all participants can freely and safely engage in our offerings.
- 1.3.** This policy applies to all staff, volunteers, participants, and individuals associated with ACYSD, including but not limited to athletes, coaches, trainers, administrators, parents, and spectators. It also extends to all our physical and virtual spaces, events, and interactions.
- 1.4.** Any allegations of sexual harassment, abuse, or misconduct will be taken seriously and thoroughly investigated. Appropriate actions will be taken to address and remedy any confirmed violations of this policy, including disciplinary measures, legal actions, and support for survivors.

2. DEFINITIONS

2.1. Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature that interferes with an individual's participation, creates an intimidating, hostile, or offensive environment, or violates their dignity.

2.2. Sexual Misconduct

Any unwelcome conduct of a sexual nature that is committed without consent, including but not limited to sexual assault, exploitation, grooming, or inappropriate relationships between individuals with power differentials.

2.3. Sexual Abuse

Any act of sexual violence or exploitation, including but not limited to sexual assault, rape, molestation, or coercion.

2.4. Consent

Voluntary, informed, and mutual agreement to engage in any form of sexual activity. Consent cannot be given by individuals who are underage, incapacitated, or coerced.

3. PREVENTIVE MEASURES

3.1. Awareness and Education

We will conduct regular training and education programmes to all members, participants, employees, and volunteers to raise awareness about sexual harassment, abuse, and misconduct. These programmes will include information on recognizing and reporting incidents, establishing healthy boundaries, and promoting respectful and inclusive behaviour.

3.2. Code of Conduct:

A comprehensive Code of Conduct will be established, outlining the expected standards of behaviour for all individuals associated with ACYSD. The Code will explicitly address appropriate conduct regarding sexual interactions, relationships, and boundaries.

3.3. Reporting Mechanisms

Clear and confidential reporting mechanisms will be established to enable individuals to report incidents of sexual harassment, abuse, or misconduct. These mechanisms will include multiple channels such as designated individuals, helplines, or online reporting forms, ensuring the safety and privacy of the individuals reporting.

3.4. Background Checks

All coaches, staff, and volunteers will undergo appropriate background checks before being involved with ACYSD.

4. Reporting and Response Procedures

4.1. Reporting Incident

Any individual who experiences or witnesses sexual harassment, abuse, or misconduct within ACYSD is encouraged to report the incident promptly and safely. Reporting options include:

- i. Directly informing a trusted staff member or designated individual responsible for handling such complaints.
- ii. Submit a written complaint through complaint@acysd.org

4.2. Confidentiality

ACYSD will ensure that all reports of sexual harassment, abuse, or misconduct are treated with the utmost confidentiality and sensitivity, respecting the privacy of all parties involved.

4.3. Investigation and Response

ACYSD will conduct a thorough and impartial investigation into reported incidents, ensuring a fair and just process for all parties. Appropriate disciplinary actions will be taken if allegations are substantiated. The disciplinary actions may include but are not limited to warnings, suspension, termination of employment or participation, and legal action or referral to relevant authorities as deemed necessary. In cases where the reported incident involves a minor, ACYSD will adhere to all applicable laws

4.4. Support and Care

Support services and resources will be made available to individuals affected by sexual harassment or abuse, including access to counselling, legal assistance, and medical support, as appropriate.

4.5. Non-Retaliation

Retaliation against individuals who report sexual harassment or abuse, in good faith, will not be tolerated. ACYSD will take appropriate measures to protect and support those who come forward with information or complaints. Retaliation is strictly prohibited and will be treated as a separate violation of this policy.

5. Training and Review

5.1. Regular Training:

ACYSD will provide ongoing training for staff, volunteers, and participants to raise awareness, enhance understanding, and reinforce ACYSD's commitment to sexual protection.

5.2. Review and Evaluation

ACYSD will continuously monitor and evaluate the effectiveness of this policy through feedback mechanisms, and incident tracking. This Policy will be reviewed periodically to ensure its effectiveness and alignment with best practices. Any necessary updates or modifications will be made to address emerging issues or changing legal requirements.

The Sexual Protection Policy of ACYSD is a fundamental commitment to creating and maintaining a safe and inclusive environment for all individuals involved in our programmes. By adhering to this policy, we aim to prevent sexual harassment, misconduct, and abuse, and protect the well-being, dignity, and rights of everyone within our organisation. ACYSD is resolute in its commitment to take appropriate action against any form of sexual misconduct, ensuring that those responsible are held accountable, and supporting survivors through their healing process.

Date of Policy Implementation: 1st May, 2023