

# KARATE-DO UNION OF SINGAPORE



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## SAFE SPORT POLICY



# KUS Safe Sport Policy

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1<sup>st</sup> January 2021

## INTRODUCTION

1. This policy was first considered after an initial survey conducted by the World Karate Federation (WKF) Athletes' Entourage Commission during the World Karate Championships for Cadet, Junior and U21 athletes, held in Tenerife, Spain, in October 2017. As like in other sports, the results of the survey showed that our athletes are at real risk of being exposed to forms of misconduct, mainly harassment and abuse.
2. There will be no delay in implementing the necessary policies and required action given that the WKF is committed to protecting its athletes and providing them with the safest sport environment, with the utmost respect for their safety, welfare and dignity. WKF objective is to ensure a safe environment free from physical, psychological, neglect and sexual misconduct.
3. Safe Sport Commission. Sport SG has established the advisory panel for Safe Sport, hereafter termed as 'Safe Sport Commission' to drive effective implementation of Safe Sport initiatives and policies in promoting of values and best practices of Safe Sport, safeguarding athletes, participants and officials and protecting the integrity of sport and sports organisations.
4. Karate-Do Union of Singapore (KUS) fully support the Safe Sport Policy.

## WHAT IS SAFE SPORT?

5. It is defined as "an athletic environment that is respectful, equitable and free from all forms of harassment and abuse" ([International Olympic Committee Consensus Statement, 2016](#)).
6. It is a sporting environment that is respectful, equitable and free from all forms of harassment and abuse. Harassment and abuse can be expressed in the following 5 forms:
  - a. Psychological Abuse (covering Bullying, Hazing and Cyber Harassment and Abuse)
  - b. Physical abuse
  - c. Sexual harassment
  - d. Sexual abuse
  - e. Neglect

## WHY IS SAFE SPORT IMPORTANT?

7. All participants in sport, including athletes, coaches, officials and volunteers, have a right to engage in Safe Sport. In 2018, Sport SG (Sport SG) embarked on a



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multi-agency collaborative effort by launching the Safe Sport Commission and made a rallying call for the sporting fraternity to collectively safeguard sport.

8. In consultation with the International Olympic Committee and local authorities, Sport SG and the Safe Sport Commission have developed policies and guidelines aimed towards eradicating harassment and abuse in sport. This includes establishing a reporting process for Safe Sport-related matters and providing awareness programmes to ensure the public is kept informed and updated of the available support.

9. “We recognise the importance of creating a safe sporting environment. This is a responsibility shared by all members of the sporting fraternity and the Safe Sport Commission will continue to work with Sport SG to strengthen its Safe Sport framework, policies and processes. Together, we can achieve a safe and abuse-free sporting environment for all in Singapore.” Said Ms Chan Yen San, Chairman of the Safe Sport Commission.

10. Harassment and abuse in Karate could lead to athlete dropout and attrition. This would not only reduce the number of competitors. But it would also have other knock-on effects such as damage to Karate’s reputation, caused by negative publicity from potential cases of harassment or abuse would lead to the termination of sponsorship contracts. It would also undermine the confidence and trust that athletes, their entourage, families and fans, place in the KUS (including WKF) and would therefore, result in the loss of athletes and fans from the sport.

## DEFINITIONS OF HARASSMENT AND ABUSE

11. “Harassment” as stated in [Article 1.4 of the IOC Code of Ethics](#) or “harassment and abuse” includes psychological abuse, physical abuse, sexual harassment, sexual abuse and neglect. These forms of harassment and abuse may occur in combination or in isolation.

12. Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age, disability, socio-economic status and athletic ability. It can include a one-off incident or a series of incidents, and it may be in person or online. Harassment may be deliberate, unsolicited and coercive.

13. Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by one individual against another person.

14. **Psychological**. Any unwelcome act including isolation, verbal assault, humiliation or any treatment which diminish the sense of identity, dignity, and self-worth. It includes the following:

a. **Bullying**. Bullying involves a desire to hurt through a harmful action in a context of power imbalance. Typically, bullying is unwanted, repetitive and intentional aggressive behaviour, usually among peers and can involve a real or perceived power imbalance. Examples of bullying include insults or taunts,



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physical intrusions (pinching, punching), humiliation, making threats, spreading rumours or falsehoods, attacking someone physically or verbally and deliberately excluding someone.

b. **Hazing.** Hazing is usually a normative requirement for acceptance into a club or team and part of a rite of passage handed down semi-covertly from one sport generation to the next, sometimes in the presence of coaches. Many hazing practices at team initiations or the start/end-of-season celebrations involve extreme insults, feats of endurance, deprivation, alcohol consumption and promiscuous or illegal sexually explicit/abusive behaviour against individuals or groups.

c. **Cyber Harassment and Abuse.** Cyber harassment and abuse come in a variety of forms:

- (1) Receiving unwanted negative content such as hate messages, exposure to sexual and violent content, and pro-self-harm or pro-eating disorder/body dysmorphia sites.
- (2) Risk to an individual's reputation from the sharing of inappropriate content, perhaps from false online profiles, which may impersonate the individual.
- (3) Theft of personal data, which may constitute a criminal offence.

15. **Physical.** Any deliberate and unwelcome act that causes physical trauma or injury. This can also consist of forced or inappropriate physical activity, forced alcohol consumption, or forced doping practices. It includes any deliberate and unwelcome act, such as punching, beating, kicking, biting and burning, that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g. age or physically inappropriate training loads, when injured or in pain). Physical abuse may be inflicted both on and off the field of play. (*Note: WKF policy states that physical abuse does not include professionally accepted coaching methods for skill and performance enhancement, physical conditioning, team building, or appropriate discipline, generally seen within combat sports and martial arts.*)

16. **Sexual Harassment.** Any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical; or where consent is coerced, manipulated or cannot be given. Sexual harassment can take the form of sexual abuse.

- a. Sending or receiving sexual messages or images, known as 'sexting'.
- b. Use of camera phones to take illicit photographs, including inside sports facilities and use of the images for sexual exploitation (sometimes called 'sextortion').

17. **Sexual Abuse.** Any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given. Sexual abuse is usually preceded by a 'grooming' process whereby the perpetrator prepares and desensitises their victim and entices them to submit. Grooming (persuasion) is a tool the abuser may employ to gain a position from where to carry



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out the abuse. This may continue for years, without the person who is object of the attention being aware that an ever stronger bond is being tied between him or her and the "abuser", until he or she is "caught" in a kind of net and unable to withstand the abuser's sexual wishes. Research has shown that this often occurs in a relationship between young athletes and coaches who are a bit older, or other individuals the athletes trust and who have built up a relationship with the athlete that may be compared to a child/parent relationship.

18. **Neglect.** Failure of another person with a duty of care towards an individual to provide minimum level of care to the individual, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm. Neglect can also be defined as the failure of parents or care givers to meet a child's physical and emotional needs or the failure to protect a child from exposure to danger. This definition also applies to coaches and athletes' entourage members.

## EDUCATION AND PREVENTION OF HARASSMENT AND ABUSE

19. In alignment with WKF, and Sport SG, KUS will implement a safeguarding policy and to create a safe and fair condition for Karate athletes. The Safe Sport Policy applies to all individuals affiliated with the KUS without any exception. This vast and important task must be endorsed by all the KUS stakeholders, officials, referees, coaches, and entity/individual who are involved in Singapore karate.

20. It is the full responsibility of each KUS member and stakeholder to ensure that their clubs, members, activities, etc. are free from any harassment or abuse. One key measure is to disseminate this Policy to all members, athletes, and stakeholders (e.g. athlete's parents).

21. KUS is responsible for discouraging and preventing harassment and investigating all informal and formal complaints. In order to duly safeguard athletes, KUS and the members are to appoint a "Safeguarding Officer" who will be the person to receive any complaint and conduct all the necessary stages of investigation, following up on the issue until its end.

22. The Safe Sport Policy will include the complaint procedure, with the official complaint form, to allow the victims and witnesses of harassment, abuse or any other kind of misconduct, to launch the complaint.

23. For further assistance, the complainant will be able to contact the "Safeguarding Officer" by filling out a self-explanatory form and by emailing it directly to the "Safeguarding Officer".

24. Reports of harassment and abuse are highly encouraged in order to prevent this behaviour from undermining the sport of Karate, including during competitions. Cases of harassment and abuse will be reported directly to the "Safeguarding Officer", event organiser, and Referee Commission. In all cases, the "Safeguarding Officer" will remain the central point of the investigation process, which must remain confidential.

25. KUS is responsible for protecting and assisting not only all victims of



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harassment and abuse, but also those who are victims of false accusation. There is very little evidence of false allegations of misconduct in sport, but concerns about this issue mean that protection of coaches, officials and entourage members must feature as a dimension in any successful policy.

26. In addition, KUS has a responsibility to recognise and refer any athlete who displays signs or indicators of harassment or abuse.

## EDUCATION AND ATHLETE RESPONSIBILITY

27. In order to facilitate the implementation of the KUS Safe Sport Policy, athletes must:

- a. Know their rights and responsibilities regarding the prevention and reporting of non-accidental violence
- b. Visit "[IOC Athlete 365-Safe Sport](#)" for the best information about their right to respect and safety
- c. Identify their support systems within and beyond entourage members
- d. Support their peers and encourage them to speak out if they witness or experience non-accidental violence
- e. Respect the rights, dignity and worth of all participants regardless of their ability, gender and cultural background
- f. Control their temper
- g. Refrain from making derogatory or demeaning remarks about other people
- h. Refrain from making racist or sexist jokes
- i. Refrain from making undesired sexual comments that offend, intimidate or humiliate
- j. Avoid intimate and unprofessional behaviour with their coach
- k. Negotiate for a voice in decision-making about their own protection
- l. Report all cases of harassment and abuse which they are victim to or witness
- m. Report any suspected breach of this Policy.

## RESPONSIBILITY OF COACHES



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28. In order to facilitate the implementation of the KUS Safe Sport Policy, members are to disseminate the following to the coaches and athletes:

- a. Treat everyone with respect;
- b. Refrain from any form of behaviour that may be perceived as offensive
- c. Avoid body contact that may be perceived as unwanted
- d. Not look at, speak to or make contact with athletes in a manner, which is unwelcome, intrusive, abusive, discriminatory or inappropriate
- e. Avoid all types of verbal intimacy that may be perceived as sexually charged
- f. Avoid expressions, jokes and opinions that relate to the athlete's gender or sexual orientation in a negative way
- g. Make it clear to team members that any unlawful discrimination based upon age, sex, race, physical or intellectual impairment will not be tolerated
- h. Seek to have both genders represented in the athlete support system
- i. Avoid contact with athletes in private spaces unless there are several people present, or in agreement with parents/guardians
- j. Show respect for the athletes' and entourage members' private life and dignity
- k. Be fair, considerate and honest in all dealings with others
- l. Always act in a fair manner and in such a way as to ensure good relations within and between teams
- m. Not engage in excessive sledging during competition
- n. Avoid intimate relationships. If a relationship is established, the situation should be raised and clarified openly
- o. Do not offer any form of reward with the aim to demand sexual services in return
- p. Take action and report any breach of this Policy

## CONFIDENTIALITY

29. KUS understands the sensitive nature of harassment and abuse issues, in particular, that it can be hard to come forward with a complaint, and that equally, it is



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hard to be wrongly accused or convicted of harassment and abuse. KUS recognises the interests of both the complainant and respondent in keeping any matter confidential.

30. All matters concerning an alleged incident of harassment and abuse, in particular, where the report came from, the personal information of the concerned parties, other information gathered during investigation and the results of investigation ("Confidential Information") will be regarded as confidential and handled in accordance with applicable laws. KUS may disclose the Confidential Information to the appropriate people or authorities (subject to applicable laws) if:

- a. a failure to disclose such information may cause harm to an individual
- b. such information relates to potential criminal behaviour.
- c. Decisions from the Disciplinary Procedure will, in principle, include the Confidential Information, which will be publicly disclosed. When communicating such decisions, KUS will:
  - (1) not include any of the victim's personal information without obtaining prior consent
  - (2) Take into consideration other concerned parties' wish to remain anonymous and omit their personal information, in certain cases

## SAFEGUARDING OFFICER

31. The KUS Safeguarding Officer is responsible for ensuring the necessary safeguarding policies are enforced and maintained in karate. They are the first point-of-contact for anyone in need and serve as a source of support and advice for any Safe Sport-related matters, especially related to the sport of karate.

32. Roles & Responsibilities of the Safeguarding Officer:

- a. The Safeguarding Officer within a sport organisation has the primary responsibility in managing, reporting and follow-up on any concerns related to breaches of Safe Sport practices to SportSG's Safe Sport Taskforce.
- b. To be trained in responding to Safe Sport related cases and to be able to refer to the relevant authorities (e.g. SportSG Safe Sport Taskforce and SPF).
- c. To be able to provide first responder support to victim who report of any Safe Sport related cases.
- d. Act as a source of support, advice and expertise to staff, participants and volunteers in safeguarding-related matters.
- e. To liaise with SportSG Safe Sport Taskforce on Safe Sport policy development and awareness training.
- f. To promote Safe Sport practices to all staff, participants and volunteers



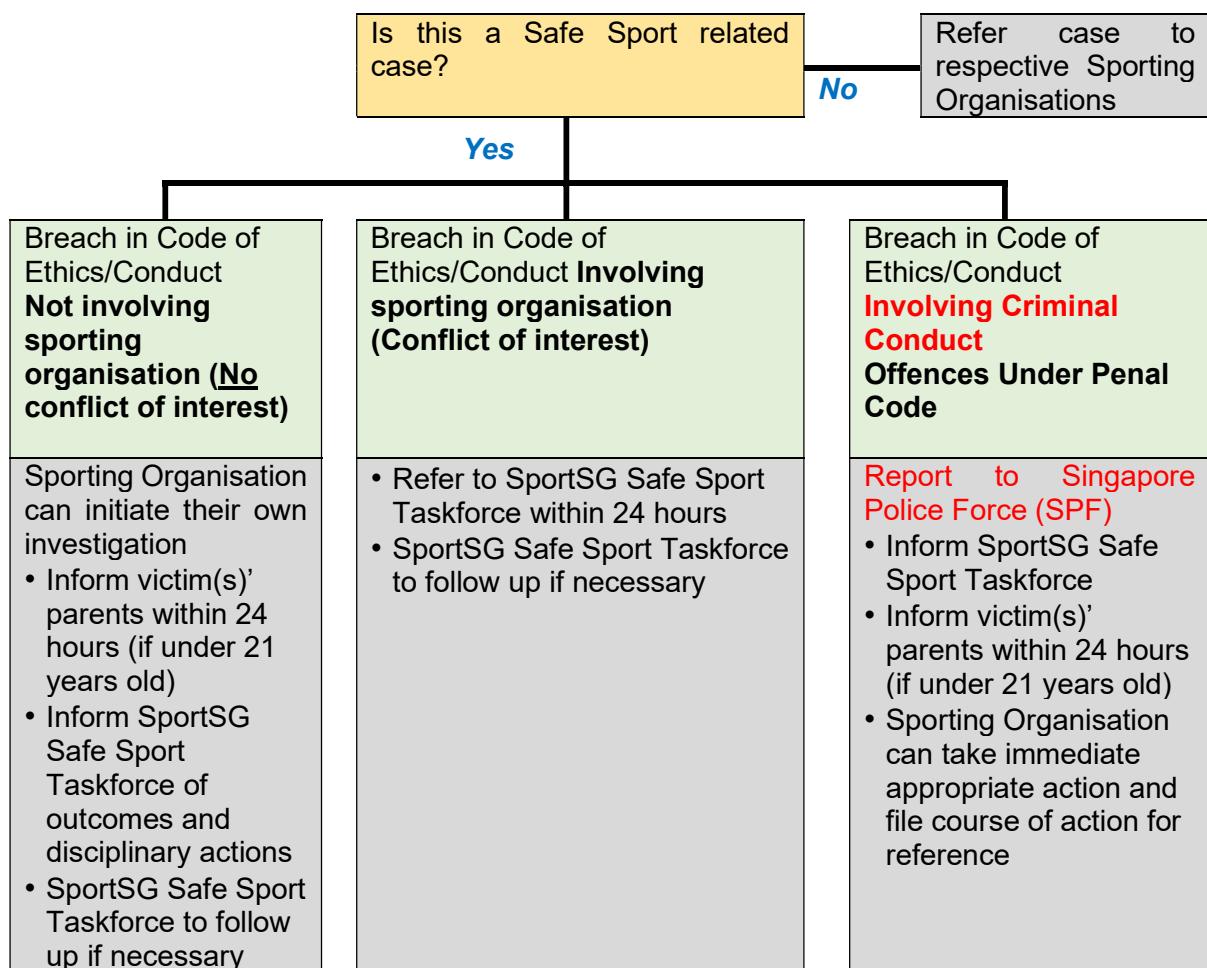
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or to all members of the sporting fraternity.

- g. Main point of contact and representative for the organisation for any safeguarding matters.
- h. Ensure safeguarding standards are met and maintained within the organisation.
- i. Lead in maintaining and reviewing the organisation's implementation plan for safeguarding sport.

## HARASSMENT AND ABUSE COMPLAINT PROCEDURES

33. The following is overview of the Decision Tree (based on Safe Sport Reporting Protocol):



## 34. Informal Complaint Procedure

- a. Informal procedures focus on resolution rather than factual proof or substantiation of a complaint. Informal processes seek to resolve human rights issues without investigating or assessing the merits of the allegations (for



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example, by facilitating communication between the people involved). This type of informal process is generally not appropriate where there are serious or systemic allegations. If an informal process is used, it must still be clear that the complaint will be taken seriously and discussed with the people who are responsible.

b. Given that there may be power imbalances, safety issues, or fear of reprisal, a complainant does not have to address the matter directly with the potential respondent before using the Safeguarding Officer's complaint mechanism. This process ensures that any steps taken do not penalise the complainant for making the complaint and any concerns regarding the complainant's safety are treated with the utmost seriousness.

c. Informal ways of dealing with non-accidental violence that do not involve criminal allegations can include the following actions:

- (1) A person who experiences harassment and abuse is encouraged to make it clearly known to the harasser that the behaviour is unwelcome, offensive and contrary to Safe Sport policies.
- (2) If it is inappropriate to approach the harasser, a victim can confidentially inform and seek advice or support from a coach, official, colleague or any other senior person he or she trusts.
- (3) In order to protect the victim from any form of threat or reprisal, a mediation or arbitration can be conducted by the KUS Safeguarding Officer between the complainant and the respondent if the latter recognises his or her misconduct and is amenable to an informal resolution.
- (4) If it is not possible to confront the harasser, or if after confronting the harasser the harassment continues, the complainant should contact the KUS Safeguarding Officer and then make a written complaint to start a formal procedure.

## 35. Incident Report Procedure

- a. The general guidelines for reporting procedure are as follow:
  - (1) **What to report:** disclosure or indicators of abuse, inappropriate behaviour
  - (2) **When to report:** concern must be reported immediately
  - (3) **Who to report to**
  - (4) **How to report:** verbal & documented
  - (5) **Follow-up:** Knowing the process that will follow reporting
- b. Within the first **24 hours**, the following are the actions to be taken:
  - (1) Take the person seriously & listen to her/him
  - (2) Incident reporting
  - (3) Protect the person
  - (4) Distance the alleged perpetrator
  - (5) Document the incident
  - (6) Responsibility for conducting investigation
  - (7) Report allegation of abuse to police



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## (8) Notify family/parents

- c. The first step of the incident report procedure begins with a written report from the complainant to the KUS Safeguarding Officer. The complainant will fill out the self-explanatory KUS Incident Report Form (see Annex A) available on the KUS website. If necessary, he or she can request help to fill it out.
- d. Once contacted by a complainant, the role of the KUS Safeguarding Officer is to assist in a neutral and unbiased capacity, from receiving the complaint to providing to him or her with all the necessary assistance.
- e. If there witness (or witnesses), reported in the KUS Incident Report Form, the KUS Safeguarding Officer will meet the complainant and the alleged victim and proceed in accordance with this process.
- f. If the KUS Safeguarding Officer believes there is sufficient evidence to warrant a formal complaint, but the complainant does not wish to do so, perhaps for fear of reprisal, the Safeguarding Officer may still make a formal complaint and proceed in accordance with this process.
- g. If a formal complaint is made, within **24 hours** of its receipt, the KUS Safeguarding Officer will submit a report to the KUS President with recommendations on further action to be taken. Subject to absolute confidentiality and according to the necessary requirements during the investigation, the KUS Safeguarding Officer will be assisted throughout the process by the official appointed by the President and/or Vice-President. KUS President could assign additional officials to assist the KUS Safeguarding Officer in managing the incident.
- h. The purpose of the investigation is to establish whether harassment and abuse occurred and, if so, what action should be taken to resolve the matter.
- i. Investigations, where necessary, should involve the relevant resources within the community. If any criminal activity is suspected, whether directed towards an adult or minor, law enforcement authorities must be informed as soon as possible.
- j. The role of the KUS Safeguarding Officer, or the Investigation Officers, is to inform the alleged harasser, interview both parties separately, confidentially, and impartially, keep accurate records of the process, attempt mediation and conciliation where appropriate, reach a satisfactory resolution and follow-up with disciplinary action. The KUS President will be kept informed during each step of the process for any follow-up, recommendation or decision required by the KUS Safeguarding Review Committee.
- k. If there are indications of unlawful activity, then it is mandatory that the relevant law enforcement authorities will be informed. The criminal component will be investigated, during which and on a case by case basis, KUS may or may not need to put their internal processes on hold, pending the outcome of



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the public investigation into the unlawful activity.

I. All cases of sexual harassment and abuse will be considered unlawful and therefore, inappropriate for the KUS Safeguarding Officer to attempt resolution. In such cases, the KUS President will be immediately informed and the incident will be referred to law enforcement authorities. KUS Safeguarding Review Committee will meet and look into other issues, such as disciplinary, legal, follow-up actions, etc.

m. If the complainant chooses not to pursue or to withdraw the complaint, the KUS still has a legal responsibility to maintain a harassment-free sport environment. The KUS Safeguarding Officer must therefore determine whether the alleged harassment is serious enough to warrant an investigation.

n. If the complaint, after investigation carried out by the KUS Safeguarding Officer, is unfounded or does not constitute a case of harassment or abuse as defined in this Policy, then the matter will be closed.

36. Please see Annex B for the flowchart of the reporting procedures.

37. **Reporting to WKF.** To refer to "[WKF Safe Sport Policy](#)", and to report to WKF Safeguarding Officer ([safekarate@wkf.net](mailto:safekarate@wkf.net)) as necessary.

38. **Management of Safeguarding Incident** – KUS will form the KUS Safeguarding Review Committee within 48 hours, to provide guidance and direction during the inquiry and during the follow-up. The committee shall consist of:

- a. President KUS
- b. Vice President KUS (optional)
- c. KUS Safeguarding Officer
- d. Member from Education Sub-Committee
- e. Any other member(s), as decided by President

39. The following information will be made public (see Annex C for sample poster), via KUS website, Facebook, Instagram and newsletter to members:

## **Reporting an incident if you experience or know of an incident related to Safe Sport**

- Contact either any (or all) the following:
  - KUS Safeguarding Officers:
    - Mr Seah Kwang Soon ([seahkwangsoon@gmail.com](mailto:seahkwangsoon@gmail.com))
    - Ms Lim Yi Yan ([yi\\_yanlim@yahoo.com.sg](mailto:yi_yanlim@yahoo.com.sg))
    - Mr Eugene Koh ([eugenekoh01@hotmail.com](mailto:eugenekoh01@hotmail.com))
  - Sport SG: [safe\\_sport@sport.gov.sg](mailto:safe_sport@sport.gov.sg)
- Call 999 only for emergencies that require immediate Police assistance.
- Otherwise, you may lodge a report at any Police station or the "[Police](#)



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[E-Service](#)” page. More information on reporting sexual assault can be found [here](#).

## **Reporting an allegation against you**

If you wish to report on an allegation against you, you may contact:

- KUS Safeguarding Officers:
  - Mr Seah Kwang Soon ([seahkwangsoon@gmail.com](mailto:seahkwangsoon@gmail.com))
  - Ms Lim Yi Yan ([yi\\_yanlim@yahoo.com.sg](mailto:yi_yanlim@yahoo.com.sg))
  - Mr Eugene Koh ([eugenekoh01@hotmail.com](mailto:eugenekoh01@hotmail.com))
- Sport SG: [safe\\_sport@sport.gov.sg](mailto:safe_sport@sport.gov.sg)

## **Safe Sport Reporting Protocol**

If you need help or feel unsure about an encounter, you can reach out to:

- National Care Hotline: 1800-202-6868 (8am-12am Daily)
- Samaritans of Singapore (SOS) Helpline: 1800 221 4444 (24-hour)  
Email Befriending: [pat@sos.org.sg](mailto:pat@sos.org.sg)
- Sexual Assault Care Centre Helpline: 6779 0282 |  
<http://sacc.aware.org.sg>  
Operating Hours: Monday to Friday | 10am to 10pm
- Women's Helpline: 1800 777 5555 |  
<https://www.aware.org.sg/womens-care-centre/helpline/>  
Operating Hours: Monday to Friday | 10am to 6pm
- Other Useful Resources/ Support for Reporting [here](#)
- National Sports Associations [Helplines](#)

40. KUS, is supportive of WKF and Sport SG, takes a zero tolerance approach to any form of harassment and abuse that make our sporting environment unsafe. Play your part in safeguarding sport.





## **Incident Report Form**

To: **KUS Safeguarding Officer:**

- Mr Seah Kwang Soon ([seahkwangsoon@gmail.com](mailto:seahkwangsoon@gmail.com))
- Ms Lim Yi Yan ([yi\\_yanlim@yahoo.com.sg](mailto:yi_yanlim@yahoo.com.sg))

*[Report can be sent to either one or both the Officers above.]*

Sport SG ([safe\\_sport@sport.gov.sg](mailto:safe_sport@sport.gov.sg))

### **Incident Report Form**

Any person can request to stay anonymous and such request will be respected by the Sport Singapore. However, we encourage that personal information is disclosed to enable appropriate follow up.

I wish to remain anonymous:

No  Yes

#### **Your Personal Details**

Full Name: Click or tap here to enter text.  
Nationality: Click or tap here to enter text.  
Contact Number: Click or tap here to enter text.  
Age: Click or tap here to enter text.  
NRIC / Passport No.: Click or tap here to enter text.  
Email: Click or tap here to enter text.  
Organisation (if any): Click or tap here to enter text.

#### **Individual or Entity you want to report**

Name of individual or entity: Click or tap here to enter text.  
Organisation of the individual (if any): Click or tap here to enter text.  
Designation of the individual (if any): Click or tap here to enter text.  
Contact Information: Click or tap here to enter text.  
Any other person(s) involved: Click or tap here to enter text.  
Any other information about the individual or entity (e.g. your relationship with the individual or entity) Click or tap here to enter text.

#### **Details about the case**

*Please describe the case in as much detail as possible.*

Date of Incident: Click or tap to enter a date.

Location of incident: Click or tap here to enter text.

Details of incident:

*(attach separate annex or evidence materials where applicable)*

Please complete the following by providing facts, not interpretations:

1. Who were involved and/or present at the incident?
2. When did the incident(s) take place? (Date and time and if the incident

- happened repeatedly)
3. What took place during the incident(s)? (Please provide factual details and witnesses' names and contact details)
  4. What are the circumstances that led to the incident(s)?
  5. Who in the NSA or other relevant authorities have been notified of the incident?
  6. If a police report was made, please advise details of the police report on the following:
    - a. Where the report was lodged (branch name)
    - b. When it was lodged
    - c. Report reference number

I hereby declare that the information and facts in this report are true and accurate:

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Signature:

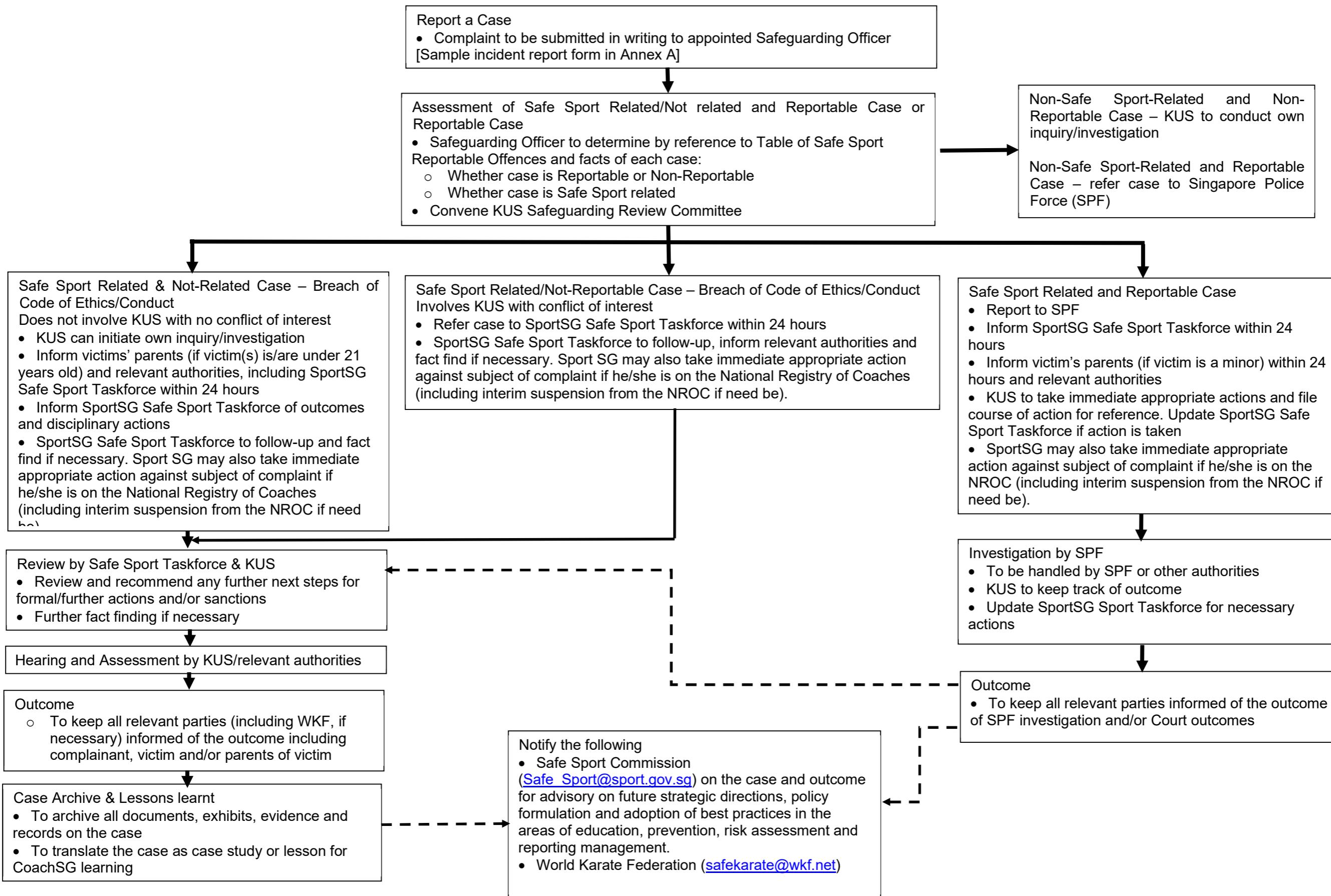
Date of Report: Click or tap to enter a date.

**Official Use - Details of Safeguarding Officer Receiving this Form**

Name	
Designation	
Signature and Date	



## SAFE SPORT REPORTING PROTOCOL





## PUBLICITY POSTER (SAMPLE)

### What is Safe Sport?

It is a sporting environment that is respectful, equitable and free from all forms of harassment and abuse. Harassment and abuse can be expressed in five forms and they are:



**Psychological.** Any unwelcome act including isolation, verbal assault, humiliation or any treatment which diminish the sense of identity, dignity, and self-worth. It includes the following:

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### Reporting an incident KUS Safeguarding Officers:

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([seahkwangsoon@gmail.com](mailto:seahkwangsoon@gmail.com))
- Ms Lim Yi Yan  
([yi\\_yanlim@yahoo.com.sg](mailto:yi_yanlim@yahoo.com.sg))

Sport SG: [safe\\_sport@sport.gov.sg](mailto:safe_sport@sport.gov.sg)

**Sexual Abuse.** Any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.

**Sexual Harassment.** Any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical; or where consent is coerced, manipulated or cannot be given. Sexual harassment can take the form of sexual abuse.



**Physical.** Any deliberate and unwelcome act that causes physical trauma or injury. This can also consist of forced or inappropriate physical activity, forced alcohol consumption, or forced doping practices.

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- **Samaritans of Singapore (SOS) Helpline:** 1800 221 4444 (24-hour) Email Befriending: [pat@sos.org.sg](mailto:pat@sos.org.sg)
- **Sexual Assault Care Centre Helpline:** 6779 0282 | <http://sacc.aware.org.sg>  
Operating Hours: Monday to Friday | 10am to 10pm
- **Women's Helpline:** 1800 777 5555 | <https://www.aware.org.sg/womens-care-centre/helpline/>  
Operating Hours: Monday to Friday | 10am to 6pm

KUS is committed to protecting its athletes and providing them with the safest sport environment, with the utmost respect for their safety, welfare and dignity. Our objective is to ensure a safe environment free from physical, psychological and sexual misconduct.



**Safeguarding in Sport  
is Everyone's Responsibility**  
**#SGSafeSport Play Your Part**

Sport Singapore takes a zero tolerance approach to any form of harassment and abuse that makes our sporting environment unsafe. Play your part in safeguarding sport.