



SAFEGUARDING POLICY

Montenegrin Olympic Committee

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INTRODUCTION

The Montenegrin Olympic Committee (MOC) is dedicated to fostering a secure and nurturing environment for everyone engaged in its activities, including athletes, coaches, staff, and volunteers. Recognizing the significance of safeguarding individuals from abuse, neglect, and other forms of harm, the MOC is committed to upholding their protection. This policy serves to outline the MOC's unwavering dedication to safeguarding and the comprehensive measures it will implement to ensure the well-being and safety of all individuals involved in its activities.

The MOC unequivocally expresses its commitment to safeguarding the welfare of all individuals participating in sports, with a particular emphasis on children and other vulnerable individuals. The MOC acknowledges the importance of creating an environment that protects their well-being, both physically and emotionally.

This safeguarding policy aims to provide a clear explanation of its purpose and scope, defining the principles and guidelines that govern the MOC's commitment to safeguarding. It outlines the MOC's responsibilities, and the expectations placed on individuals associated with its activities.

The Montenegrin Olympic Committee's Safeguarding Policy contains the following components:

Definition of Key Terms and Concepts: This section clarifies key terms used in the policy, including safeguarding, abuse, neglect, harm, and vulnerable persons. It ensures a common understanding of these terms within the context of the policy.

Policy Statement: The policy statement affirms the MOC's commitment to promoting a safe and healthy environment for all individuals involved in its activities. It emphasizes the MOC's responsibility to prevent and respond to abuse, neglect, and harm promptly and appropriately.

Roles and Responsibilities: This section outlines the MOC's responsibility for implementing the safeguarding policy and designating a Safeguarding Officer. It also highlights the shared responsibility of all individuals involved in MOC activities to promote a safe environment and report any concerns or allegations of abuse or neglect.

Legal Framework: The policy references relevant international and domestic legal frameworks, including international conventions, Olympic charter, and national laws, which establish obligations and guidelines for safeguarding and preventing discrimination and other negative phenomena.

Requirements for sports organizations: This section describes the requirements for national federations and other sports organizations in order to create a safe environment that emphasizes the well-being and protection of all individuals involved in sports.

Safeguarding Measures: This section details specific measures to safeguard individuals, including guidelines for safer recruitment, mandatory training on safeguarding, and procedures for responding to concerns or allegations of abuse or misconduct.

Training and Education: The policy recommends training on safeguarding for all individuals involved in MOC activities and emphasizes the importance of education and awareness-raising for parents, guardians, and athletes.

Monitoring and Review: Regular monitoring and review of the Safeguarding Policy and its implementation are emphasized to ensure ongoing effectiveness and address any emerging issues or concerns.

Communication and Promotion: Guidelines for effectively communicating the Safeguarding Policy to all individuals involved in MOC activities and strategies for promoting awareness and understanding of the policy are outlined.

II DEFINITION OF KEY TERMS AND CONCEPTS

Child: According to Article 1 of the UN Convention on the Rights of the Child, a child refers to every human being below the age of 18, unless under the law applicable to the child, majority is attained earlier.

Safeguarding: The process of protecting individuals from abuse, neglect, exploitation, and other forms of harm. It involves measures to ensure their safety, well-being, and dignity.

Abuse: Any action or behaviour that causes or has the potential to cause physical, emotional, sexual, or financial harm to another person. It includes acts of violence, harassment, intimidation, or coercion.

Physical Abuse: Any intentional act of violence, aggression, or physical harm inflicted upon another person. It involves the use of force, such as hitting, slapping, pushing, or causing bodily harm, resulting in physical injury, pain, or impairment.

Emotional Abuse: Behaviours or actions that inflict psychological or emotional harm upon an individual. It includes verbal attacks, insults, humiliation, intimidation, threats, manipulation, or constant criticism. Emotional abuse can have long-lasting effects on a person's self-esteem, mental well-being, and overall emotional health.

Sexual Abuse: Any non-consensual sexual activity imposed on an individual through force, coercion, manipulation, or exploitation. It includes acts such as sexual assault, rape, molestation, unwanted sexual advances, or any form of sexual contact without the explicit and voluntary consent of the person involved.

Financial Abuse: Financial abuse involves the improper or unauthorized use of an individual's financial resources, assets, or funds for personal gain or control. It can manifest as theft, fraud, exploitation, coercion, or manipulation, aiming to gain control over the person's financial affairs, restrict their access to resources, or exploit their financial dependency.

Neglect: The failure to provide adequate care, support, or attention to an individual, resulting in harm or potential harm to their well-being. Neglect can include deprivation of basic needs, such as food, shelter, medical care, education, or emotional support.

Harm: Physical or emotional damage caused by abuse, neglect, exploitation, or other forms of mistreatment. It may manifest as physical injuries, psychological trauma, diminished self-esteem, or long-lasting negative effects on an individual's well-being.

Exploitation: The act of taking unfair advantage of an individual for personal gain, often involving the misuse of power, trust, or authority. It may involve financial exploitation, labour exploitation, or exploitation for personal or sexual purposes.

Vulnerable Person: An individual who may be at an increased risk of harm due to various factors, including their age, disability, illness, mental health, cognitive capacity, or dependence on others for care and support. Vulnerable persons require additional protection and support to ensure their safety and well-being.

Misconduct: Behaviour or actions that are in violation of ethical standards, codes of conduct, or legal obligations. It may include breaches of professional responsibilities, inappropriate relationships, or acts that harm the reputation or trust in a sporting environment.

Child Protection: Measures and actions taken to prevent and respond to abuse, neglect, exploitation, and harm specifically targeting children. It encompasses policies, procedures, and practices aimed at ensuring the safety and well-being of children involved in Olympic activities.

Duty of Care: The legal and moral responsibility of the Montenegrin Olympic Committee and its members to ensure the safety, well-being, and protection of individuals involved in Olympic activities. It requires taking reasonable steps to prevent harm and respond appropriately to concerns or incidents.

Consent: Voluntary agreement or permission given by an individual who has the capacity to understand and make informed decisions. In the context of safeguarding, consent is crucial when it comes to activities involving personal boundaries, privacy, or physical contact.

Equality: The state or condition of being equal in rights, opportunities, treatment, or status. It encompasses the idea that all individuals should be treated fairly and without discrimination based on characteristics such as race, gender, ethnicity, religion, socioeconomic background, or any other protected characteristic.

Risk Assessment: The process of identifying and evaluating potential risks and hazards that could cause harm to individuals involved in Olympic activities. It involves assessing the likelihood and severity of harm and implementing measures to mitigate or eliminate risks.

Reporting Mechanism: Clear procedures and channels through which individuals can report concerns, incidents, or suspicions of abuse, neglect, exploitation, or harm. It ensures that information reaches the appropriate authorities for investigation and appropriate action.

Whistleblowing: The act of reporting concerns, misconduct, or wrongdoing within the organization. It protects individuals who disclose information about violations, providing safeguards against retaliation and promoting transparency and accountability.

Inclusion: The active and intentional effort to ensure that all individuals, regardless of their background, race, ethnicity, gender, disability, or other characteristics, have equal access, opportunities, and participation in Olympic activities. It promotes diversity, fairness, and respect.

Code of Conduct: A set of principles, standards, and guidelines that outline expected behaviour and conduct for individuals associated with the Montenegrin Olympic Committee. It emphasizes integrity, honesty, respect, and ethical behaviour in all aspects of Olympic activities.

Confidentiality: The obligation to handle sensitive information with discretion and ensure that it is not disclosed or shared with unauthorized individuals. It is essential in safeguarding to protect the privacy and dignity of individuals involved while ensuring proper investigation and intervention.

Multi-Disciplinary Approach: Collaboration and coordination between different professionals, agencies, and stakeholders involved in safeguarding. It ensures a comprehensive response, knowledge-sharing, and holistic support for individuals who may be at risk or have experienced harm.

These definitions are sourced from various documents, publications, and guidelines related to the protection and safeguarding, including but not limited to the International Olympic Committee's Statement on Abuse and Harassment in Sport (2016), the United Nations Convention on the Rights of the Child (UNCRC), national legislation and legal frameworks, and others.

III POLICY STATEMENT

The MOC is committed to promoting a safe and healthy environment for all individuals involved in its activities. The MOC will take all necessary steps to prevent abuse, neglect, and other forms of harm and will respond promptly and appropriately to any concerns or allegations of abuse.

The policy applies to all individuals involved in MOC activities, including athletes, coaches, staff, volunteers, and any other person associated with the MOC's endeavours.

It applies to all members of the MOC and national sports federations, athletes and coaches participating in Olympic calendar competitions, as well as elected or appointed employees, Executive Board members, members of the Commissions, and Councils of the MOC. The policy emphasizes the adherence to the Code of Conduct, promoting principles of dignity, equality, inclusivity, fair play, integrity, and zero tolerance for discrimination, abuse, corruption, and unethical behaviour. By encompassing the entire spectrum of individuals associated with MOC activities, this policy aims to foster a safe, respectful, and inclusive environment for everyone involved.

IV ROLES AND RESPONSABILITIES

The MOC bears the responsibility of ensuring the effective implementation of this Safeguarding Policy. In line with this, the MOC will designate a Safeguarding Officer who will assume the crucial role of overseeing the policy's implementation. This dedicated officer will also ensure that all individuals involved in the MOC's activities are well-informed about their specific roles and responsibilities concerning safeguarding.

It is essential for every individual engaged in the MOC's activities to actively contribute to the creation of a safe and healthy environment. They hold the responsibility of promptly reporting any concerns or allegations of abuse or neglect to the appropriate person or authority, thereby playing a crucial role in upholding the principles of safeguarding.

Key individuals will be identified to assume specific responsibilities for safeguarding, including the designated Safeguarding Officer.

The designated Safeguarding Officer plays a vital role in the implementation of the Safeguarding Policy. Their responsibilities include:

- Coordinating and overseeing safeguarding measures: The Safeguarding Officer takes charge of coordinating all aspects of safeguarding within the MOC. They ensure that appropriate policies, procedures, and guidelines are in place to prevent and address abuse, neglect, and other forms of harm. This includes developing and maintaining effective reporting mechanisms, risk assessment processes, and training programs.

- Ensuring effective implementation: The Safeguarding Officer ensures that the Safeguarding Policy is effectively implemented throughout the organization. They work closely with relevant stakeholders, such as coaches, staff, volunteers, and athletes, to promote awareness and understanding of the policy and its requirements. The officer provides guidance, support, and resources to individuals involved in MOC activities to help them fulfil their safeguarding responsibilities.
- Acting as a point of contact: The Safeguarding Officer serves as the main point of contact for safeguarding concerns or queries. They receive and address reports of suspected abuse, misconduct, or other safeguarding issues in a sensitive and confidential manner. The officer guides individuals on the appropriate steps to take, ensures that reports are appropriately documented, and facilitates the necessary investigations or interventions.

Additionally, each participant involved in MOC activities, including coaches, staff, volunteers, and athletes, will have distinct responsibilities outlined in the Safeguarding Policy. These responsibilities are clearly defined to ensure a shared understanding of their roles in maintaining a safe environment. Some common responsibilities for these individuals may include:

Coaches: Coaches are responsible for creating a safe and supportive training environment for athletes. They should be vigilant in identifying and addressing any signs of abuse, neglect, or harm. Coaches play a critical role in promoting positive and respectful relationships, providing appropriate supervision, and reporting any concerns or incidents to the Safeguarding Officer.

Staff: Staff members have a responsibility to be aware of the Safeguarding Policy and their role in its implementation. They should receive appropriate training on safeguarding and be prepared to recognize, report, and respond to any safeguarding concerns. Staff members also contribute to maintaining a safe organizational culture that prioritizes the well-being of individuals involved in MOC activities.

Volunteers: Volunteers play an important role in supporting MOC activities and should be familiar with the Safeguarding Policy. They should follow the guidelines outlined in the policy, maintain appropriate boundaries, and report any concerns or incidents they observe or become aware of during their involvement with the MOC.

Athletes: Athletes have a responsibility to be aware of their rights and to actively contribute to a safe and respectful sports environment. They should familiarize themselves with the Safeguarding Policy, understand the reporting procedures, and report any concerns or incidents to the appropriate authorities or the Safeguarding Officer. Athletes also play a role in promoting a positive and inclusive atmosphere, respecting boundaries, and supporting their fellow participants.

V LEGAL FRAMEWORK

- Universal Declaration of Human Rights (UDHR)
- IOC Olympic Charter
- Treaty on the Functioning of the European Union
- The European Sports Charter (Council of Europe)
- International Charter of Physical Education, Physical Activity and Sport (UNESCO)
- International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- Convention on the Rights of Persons with Disabilities (CRPD)
- United Nations Convention on the Rights of the Child (UNCRC)
- Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse (Lanzarote Convention)
- International Labour Organization (ILO) Convention No. 182
- Constitution of Montenegro ("Official Gazette of Montenegro", No. 1/2007 and 38/2013 - Amendments I-XVI)
- Criminal Code of Montenegro ("Official Gazette of the Federal Republic of Yugoslavia", No. 70/2003, 13/2004 - correction, and 47/2006, and "Official Gazette of Montenegro", No. 40/2008, 25/2010, 32/2011, 64/2011 - revised law, 40/2013, 56/2013 - correction, 14/2015, 42/2015, 58/2015 - revised law, 44/2017, 49/2018, and 3/2020)
- Law on the Prohibition of Workplace Harassment ("Official Gazette of Montenegro", No. 030/12 from 08.06.2012, and 054/16 from 15.08.2016)
- Law on Occupational Safety and Health ("Official Gazette of Montenegro", No. 34/2014 and 44/2018)
- Law on the Prohibition of Discrimination ("Official Gazette of Montenegro", No. 46/2010, 40/2011 - revised law, 18/2014, and 42/2017)

VI REQUIREMENTS FOR NATIONAL FEDERATIONS AND SPORTS ORGANIZATIONS IN MONTENEGRO

Creating a safe and supportive environment for all individuals involved in sport is of utmost importance. The following guidelines and strategies of National Federations and sport organizations in Montenegro are essential to promote such an environment:

- **Appoint a trained safeguarding officer:** Designate an individual within each organization who is responsible for overseeing safeguarding initiatives and acting as a point of contact for any safeguarding concerns or incidents. This person should receive specialized training in safeguarding practices and procedures.
- **Develop and implement a safeguarding policy:** Create a comprehensive safeguarding policy that clearly outlines the organization's commitment to ensuring the safety and well-being of all individuals involved. This policy should provide guidance on preventing abuse, reporting procedures, and the consequences for any breaches of the policy.

- **Implement safeguarding measures specific for competitions:** Develop specific safeguarding measures to be implemented during competitions, including enhanced supervision, monitoring of athlete well-being, and protocols for addressing any safeguarding concerns that may arise during these events.
- **Implement reporting mechanisms and case management systems:** Establish clear and accessible reporting mechanisms that allow individuals to report safeguarding concerns or incidents. Develop a case management system to ensure that reported cases are handled promptly, confidentially, and with appropriate support and follow-up.
- **Establishing Clear Guidelines:** It is crucial to establish clear and comprehensive guidelines to ensure the physical and emotional safety of all individuals engaged in sports. This entails providing a secure and well-maintained facility, implementing effective safety protocols, and fostering a positive and inclusive atmosphere.
- **Promoting a Culture of Respect, Fairness, and Equality:** National Federations and sports organizations should actively foster a culture that values and promotes respect, fairness, and equality. This can be achieved through the implementation of education and awareness programs that address topics such as diversity, inclusion, discrimination, bullying, and harassment. Coaches, staff, volunteers, and athletes should be encouraged to treat each other with dignity and respect, creating an environment where everyone feels valued and supported.
- **Managing Risky Situations and Behaviours:** Proactive measures should be in place to identify and manage risky situations or behaviours. This involves setting clear boundaries and expectations for acceptable conduct, providing appropriate supervision, and addressing any concerns or incidents promptly and effectively. Regular risk assessments should be conducted to identify potential hazards and implement appropriate measures to mitigate them, ensuring the safety and well-being of all participants.
- **Continuous Monitoring and Evaluation:** National Federations and sports organizations should adopt a culture of continuous monitoring and evaluation to ensure the effectiveness of safeguarding measures. Regular assessments should be conducted to identify areas for improvement, address emerging concerns, and ensure that the implemented strategies remain relevant and effective.

VII SAFEGUARDING MEASURES

To ensure the protection of all individuals involved in its activities, the MOC will implement the following safeguarding measures:

Code of Conduct: The MOC will establish and enforce Code of Conduct for all individuals involved in its activities. The Code will set out expectations for behaviour and the consequences of any breaches of the Code.

Recruitment and Training: The MOC will ensure that all individuals involved in its activities undergo appropriate recruitment and training processes, including background checks, and, if necessary, obtain criminal record certificates or certificates of non-conviction, as well as receive safeguarding training.

Reporting Mechanisms: The MOC will establish and promote clear and anonymous reporting mechanisms for any concerns or allegations of abuse.

These mechanisms may include, but are not limited to:

- Clear channels through which individuals can report their concerns or allegations, such as email addresses, hotline numbers, or online reporting forms. The contact information for reporting will be widely publicized and easily accessible to all stakeholders, including athletes, coaches, staff, volunteers, and other relevant parties.
- Step-by-step procedures for reporting concerns or allegations. This may include providing clear instructions on how to submit a report, what information should be included, and to whom the report should be addressed.
- Prompt and appropriate response to all reports received. This involves acknowledging receipt of the report, conducting a thorough investigation, and taking necessary actions to address the concerns or allegations. The response will prioritize the safety and well-being of individuals involved, ensuring that appropriate support services are provided, and that any necessary disciplinary measures are taken.

Only individuals directly involved in handling the report and conducting the investigation should have access to the information. Information will be shared strictly on a need-to-know basis to protect the privacy and rights of all parties involved.

Provisions to protect individuals who report concerns or allegations from any form of retaliation. It will clearly state that retaliation against those who report in good faith is strictly prohibited and will be subject to disciplinary action. This ensures that individuals feel safe and confident in coming forward with their concerns.

The MOC will take all reports seriously and respond promptly and appropriately to any concerns or allegations.

Confidentiality: The MOC will ensure that all reports of abuse are handled with confidentiality and sensitivity, and only shared on a need-to-know basis.

Risk Assessments: The MOC will conduct regular risk assessments of its activities to identify any potential risks to the safety and well-being of individuals involved in its activities. The MOC will take appropriate measures to mitigate any identified risks.

Communication and Awareness: The MOC will promote awareness of its safeguarding policy and procedures through regular communication and training to all individuals involved in its activities.

Supervision: The MOC will ensure that all individuals involved in MOC's activities are appropriately supervised to prevent any form of harm, including abuse, neglect, or bullying.

The MOC will establish clear guidelines and rules regarding appropriate behaviour and conduct for all individuals involved in MOC activities. These guidelines will explicitly address expectations for supervisors, athletes, coaches, staff, volunteers, and any other relevant stakeholders. The rules should emphasize the importance of respectful and safe interactions and set a standard for appropriate behaviour.

The MOC will continuously monitor and evaluate the effectiveness of its supervision practices and adjust as needed. This may involve collecting feedback from participants, conducting periodic assessments, and staying informed about best practices in safeguarding. Ongoing evaluation ensures that supervision remains proactive and responsive to emerging needs and challenges.

Safe Physical and Digital Environments: The MOC will ensure that physical and digital environments in which MOC activities take place are safe and secure.

To ensure safe physical and digital environments for its activities, the MOC will implement several measures:

Physical Safety: The MOC will prioritize the safety of its participants, staff, and stakeholders by implementing safety protocols and guidelines. This may include conducting risk assessments of venues and facilities, ensuring proper maintenance and inspection of equipment, and adhering to safety regulations and standards.

Digital Security: To ensure a safe digital environment, the MOC will educate its staff and stakeholders about safe digital practices, such as password security, data protection, and awareness of phishing attempts or other online scams. The MOC will also establish data protection policies and procedures to ensure the responsible handling of sensitive information.

Partnerships and Collaboration: The MOC will work in partnership with relevant national and international organizations to promote the safety and well-being of individuals involved in MOC's activities. By adopting a multidisciplinary approach and fostering partnerships and collaboration with national and international organizations, the MOC can leverage collective knowledge, resources, and expertise to create a robust safeguarding framework. This approach enhances the MOC's ability to protect the safety and well-being of individuals involved in its activities, ultimately contributing to a safe and inclusive sports environment.

Child Protection: The MOC will establish and enforce child protection policies and procedures to ensure the protection of children involved in MOC's activities.

The Montenegrin Olympic Committee will develop and implement child protection policies and procedures in conjunction with other policies, procedures, protocols, and mechanisms. Continuous review, improvement, and training will be integral to the implementation process to ensure the effectiveness and relevance of the child protection measures.

Protection of Females: The MOC is committed to ensuring the safety and well-being of females participating in sports. This includes implementing gender-sensitive policies, providing education and awareness programs on gender equality, and addressing issues such as gender-based violence, harassment, and discrimination. The MOC will work closely with organizations specializing in women's rights and gender equality to develop and implement effective safeguarding measures.

Safeguarding LGBTQ+ Community: The MOC is dedicated to fostering an inclusive and accepting environment for individuals identifying as lesbian, gay, bisexual, transgender, intersex, or questioning (LGBTIQ+). The MOC will work towards eliminating discrimination, promoting diversity and inclusion, and addressing any forms of harassment or exclusion based on sexual orientation or gender identity. Collaborating with LGBTQ+ organizations and experts, the MOC will develop specific safeguarding measures to ensure the safety and well-being of LGBTQ+ individuals involved in its activities.

Protection of Other Vulnerable Individuals: The MOC recognizes the diversity of vulnerabilities that individuals may face and is committed to their protection. This includes but is not limited to individuals from marginalized or minority communities, individuals from low socio-economic backgrounds, and individuals with specific health or social challenges. The MOC will develop tailored safeguarding measures in collaboration with relevant organizations and experts to address the specific needs of these vulnerable populations.

Monitoring and Review: The MOC will regularly monitor and review its safeguarding policy and procedures to ensure their effectiveness and make any necessary updates.

All policies, procedures, mechanisms, recommendations, and working documents related to the Safeguarding Policy will be developed within 6 months after the adoption of the Policy.

XI TRAINING AND EDUCATION

The Montenegrin Olympic Committee recognizes the critical role of training and education in promoting a safe and secure environment for all individuals involved in sports. The following measures are outlined in the MOC's Safeguarding Policy to ensure comprehensive training and education:

Training on Safeguarding: The MOC recommends that all individuals involved in sports, including athletes, coaches, staff, volunteers, and officials, undergo training on safeguarding. This training aims to raise awareness about various forms of abuse, neglect, and misconduct, and equip individuals with the knowledge and skills to identify, prevent, and respond to safeguarding concerns. The training will cover topics such as recognizing signs of abuse, appropriate boundaries, reporting procedures, and the importance of creating a safe environment.

Education and Awareness for Parents, Guardians, and Athletes: The MOC recognizes the crucial role of parents, guardians, and athletes in promoting athlete safety and well-being. Therefore, the MOC is committed to providing education and awareness programs specifically tailored to these stakeholders. These programs will focus on raising awareness about safeguarding principles, empowering parents, and guardians to recognize and respond to potential risks or concerns, and educating athletes about their rights, responsibilities, and available support systems.

Through training and targeted education programs, the MOC aims to foster a collective responsibility and a culture of safeguarding among all individuals involved in sports. By enhancing knowledge, awareness, and understanding, the MOC seeks to create a safe and supportive environment that prioritizes the well-being of athletes and upholds the highest standards of protection.

It is important to note that the training and education initiatives will be regularly reviewed and updated to align with best practices and evolving safeguarding guidelines. The MOC will collaborate with relevant IOC experts, organizations, and stakeholders to ensure that the training and education programs remain effective, relevant, and reflective of the changing needs and challenges in safeguarding.

All trainings and workshops mentioned in this chapter will be organized and conducted by the Montenegrin Olympic Committee, in cooperation with national and international partners.

XII MONITORING AND REVIEW

To ensure the effectiveness of the Safeguarding Policy and its implementation, the Montenegrin Olympic Committee will conduct regular monitoring and review. The following measures are outlined in the MOC's Safeguarding Policy to facilitate ongoing monitoring and review:

Regular Review of the Safeguarding Policy: The MOC is committed to conducting periodic reviews of the safeguarding policy to assess its relevance, effectiveness, and compliance with evolving best practices and legal requirements. These reviews will involve consultation with relevant stakeholders, including athletes, coaches, staff, and experts in safeguarding. Any necessary updates or modifications to the policy will be made to ensure it remains current and aligned with the highest standards of safeguarding.

Monitoring the Implementation of the Safeguarding Policy: The MOC will establish mechanisms for monitoring the implementation of the safeguarding policy across its activities and affiliated organizations. This includes regularly assessing compliance with the policy's guidelines, procedures, and training requirements. Monitoring may involve internal audits, self-assessment tools, and external evaluations to ensure consistency and effectiveness in safeguarding practices.

Clear Guidelines for Reporting and Addressing Concerns: The MOC will provide clear guidelines for reporting and addressing any issues or concerns related to safeguarding. Individuals involved in MOC activities, including athletes, coaches, staff, and volunteers, will be encouraged, and supported to report any safeguarding concerns they may have. The MOC will establish confidential reporting channels and ensure that concerns are addressed promptly, thoroughly, and appropriately.

The MOC is committed to maintaining an open and transparent culture where concerns can be raised without fear of reprisal. All reports and concerns will be taken seriously, and appropriate actions will be taken in response. The MOC will prioritize the well-being and safety of all individuals involved in its activities and will continuously strive to improve safeguarding measures based on the outcomes of monitoring and review processes.

Through regular monitoring and review, coupled with clear reporting guidelines, the MOC aims to enhance the effectiveness of its safeguarding efforts, identify areas for improvement, and ensure that the well-being of all individuals involved in its activities is consistently prioritized and protected.

XII COMMUNICATION AND PROMOTION

Effective communication and promotion of the safeguarding policy are essential to ensure that all individuals involved in sport are aware of their rights, responsibilities, and the measures in place to safeguard their well-being. The Montenegrin Olympic Committee has developed the following guidelines and strategies for communicating and promoting the safeguarding policy:

Guidelines for Communicating the Safeguarding Policy: The MOC will establish clear guidelines for communicating the safeguarding policy to all individuals involved in sport. These guidelines will outline the preferred communication channels, such as official websites, newsletters, and social media platforms, through which the policy will be disseminated. The communication materials will be easily accessible, comprehensive, and available in Montenegrin and English to ensure inclusivity and understanding.

Strategies for Promoting Awareness and Understanding: The MOC is committed to promoting awareness and understanding of the safeguarding policy among all stakeholders. In addition to training and educational programs, the strategy will also include the following:

- a. **Workshops and Seminars:** The MOC will conduct workshops and seminars focused on promoting awareness and understanding of the safeguarding policy. These events will provide a platform for open discussions, sharing experiences, and addressing questions or concerns related to safeguarding.
- b. **Awareness Campaigns:** The MOC will develop and implement targeted awareness campaigns to reach athletes, coaches, staff, volunteers, parents, and the wider sports community. These campaigns may include informative materials, posters, videos, and online resources that emphasize the importance of safeguarding and encourage a culture of safety and respect.
- c. **Collaboration with Stakeholders:** The MOC will collaborate with national sports federations, clubs, and relevant organizations to promote the safeguarding policy. This may involve joint initiatives, shared resources, and collaborative events aimed at raising awareness and fostering a collective commitment to safeguarding.

