



# FIM Safeguarding Framework

# Introduction

The FIM is committed to ensuring a **safe, respectful and inclusive environment for all participants**

including, but not limited to riders, teams, assistants, officials, volunteers, manufacturers and any other FIM Family member such as the representatives or staff of the FIM, its Continental Unions (CONUs) and Commission Members.



This Framework is designed to **safeguard against harassment, abuse and any form of misconduct threatening safety in motorcycling-related activities**.

This Framework is applied alongside the FIM Code of Ethics, which is a tool of **enforcement of safeguarding obligations and establishes sanctions against safeguarding violations**.

The FIM holds everyone covered by this Framework to a **high standard of accountability and a duty of care** to ensure safeguarding.



People involved in FIM motorcycling-related activities should always assist where they can in being a point of contact to report unacceptable behavior.

## Safeguarding is everyone's responsibility



# Safeguarding

Safeguarding is the responsibility of all FIM Family members.

**Every member must contribute to the protection of individuals' physical, emotional, and social well-being.**

All individuals, regardless of gender, race, nationality, sexual orientation, disability, or religion, have the right to participate in a safe and inclusive environment, free from harassment and discrimination, bullying, or neglect.

The FIM maintains a zero-tolerance policy towards any form of harassment,

abuse (psychological, physical, or sexual).

As indicated in the **"IOC Guidelines for International Federations (IFs) and National Olympic Committees (NOCs)** related to creating and implementing a policy to safeguard athletes from harassment and abuse in sport".



## Harassment

Or "harassment and abuse" includes psychological and physical abuse, sexual harassment and neglect. These forms of harassment and abuse may occur in combination or in isolation.



## Psychological 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.



## Sexual harassment

Means any verbal or physical conduct of a sexual nature, which is unwelcome, or where consent is coerced, manipulated or cannot be given. Sexual harassment can take the form of sexual abuse.



## Physical abuse

Means any deliberate and unwelcome act - 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 physique- inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices.



## Neglect

Means the failure of any person with a duty of care to provide a minimum level of care, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

## Harassment and abuse can be based on any grounds, including:

Race, Religion, Colour

Disability, Athletic Ability

Creed, Ethnic Origin

Socio-Economic Status

Physical Attributes

It can include a one-off incident or a series of incidents. It may be in person or online.

Sexual Orientation

Harassment may be deliberate, unsolicited and coercive. Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person.

Gender, Age

## Scope

### Who?

Applies to **anyone** related to the FIM, in any capacity, whether involved in a sporting event or not or any motorcycling-related activity during the field of play or off track.

### What?

Applies to **any unacceptable behaviour** such as, but not limited to, harassment, mistreatment, abuse of any kind etc.

### When?

Applicable to **any incident occurring before, during or after any FIM sporting or non-sporting event.**

### How?

Any **victim or individual** who believes that any covered person has committed an act prohibited under this Safeguarding Framework may **submit a complaint**.

# Reporting and Procedure

**1** Submit your complaint to [fim.ethical@fim.ch](mailto:fim.ethical@fim.ch). Include all the information you can rely on. People related to the FIM in any capacity are obliged to report any incident they become aware of and to cooperate with the investigations.



**2** Your complaint will go to the Investigative Body for fact-finding purposes. The latter will send a report to the FIM Ethical Panel including recommendations. The FIM Ethical Panel decides whether to open a procedure or to close the case definitively.



**3** In case the Ethical Panel decides to open a procedure, please bear in mind that it will be confidential. A victim or any person reporting may be protected through anonymity and provisional measures. A hearing may also take place if requested or needed.



**4** A final decision will be issued by the Ethical Panel. An appeal before the International Court of Appeal is possible within 5 days.



