



EQUESTRIAN BAHAMAS SAFEGUARDING POLICY (v.17.08.2026)

Content

1. Policy Statement & Purpose
2. Definitions
3. Scope of the Policy
4. Prohibited Conduct
5. Reporting Procedures
6. Confidentiality
7. Case Management
8. Judicial Process – provisional measures, sanctions, appeals
9. Mutual Recognition of Sanctions & Duty to Inform
10. Educational resources

1. Policy Statement & Purpose

Consistent with the objectives and principles of the FEI, the welfare of the equestrian community, especially minors and adults at risk¹, is of paramount concern. Equestrian Bahamas is committed to promoting a safe and respectful environment for its members, athletes, support personnel, coaches, trainers, grooms, officials, volunteers and staff in all equestrian disciplines.

Equestrian Bahamas has developed and adopted this Safeguarding Policy ("Policy") to set forth the efforts it will undertake to promote a safe equestrian environment and protect participants in equestrian sport from harassment and abuse, both independently and in partnership with other necessary parties, including clubs, parents (or legal guardians), athletes, and the equestrian community.

All forms of harassment and abuse are prohibited and Equestrian Bahamas will take appropriate action pursuant to this Policy where there is a risk of harm within the context of participation in equestrian sport.

The purpose of this Policy is:

- (i) to provide a framework for promoting the prevention of harassment and abuse;
- (ii) to raise awareness of what constitutes harassment and abuse;
- (iii) to explain the process for reporting incidents of harassment and abuse and how the reports will be managed.

2. Definitions

2.1 Harassment and Abuse

Harassment and abuse can be expressed in five forms which may occur in combination or in isolation. These include i) psychological abuse, ii) physical abuse, iii) sexual harassment, iv) sexual abuse, and v) neglect.

These forms of abuse are defined as:

¹ Adults at risk is defined as "any person aged 18 or older who is engaged in activities in connection with Equestrian Bahamas (whether as a Participant or otherwise) and who is, or may be, vulnerable to or unable to protect themselves against harm or the risk of it (whether generally or a result of circumstances in which they find themselves at the relevant time).

- (i) **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.
- (ii) **Physical abuse** — means any deliberate and unwelcome act – such as for example 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.
- (iii) **Sexual harassment** — any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Sexual harassment can take the form of sexual abuse.
- (iv) **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.
- (v) **Neglect** — within the meaning of this Policy means the failure of a coach or another person with a duty of care towards the Covered Individual to provide a minimum level of care to the Covered Individual, 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, 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. It may be in-person or online.

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.

2.2 Covered Individual means any person in one or more of the following categories:

- (i) Equestrian Bahamas **Athletes** and **Support Personnel** (any Coach, Trainer, Athlete, Horse Owner, Groom, Steward, Chef d'Equipe, parent, spouse or partner, family member, team staff, Official, Veterinarian, medical, or paramedical personnel or any other person assisting in any fashion a person participating in or preparing for an Equestrian Bahamas event);
- (ii) Equestrian Bahamas **Representatives**, such as Equestrian Bahamas Board Members, Members of a Committee or Sub-Committee thereof, working group and task force members, officials, employees and consultants;
- (iii) **Accredited Persons** at an Equestrian Bahamas event and/or Equestrian Bahamas meeting;
- (iv) **Organiser and Organising Committee members**, subcontractors and volunteers.

2.3 Protected Person means any individual participant in equestrian sport, including Athletes, Support Personnel, volunteers and employees in all equestrian Disciplines.

3. Scope of the Policy

3.1 This Policy shall apply to all Covered Individuals.

3.2 It shall be the personal responsibility of every Covered Individual to make themselves aware of this Policy including, without limitation, what conduct constitutes a violation of this Policy and to comply with those requirements. Covered Individuals should also be aware that conduct prohibited under this Policy may also constitute a criminal offence and/or a breach of other applicable laws and regulations including other regulations of



EQUESTRIAN BAHAMAS SAFEGUARDING POLICY (v.17.08.2026)

Equestrian Bahamas or any other Sports Organisations. Covered Individuals must comply with all applicable laws and regulations at all times.

4. Prohibited Conduct

The following conduct is prohibited and constitutes a violation of this Policy:

4.1 Psychological Abuse;

4.2 Physical Abuse;

4.3 Sexual Harassment;

4.4 Sexual Abuse;

4.5 Neglect;

4.6 Engaging, or attempting or threatening to engage, in conduct that directly harms the physical and/or mental welfare and/or safety of one or more Protected Persons;

4.7 Posing a risk of harm² to the physical and/or mental welfare and/or safety of one or more Protected Persons.

4.8 Complicity, i.e. assisting, encouraging, aiding, abetting, conspiring, covering up or any other type of intentional complicity involving a violation of this Policy:

4.9 Retaliation, i.e. any adverse action taken by a Covered Individual against a person participating in any investigation or proceedings initiated by Equestrian Bahamas pursuant to this Policy. Retaliation by a Covered Individual against a person for making an allegation, supporting a reporting party, or providing information relevant to an allegation is a serious violation of this Policy.

4.10 Failure to cooperate.

- (i) Failing to cooperate with any investigation carried out by, or on behalf of, Equestrian Bahamas in relation to a possible breach of this Policy, including, without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by Equestrian Bahamas as part of such investigation.
- (ii) Obstructing or delaying any investigation that may be carried out by, or on behalf of, Equestrian Bahamas in relation to a possible violation of this Policy, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.

4.11 Intentionally making false accusations.

It is not necessary for conduct (or attempted or threatened conduct) to take place in the context of equestrian sport in order for action to be taken pursuant to this Policy, provided that Equestrian Bahamas considers that any such conduct suggests a risk of harm to one or more Protected Persons in the context of their participation in equestrian sport. For the avoidance of doubt, conduct that took place prior to this Policy coming into effect may indicate a risk of harm within the meaning of Article 4.7.

² 'Harm' is not a narrow concept and can mean different things in different contexts, but (in very general terms) it can be considered as meaning ill-treatment or the impairment of health, welfare or development. Harassment and abuse are examples of conduct that cause harm.

5. Reporting Procedures

Everyone is responsible for ensuring that no one suffers from harassment and abuse. Therefore, anyone who has a concern about a possible incident of harassment or abuse should report it to the Equestrian Bahamas at the first available opportunity.

If an individual is at immediate risk of serious harm the matter should be reported to the emergency services immediately. Similarly, if in the reasonable opinion of Equestrian Bahamas the reported behaviour amounts to potentially criminal behaviour, it should be reported to the relevant law enforcement authorities. If the victim is under 18 years of age there is a duty to report.³

5.1 How to report incidents and concerns of harassment and abuse

Reports of harassment or abuse should be submitted to Equestrian Bahamas as follows:

- Using the Safeguarding Report Form (see Equestrian Bahamas website)
- By email as identified on the Safeguarding Report Form
- In person to the Safeguarding Lead as identified on the Safeguarding Report Form

The following information should be provided:

- (i) The name(s) of the complainant(s);
- (ii) The type of misconduct alleged (including psychological abuse, physical abuse, sexual harassment, sexual abuse, and neglect);
- (iii) The name(s) of the alleged victim(s);
- (iv) The name(s) of the individual(s) alleged to have committed the misconduct;
- (v) The approximate date(s) and location(s) where the misconduct was committed;
- (vi) The names of other individuals who might have information regarding the alleged misconduct; and
- (vii) A summary statement of the reasons to believe that misconduct has occurred.

For reports where a Child⁴ is involved, in any capacity, it is important that the best interests of the Child are of primary consideration throughout the reporting and case management process.

5.2. Anonymous Reporting

Equestrian Bahamas recognises it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made as follows:

- (i) by completing the Equestrian Bahamas Safeguarding Report Form *without* including their name;
- (ii) by expressing concerns of misconduct to the Equestrian Bahamas Safeguarding Lead or other member of the Safeguarding team.

Please be aware that anonymous reporting may make it difficult to investigate or properly address allegations.

6. Confidentiality

³ This may differ by country and legal advice should be sought to ensure alignment with local legislation.

⁴ The United Nations Convention on the Rights of the Child defines child as “a human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier”



EQUESTRIAN BAHAMAS SAFEGUARDING POLICY (v.17.08.2026)

To the extent permitted by law, and as appropriate, Equestrian Bahamas will handle any report it receives confidentially and discreetly and will not make public the names of the complainant(s), potential victim(s), or accused person(s); however, Equestrian Bahamas may disclose such names on a limited basis when conducting an investigation or reporting to the FEI or relevant bodies or when required to do so under applicable law.

Equestrian Bahamas may update any individual who has filed a safeguarding report with Equestrian Bahamas on the status of (i) their report; and/or (ii) the related safeguarding procedure (if applicable). Equestrian Bahamas' provision of such updates shall not constitute a violation of the confidentiality provisions of this Article 6.

7. Case Management

At Equestrian Bahamas, the Safeguarding Lead is responsible for managing and coordinating reports received under this Policy.

Following the receipt of an allegation of prohibited conduct, Equestrian Bahamas will consider the following:

- (i) **Jurisdiction** – the details of the report will be assessed to determine whether Equestrian Bahamas has jurisdiction to address the complaint. Equestrian Bahamas will report any behaviour, which in the reasonable opinion of Equestrian Bahamas, amounts to potentially criminal behaviour to the relevant law enforcement authorities. Regardless of jurisdiction, for all cases reported to Equestrian Bahamas, the Safeguarding Lead shall keep a record of the status of the reports to ensure appropriate follow-up.
- (ii) **Notification** – Equestrian Bahamas may consider the circumstances in which it will notify other Athletes and/or the parents (or legal guardians) of Athletes with whom the accused individual may have had contact. At Equestrian Bahamas' discretion, and as appropriate or required by law, Equestrian Bahamas may notify relevant persons, i.e., competition managers, staff members, contractors, volunteers, parents (or legal guardians), and/or Athletes of any such allegation that (a) law enforcement authorities are actively investigating; or (b) that Equestrian Bahamas is investigating. Advising others of an allegation may lead to additional reports of harassment or abuse and other misconduct.
- (iii) **Investigation** – if Equestrian Bahamas has jurisdiction over the complaint, it may carry out an investigation to gather information and evidence. Depending on the nature of the report, the investigation may be carried out internally or by an external investigator.
- (iv) **Assessment** - Following the investigation, the Safeguarding Lead will consider the information gathered to determine whether there has been a violation of the policy and the appropriate action. In some cases, e.g. for low-level concerns a warning letter may be issued by the Safeguarding Lead.

8. Judicial Process

Following an investigation by or on behalf of Equestrian Bahamas pursuant to this Policy, Equestrian Bahamas shall evaluate all the evidence and may decide to open a safeguarding procedure by referring the matter to the Equestrian Bahamas Disciplinary Committee.

The Equestrian Bahamas Disciplinary Committee shall have jurisdiction to decide on alleged breaches of this Policy in the first instance according to the process set out in the Equestrian Bahamas Disciplinary Regulations. The Equestrian Bahamas Disciplinary Committee may, either on its own initiative or upon the application of one or all of the parties concerned, stay the proceedings before the Equestrian Bahamas Disciplinary



EQUESTRIAN BAHAMAS SAFEGUARDING POLICY (v.17.08.2026)

Committee pending the outcome of any related criminal or civil investigation and/or proceedings

Any case referred to the Equestrian Bahamas Disciplinary Committee pursuant to this Policy will be dealt with according to the procedures set out in the Equestrian Bahamas Disciplinary Regulations.

Where appropriate, Equestrian Bahamas may wait until the outcome of any related criminal or civil investigation and/or proceedings is known before deciding whether or not to refer a case to the Equestrian Bahamas Disciplinary Committee.

8.1 Provisional Measures

Equestrian Bahamas may impose provisional measures, including a provisional suspension, on the Covered Individual. Equestrian Bahamas shall also be entitled to recognise and apply provisional suspensions and/or provisional measures imposed by other bodies, such as clubs or Safeguarding authorities. Where a provisional measure is imposed or recognised and applied by the Equestrian Bahamas, a Covered Individual shall be entitled to apply to the Equestrian Bahamas Appeals Committee for relief against such provisional measures, including the lifting of a provisional suspension.

Where a provisional measure is imposed, this shall be taken into consideration in the determination of any sanction which may ultimately be imposed.

8.2 Sanctions

8.1. Where it is determined that a violation has been committed, the Equestrian Bahamas Disciplinary Committee shall impose an appropriate sanction upon the Covered Individual from the range of permissible sanctions set out in the Equestrian Bahamas Disciplinary Regulations.

8.2. When determining the appropriate sanctions applicable, the Equestrian Bahamas Disciplinary Committee shall take into consideration all aggravating and mitigating circumstances and shall detail the effect of such circumstances on the final sanction in the written decision.

8.3 Equestrian Bahamas shall be entitled to prevent any person (regardless of whether they are a Covered Individual or not) convicted of a criminal offence which would constitute a violation of this Policy from participating in any meetings or activities surrounding any Equestrian Bahamas competition or event, including as a spectator.

8.3 Appeal

An appeal may be lodged against a decision of the Equestrian Bahamas Disciplinary Committee in accordance with the Equestrian Bahamas Disciplinary Regulations.

9. Mutual Recognition of Sanctions & Duty to Inform

9.1. Subject to the right of appeal, any decision taken by Equestrian Bahamas pursuant to this Policy must be recognised and respected by all clubs.

9.2 Where Equestrian Bahamas is informed that a Covered Individual has been:

- (i) convicted of a criminal offence which would constitute a violation of this Policy;
or
- (ii) held by their Club or any other competent sports governing body to which the Covered Individual is subject, to have committed a violation which would

constitute a violation under this Policy, Equestrian Bahamas shall recognise the applicable conviction/decision imposed.

Where appropriate, Equestrian Bahamas reserves the right to open a separate safeguarding procedure against the Covered Individual in relation to their Equestrian Bahamas-related activities.

9.3 Clubs shall promptly inform Equestrian Bahamas of any allegations (where possible) and/or sanction(s) imposed on any person under their jurisdiction relating to any conduct falling within the scope of Article 4 of this Policy.

9.4 Equestrian Bahamas shall promptly inform the clubs of any allegations (where possible) and/or sanction(s) imposed on any person under their jurisdiction relating to any conduct falling within the scope of Article 4 of this Policy.

9.5 Equestrian Bahamas shall promptly inform the FEI of any allegations (where possible) and/or sanction(s) imposed on any person under their jurisdiction relating to any conduct falling within the scope of Article 4 of this Policy.

10. Educational resources list

- (i) FEI Safeguarding: <https://inside.fei.org/content/general-regs-statutes>
- (ii) IOC Safe Sport: <https://olympics.com/ioc/safe-sport>
- (iii) Safe Sport International: <https://www.safesportinternational.com/>
- (iv) International Safeguards for Children in Sport:
<https://www.sportanddev.org/research-learning/guiding-toolkits/child-protection-and-safeguarding>
- (v) UN Convention on Rights of the Child: <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child>
- (vi) International Helplines:
 - a. Child Helpline International <https://childhelplineinternational.org/helplines/>
 - b. Pro Safesport Plus https://pjp-eu.coe.int/en/web/pss/home/-/asset_publisher/flyIrsApJR5A/content/welcome-to-the-pro-safe-sport-website-?inherit