

UCI SAFEGUARDING POLICY



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1. FOREWORD

"As President of the Union Cycliste Internationale (UCI), it is my duty, and my utmost desire, to ensure the integrity of our sport.

Integrity is a major chapter of the UCI's Agenda 2030, and Safe Cycling is one of the three pillars of our Cycling Integrity programme, launched in May 2022.

Now we have a UCI Safeguarding Policy, drawn up in consultation with our stakeholders, which provides a clear set of written guidelines and best practices. This UCI Safeguarding Policy and its accompanying UCI Safeguarding Toolkit are aimed at people riding and working in all levels of cycling – regional, national, and international – and will provide consistency across the board when it comes to efforts being made for the good of cycling, its athletes, and their entourage.

Cycling is a sport that has the power to break down barriers and unite populations. We simply cannot allow this tradition to be marred by acts of abuse and harassment.

I am delighted we now have a document that lays down our integrity efforts and provides a clear framework for striving towards a safer environment for all participants in our wonderful sport, no matter what their role."

David Lappartient
UCI President

"There is no place in our sport for any form of abuse or harassment.

Everyone must be respected, and absolutely nothing justifies degrading treatment. That is why the UCI has developed this UCI Safeguarding Policy, to ensure that everybody in the cycling family can ride, work or volunteer in a safe and harmonious environment.

Covering both preventive and responsive actions, this UCI Safeguarding Policy comes with a practical UCI Safeguarding Toolkit that clearly outlines everyone's roles and responsibilities and provides precise Codes of conduct to be followed.

By having a clear and comprehensive policy and procedures, we are raising awareness and putting procedures in place to minimize the risk of physical or psychological suffering in our sport. Everybody has a part to play, and the UCI Safeguarding Policy as well as the UCI Safeguarding Toolkit ensure that we all work together for the wellbeing of our athletes, colleagues, and friends.

Athletes, support staff, race officials and organisers are all important to our sport. They all deserve respect, and they all have the responsibility to be respectful towards others.

The UCI Safeguarding Policy and the UCI Safeguarding Toolkit will help to ensure that all participants can enjoy our sport in safety."

Amina Lanaya
UCI Director General

2. INTRODUCTION

As a vehicle for strong and positive universal values, cycling is an effective tool for the development of individuals and populations, as well as for sustainable and inclusive development. To play this constructive role, the UCI must strive towards making cycling safe for all actors of the sport: each member of the cycling family, whether a rider or not, must be able to evolve in an environment in which they feel safe and respected. The UCI must therefore do its utmost to fight against harassment and abuse in all its forms: psychological and physical abuse, sexual harassment and abuse, and neglect. Such occurrences simply have no place in cycling - professional or amateur - and cannot be tolerated.

The [UCI Code of Ethics](#) - which was adopted in June 2015 and amended in November 2018 to incorporate an Appendix dedicated to harassment and abuse – serve as the basis for the UCI's commitment to the fight against harassment and abuse in the sport of cycling. Through the UCI Code of Ethics, the UCI Ethics Commission has been vested with extensive powers to investigate potential cases of harassment and abuse and to impose the appropriate sanctions, which include disciplinary and educational measures. The personal scope of application of the UCI Code of Ethics is unlimited, which means that the UCI Ethics Commission has the power to investigate any case of harassment committed by any licence-holder within cycling, unless an appropriate decision-making body exists at national level.

Whereas the UCI Code of Ethics and its application by the UCI Ethics Commission serve as the principal responsive action of the UCI with regard to harassment and abuse, this UCI Safeguarding Policy describes the UCI's commitment to safeguarding including how it will seek to limit the risks of harassment and abuse in cycling and to summarise the reporting actions (set out in the UCI Code of Ethics).

In order to achieve this objective, the UCI Safeguarding Policy is based on the following core principles:

- Safeguarding is everyone's responsibility, regardless of where we are from or the role that we have in cycling, and the welfare of everyone is of paramount importance.
- Everyone should feel safe and respected in all cycling activities and engagement, and free from all forms of harassment and abuse, discrimination, and poor practice.
- Everyone must be vigilant and report any concerns that compromise the safety or wellbeing of individuals to ensure that persons at risk of harm receive effective protection.

It is developing these three pillars:

- Defining the concept of safeguarding in cycling and the different types of abuse.
- Setting out preventive actions to limit the risks of harassment and abuse in cycling.
- Presenting the responsive actions to manage concerns that may arise.

The UCI Safeguarding Policy has been developed under the remit of the '[Cycling Integrity](#)' programme, which brings together all the UCI's actions dedicated to promoting and strengthening integrity in cycling. 'Cycling Integrity' comprises three pillars: "Clean cycling", "Safe cycling" and "Fair cycling", each of which has a preventive component, notably through an educational programme, and a responsive component, enabling abusive conduct to be reported and dealt with.

Whilst the UCI Safeguarding Policy focuses on the UCI's own organisation and events, it is supplemented by a broader UCI Safeguarding Toolkit aiming to build capacity among other organisations which have a responsibility in terms of safeguarding, including event organisers, teams, and National Federations, by supporting them in their efforts towards safeguarding. The UCI Safeguarding Toolkit shall serve as a basis for cycling stakeholders to develop and implement their own policies with the objective of ensuring that the appropriate preventive and responsive actions are carried out at every level in order to achieve the implication of all concerned and, ultimately, better levels of protection for all individuals.

3. STATEMENT OF COMMITMENT

This UCI Safeguarding Policy reaffirms the UCI's commitment to ensuring cycling is a safe, positive, and enjoyable experience for all, regardless of their ability, age, gender, sexual orientation, and social background, religion and level of ability or disability.

This UCI Safeguarding Policy articulates the key principles that underpin UCI's approach to safeguarding and present the various pillars for achieving the desired outcome of better welfare for all participants in cycling.



4. SCOPE OF APPLICATION

This UCI Safeguarding Policy applies to all persons and entities subject to the UCI Code of Ethics:

- All UCI officials, meaning members of the UCI Management Committee, honorary members, members of UCI Commissions (including the Professional Cycling Council) and Judicial Bodies, voting delegates at the UCI Congress, National Federation delegates at the UCI Congress, the executive members of Continental Confederations and the candidates for an executive position within the UCI and the Continental Confederations;
- All licence-holders as described in Article 1.1.010 of the UCI Cycling Regulations;
- Entities subject to the UCI Cycling Regulations, such as teams registered with the UCI, organisers of events registered on an international calendar, National Federations and Continental Confederations affiliated with the UCI;
- UCI and UCI World Cycling Center (WCC) staff, consultants and any person holding a role representing the UCI or the WCC or working on behalf of the UCI or the WCC in connection with the organisation of cycling competitions, the governance of cycling or anti-doping within cycling;
- Organisers and applicants for the organisation of the UCI World Championships, UCI World Cups and any other competition or event, regardless of their form or constitution.

The UCI Safeguarding Policy complements the UCI Code of Ethics by setting out preventive (section 6) and responsive actions (section 7) that will be taken by the UCI in relation to the safeguarding of individuals.

Section 6 of the UCI Safeguarding Policy sets out specific procedures which apply to UCI and WCC staff, consultants and any person holding a role representing the UCI or WCC or working on behalf of the UCI or the WCC and organisers of UCI events. All such persons shall be bound to this UCI Safeguarding Policy in its entirety as part of their terms of engagement, employment, or appointment to their role within, or in collaboration with, the UCI.

The UCI will also encourage persons and entities bound by the UCI Code of Ethics and other cycling stakeholders with a role to play in the safeguarding of individuals, including National Federations, event organisers and teams, to develop their own safeguarding policies, which would complement the UCI Code of Ethics and other rules to which they may be bound, and will support them in this undertaking. For this purpose, the UCI developed a practical UCI Safeguarding Toolkit to provide appropriate guidance to stakeholders.

The UCI commits to the continuous development, monitoring and review of this UCI Safeguarding Policy and the UCI Safeguarding Toolkit as well as its implementation by stakeholders.

5. DEFINITIONS

5.1. Safeguarding

For the purposes of this UCI Safeguarding Policy, safeguarding is defined as the organisation's responsibility to ensure that cycling is a safe, positive, and enjoyable experience for all, and that all participants in cycling are kept safe from harm and abuse when involved in cycling, in all capacities and at all levels.

Safeguarding includes both:

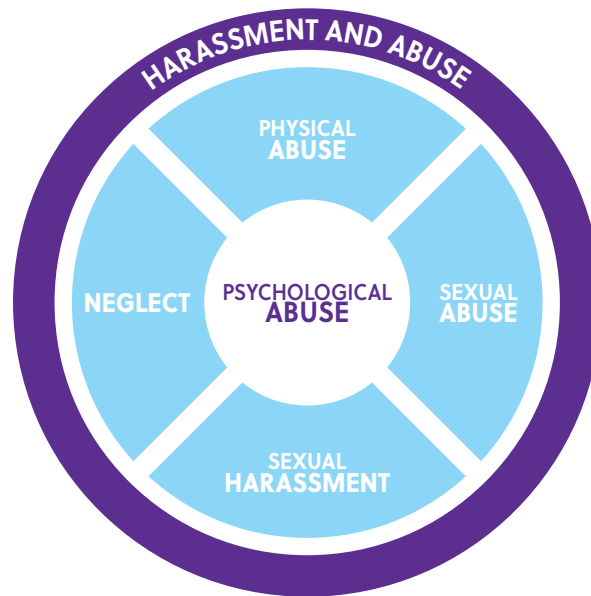
- preventive actions to minimize the chances of harm occurring, and
- responsive actions aimed at ensuring that, should concerns arise, they are handled appropriately.

Safeguarding is everyone's responsibility.

5.2. Harassment and abuse

Within the scope of this UCI Safeguarding Policy, the definitions of abuse used are those derived from the UCI Code of Ethics (Annexe 1, Article 2):

- **Psychological abuse:** any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation or any other treatment which has the effect of diminishing the sense of identity, dignity, and self-worth.
- **Physical abuse:** any deliberate and unwelcome act – 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).
- **Neglect:** any failure of a coach or other person with a duty of care to an athlete to provide a minimum level of care, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.
- **Sexual harassment:** any unwanted and unwelcome behaviour of a sexual nature, whether verbal, non-verbal or physical, with the purpose or effect of violating the dignity of a person, in particular, when creating an intimidating, hostile, degrading, humiliating or offensive environment.
- **Sexual abuse:** any conduct of sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.



Harassment and abuse occur when there is a culture where power differential is exploited:

- stemming from the natural hierarchy of the sport
- growing from perceived differences between two persons: e.g. athletes of different age or ability

Harm can occur in many ways and generally means that the safety and wellbeing of a person is being compromised. This may be because someone is deliberately choosing to misuse their authority or position of power and is abusing another person, or it may be because of poor practices, potentially caused by a lack of awareness and training, such as an inability to properly supervise children or a failure to act where a danger has been identified.

Harassment and abuse:

- I. may occur in combination or in isolation;
- II. may include a one-off incident or a series of incidents;
- III. may be in person or online or via another form of communication;
- IV. may result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person;
- V. may be based on one or more forms of discrimination including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability;
- VI. may be deliberate, unsolicited, or coercive.

5.3. Commonly acknowledged safeguarding risks in sport and in cycling

Due to the nature of sport, there are some specific situations that occur in cycling and are common across all sports, where the potential for harm is increased. These include, for instance:

RELATIONSHIPS IN SPORT

There is a power difference in an athlete's relationship with members of their entourage (coaches, medical staff, team managers, sport directors, other athletes, advisors, etc.) because athletes are dependent on these persons and usually have complete trust in them. If misused, this power difference can lead to exploitative relationships. Coach-athlete relationships at the elite level of competitive sport require spending a significant amount of time together in an emotionally intense environment. This situation has the potential to put the athlete at risk of isolation within a controlling relationship wherein the athlete's power and right to make decisions are undermined.

POWER DYNAMICS

Desire to succeed and competition for selection or sponsorship are part of our sport but it can create an imbalance of power. Authoritarian leadership and unequal power relationships may put persons at risk of harm. Furthermore, in sports, inappropriate sexual behaviour is often tolerated, and gender inequality accepted, which generate situations of vulnerability.

PERFORMANCE PRESSURE

Winning is important. However, pushing participants to perform and placing them under extreme pressure to achieve success can be harmful psychologically, emotionally, and physically. As an example, every sport involves some risk of physical injury. Yet the desire to achieve success and to win can lead to participants being pushed beyond what is reasonable or appropriate for their age and level of ability.

PRIVACY

Changing rooms, showers, overnight stays and situations involving close physical contact (e.g. physiotherapy and other treatment) can all provide opportunities for bullying, inappropriate photographs or filming, and sexual harassment or abuse.

5.4. Impact of harassment and abuse

As stated in the [IOC Consensus Statement on sexual harassment and abuse in sport](#) (2007): "Research demonstrates that sexual harassment and abuse in sport seriously and negatively impact on athletes' physical and psychological health. It can result in impaired performance and lead to athlete drop-out. Clinical data indicate that psychosomatic illnesses, anxiety, depression, substance abuse, self-harm and suicide are some of the serious health consequences. Passive attitudes/non-intervention, denial and/or silence by people in positions of power in sport (particularly bystanders) increases the psychological harm of sexual harassment and abuse. Lack of bystander action also creates the impression for victims that sexually harassing and abusive behaviours are legally and socially acceptable and/or that those in sport are powerless to speak out against it."



6. PREVENTIVE ACTIONS

6.1. Awareness raising with regard to UCI Safeguarding Policy and procedures

The UCI is strongly committed to educating and raising awareness with regard to safeguarding in cycling. The UCI will provide dedicated safeguarding training modules (both online and offline) to support teams, event organisers and National Federations on this topic. The UCI will also provide regular updates on safeguarding, either formally, e.g. in the form of training or supervision, or more informally, e.g. through discussions whenever is appropriate at events.

The UCI will continue to develop awareness-raising materials related to safeguarding, such as campaigns or posters.

UCI members, WCC staff, consultants, and any person holding a role representing the UCI or the WCC or working on behalf of the UCI or the WCC and organisers of UCI events shall be provided with dedicated training on this Policy, with the objective of ensuring that anyone representing the UCI promotes the wellbeing of individuals and is trained to respond to any case of harassment and abuse they may witness in the context of cycling events.

Records must be kept of all training and orientation sessions that are conducted, including dates and lists of attendees. These should be retained in accordance with the relevant data management procedures.

While the UCI will provide guidance and training on this safeguarding policy regarding the responsibilities and duties that are specific to individual roles, all adults have a personal responsibility to seek further clarification and advice if they are not clear about the expectations related to their role. The UCI Integrity and Education Manager is the first point of contact for such requests.

6.2. Safeguarding focal point

The UCI Integrity and Education Manager is designated as the focal point for safeguarding at the UCI.

The UCI Integrity and Education Manager is responsible for ensuring that policies and procedures related to athlete safeguarding are integrated into existing management and monitoring systems, procedures, and processes.

The role of the Integrity and Education Manager is also to act as a point of contact and to advise; support is provided to all stakeholders to help them comply with this UCI Safeguarding Policy.

The UCI Integrity and Education Manager can be contacted at integrity@uci.ch.

6.3. Safer recruitment

Safer recruitment procedures are being implemented for the UCI and the WCC. They shall help ensure that applicants who could pose a risk to cycling participants are identified and prevented from working at the UCI and the WCC or for any contractors or service providers carrying out roles on behalf of the UCI or the WCC.

No one should start working for or on behalf of the UCI until all safer recruitment processes, all background checks and all inductions related to the UCI Safeguarding Policy have been completed.

In exceptional circumstances, activities can commence before safer recruitment checks have been completed. However, in such situations, additional measures (e.g. additional supervision) must be put in place for the UCI and the WCC to be confident that risks have been minimised.

Records relating to safer recruitment practices (such as references) must be kept on file. This information must be stored and destroyed in accordance with applicable data protection rules.

To support National Federations, affiliated teams, and other relevant stakeholders in implementing such practices, the UCI Safeguarding Toolkit provides guidance on safer recruitment procedures.

6.4. Codes of conduct

Clear Codes of conduct apply for people working for and on behalf of the UCI or the WCC. These set out clear expectations in relation to safeguarding and detail expected and prohibited behaviour. They are a shared set of agreed and acceptable behaviours that help to create and maintain a positive, and safe environment for all and contribute to establish a standard of performance, behaviour, and professionalism.

All involvement with athletes will be dependent on the individual in question signing and agreeing to the provisions of those Codes of conduct, which will be linked to all employment contracts.

All breaches of Codes of conduct will be responded to, without delay, with information kept strictly confidential.

To support National Federations, affiliated teams, and other relevant stakeholders to implement such practices, the UCI has developed templates of Codes of conduct that can be contextualized. The templates are accessible on the UCI Safeguarding Toolkit.

6.5. Supervision and lone working

Lone working must be avoided. It is acknowledged that this is not always possible, but staff and others should always work in an open manner where they can be observed.

There must always be enough adults present to ensure proper supervision of athletes, bearing in mind the context and the ages and capacities of the athletes.

7. RESPONSIVE ACTIONS AND REPORTING

In conformity with the principle that safeguarding is everyone's responsibility, all incidents of harassment and abuse shall be reported, regardless of who the offender may be.

7.1. Mandatory reporting by all persons bound by the UCI Code of Ethics

In accordance with Article 21 of the UCI Code of Ethics, any person may address a complaint or report an alleged breach of the UCI Code of Ethics. The UCI therefore provides any persons within the scope of the UCI Code of Ethics and others in the sport the opportunity to be able to notify the UCI in a confidential manner of potential violations of the UCI Code of Ethics.

In accordance with Article 3.1 of Appendix 1 of the UCI Code of Ethics, all persons bound by the Code of Ethics ('covered persons') have the obligation to report any action that may reasonably be considered forbidden conduct.

If any covered persons fail to report as required, they shall be in breach of the UCI Code of Ethics.

Reports may be made via the following methods:

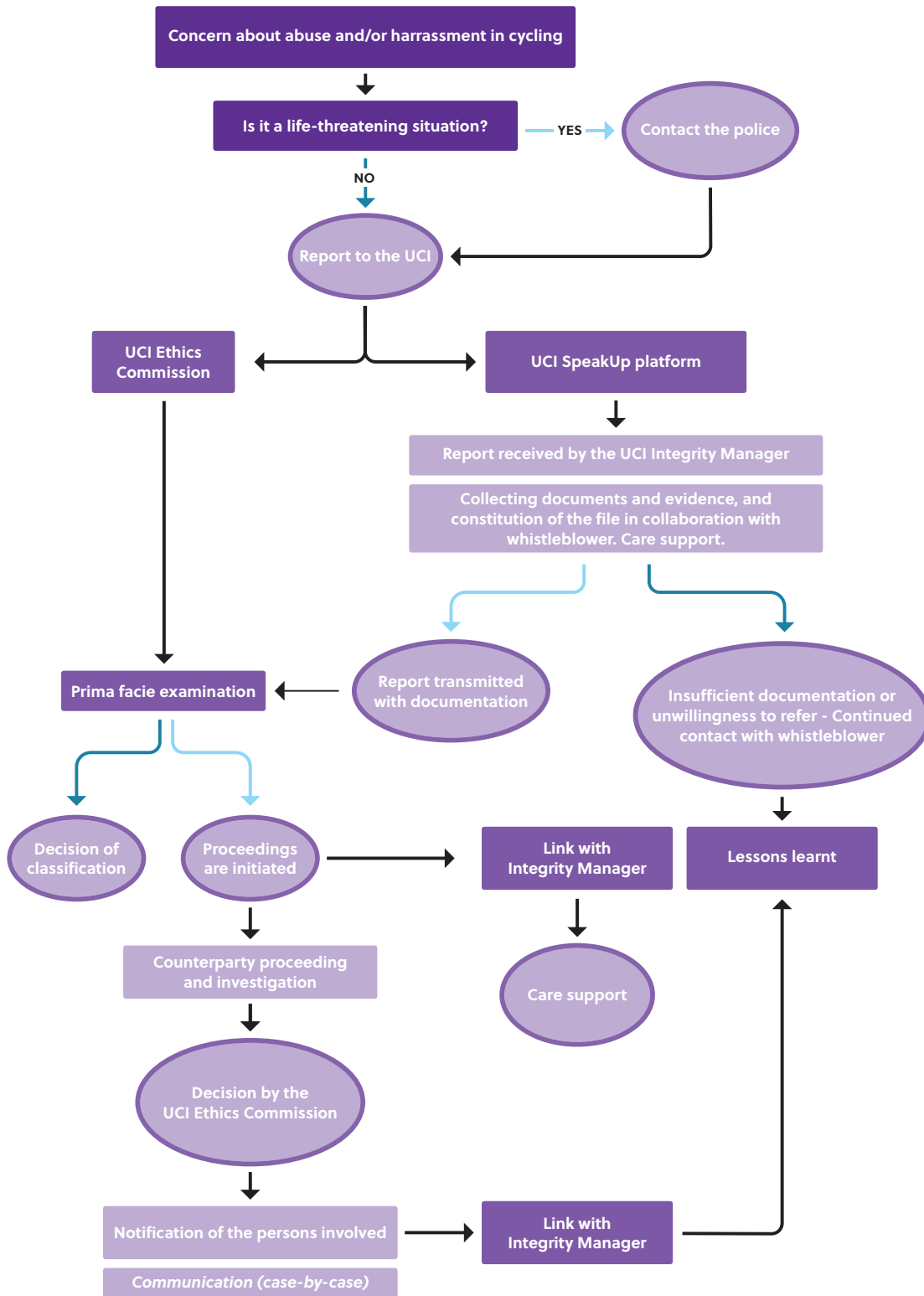
1. Email: integrity@uci.ch
2. In writing or in person to:
**Integrity and Education Manager
Union Cycliste Internationale (UCI)
Allée Ferdi Kübler 12
1860 Aigle
Switzerland**
3. UCI SpeakUp: [online reporting platform](#)

Reports may also be made with other competent bodies, in particular, in case an appropriate body exists at a national level (e.g. within the National Federation or any other national body).

7.2. Reporting procedures

The flowchart below illustrates the reporting procedures through the UCI reporting platform SpeakUp and the UCI Ethics Commission.

The flowchart is illustrative for National Federations, teams and other persons and entities to demonstrate an appropriate response to a report of harassment and abuse.



7.3. Case management

INFORMATION FOR REPORTING PERSONS

Your Report can help to identify, expose, and facilitate investigation of acts or activities which are in breach of the UCI Code of Ethics and Policies, and it can protect the integrity of cycling.

When you submit a Report using the UCI SpeakUp platform, your Report will be treated confidentially. We will seek to communicate promptly upon receipt of your Report.

Persons submitting information have the right to do so anonymously should they so wish. Following an initial review of your Report, the UCI may need to contact you to clarify or expand on the information you have provided. In the initial assessment phase, we will assess whether there is a potential breach of the UCI Code of Ethics or relevant policies.

This may lead to one of the following actions:

1. On the basis of your Report, it may be determined that the UCI and its judicial bodies have no jurisdiction and that no further action can be taken. Any follow-up measures may thus be renounced, for instance, in cases where it is determined that the facts contained in a report are outside the areas of competence of the UCI or its judicial bodies or where the allegations are not sufficiently substantiated. Your Report may then either be removed from the system or retained for intelligence purposes and possible future reference. If the Report is retained in the system, you will be informed. You will also be informed if the UCI or its judicial bodies ever use your Report to initiate a process in the future.
2. On the basis of your Report, it may be determined that there is a prima facie case of a breach of the UCI Code of Ethics, Regulations or Policies justifying the commencement of an investigation and/or potentially that of a National Federation and/or team investigation and/or criminal investigation. Information will be disclosed only where necessary and to the persons requiring such information for the effective assessment and investigation of the Report. In certain circumstances, we may be under a legal requirement to disclose information contained in a Report to the competent law enforcement, regulatory or other appropriate bodies in connection with the investigation. Any investigation by the UCI or its judicial bodies will be conducted in accordance with the UCI Code of Ethics Rules of Procedure.
3. On the basis of your Report, it may be determined that further information or clarification is required before the appropriate next steps can be identified. In this case, we may need to contact you to clarify or expand on the information that you have provided. We would request your continued assistance if this were necessary.

The UCI commits to do its utmost to ensure that any reprisals against a reporting person are redressed and that those who retaliate against reporting persons are held to account.

The UCI commits to do its utmost to ensure that any wrongdoing identified is appropriately remediated and sanctioned.

The UCI commits to continually evaluate and improve the UCI SpeakUp platform and to ensure that the platform is clearly and simply communicated to the widest audience possible.

CONFIDENTIALITY

The procedures for dealing with Reports assure that the identity of the reporting person, alleged wrongdoers and other persons named in the report remain confidential to the fullest extent possible.

When sharing a Report and if appropriate based on legitimate interests, due care will be exercised to minimize the information that is disclosed to third parties in order not to expose the author of a Report, or third parties to any negative consequences. Your identity will not be disclosed to any third party unless you have given your consent, or if required by law, or if it is necessary in the context of further investigations or legal proceedings, or if it is in the public interest, or if it is necessary to prevent the commission of crime or irreparable harm caused to you or any third parties. The UCI and its judicial bodies do not inform other individuals you may identify that we have obtained their personal information in a Report.

In the event of an investigation into alleged breaches of the Code of Ethics, Regulations or Policies, individuals who are the subject of such procedures will be informed of the evidence that has been collected about them. Where your Report is used in any investigation, the personal information contained in such Report may be combined with other personal information collected from other sources in respect of the same individual.

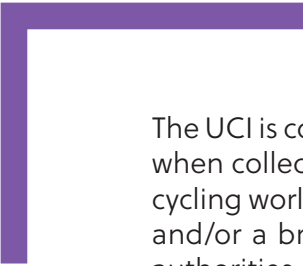
In certain circumstances, we may be under a legal requirement to disclose information contained in a Report to the competent law enforcement authorities.

IMPARTIALITY

The UCI SpeakUp platform is operated and managed by the UCI Integrity and Education Manager and is bound by duties of confidentiality and impartiality. The assessment of Reports and any subsequent investigations will be carried out free from undue interference and influence.

DATA PROTECTION

The UCI is the 'data controller' for the purposes of the General Data Protection Regulation (EU GDPR) 2016/679 (and all other laws relating to the use of personal data), meaning that we are responsible for deciding how your personal data is used, for keeping your data safe and only using it for legitimate reasons of public interest, in accordance with our Data Protection Policy. As a Swiss organisation, the UCI falls under the jurisdiction of the Swiss Federal Data Protection and Information Commissioner, Office of the Federal Data Protection, and Information Commissioner FDPIC, Feldeggweg 1, CH - 3003 Bern.



The UCI is committed to taking all the necessary steps to comply with legal obligations when collecting and using your personal data. By seeking to protect the integrity of cycling worldwide, should information received potentially also be a criminal offence and/or a breach of other applicable laws, we may need to share it with statutory authorities such as law enforcement and/or child protection authorities, regulatory or other appropriate bodies in connection with any investigation or the commission of any criminal offence.

Should the UCI need to transfer your Report beyond Switzerland and the European Economic Area, such as to countries that do not legally provide for a level of protection of your privacy equivalent to the one applied within the European Economic Area and Switzerland, the UCI will implement technical and organisational measures in order to protect information contained in Reports against the risks of damage, destruction, loss or unauthorised access, in accordance with applicable laws.

CASE MANAGEMENT PROCEDURES

In the case of wrongdoing beyond the scope of the UCI and its judicial bodies, we may advise you of the appropriate body responsible for the appropriate action following the disclosure.

If there is a prima facie case of a breach of the UCI Code of Ethics, Regulations or Policies justifying the commencement of an investigation, the investigation will be conducted in accordance with the UCI Code of Ethics Rules of Procedure.

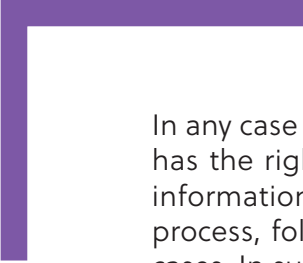
The President of the UCI Ethics Commission will constitute a three-member Panel to carry out the investigation.

Notice will be provided to the individual(s) concerned with indication of the right and opportunity to be heard, before any sanction is applied. Information detailing the rights of the complainant and the rights of the respondent will be provided.

The Panel may, on its own initiative or at the request of the parties, summon the parties to attend a hearing.

Special precautions will be taken in harassment and abuse cases, including the following:

- Specific confidentiality measures will be taken to protect the victim's identity from the press and public;
- Specific attention will be taken to ensure that consent cannot be inferred where there is coercion, or by a victim's silence or lack of resistance;
- No requirement will be made for corroborating evidence or evidence of resistance, or evidence about the victim's "reputation";
- In case of a hearing, Panel members have the power to stop any sort of harassment of the victim by the defence counsel;
- Communication between a victim and any advocate/advisor remains "privileged", unless the victim waives that privilege.



In any case where the UCI Ethics Commission has considered that the complainant has the right to receive information during the course of the proceedings, such information shall be provided at regular intervals throughout the investigation process, following consultation with the statutory authorities in ongoing criminal cases. In such cases, the complainant will also be informed of the outcomes of any decision, in writing, made by the UCI Ethics Commission.

The UCI Ethics Commission may temporarily suspend the accused while awaiting a final decision if it considers such a measure necessary. This shall, in particular, apply where alleged child abuse has occurred and/or if a given case is also being investigated criminally or by child protection services.

Appeals may be made to the Court of Arbitration for Sport.

7.4. Mandatory reporting to public authorities

Some jurisdictions have specific legislation that may make it mandatory to report cases of harassment and abuse, especially when related to child welfare. In some countries, even suspicion of abuse can be enough to trigger a duty to warn (a legal concept which indicates that a party will be held liable for injuries caused to another, if the party had the opportunity to warn the other of a hazard and failed to do so).

8. MONITORING

At least once a year, the UCI will assess its safeguarding arrangements and the implementation of its UCI Safeguarding Policy.

Based on that assessment, an annual plan of action will be developed to address any gaps in the implementation of this UCI Safeguarding Policy and minimise any risks identified.

This UCI Safeguarding Policy is a living document and will be reviewed as frequently as necessary, notably considering:

- Amendments in legislation and guidance.
- Significant organisational changes within the UCI.
- Following any issues or concerns raised with regard to the protection of riders and other people within cycling.

Periodically, the UCI may seek an external evaluation of the implementation and appropriateness of its UCI Safeguarding Policy and any associated procedures.

9. FINAL PROVISIONS

DISCREPANCY

This UCI Safeguarding Policy shall operate under and in compliance with the UCI Regulations. In case of any discrepancy between this UCI Safeguarding Policy or the UCI Safeguarding Toolkit and any provision of the UCI Regulations, the latter shall prevail.

COMPETENCE

This UCI Safeguarding Policy was developed with the support of the UCI Integrity Commission, approved by the UCI Management Committee in Glasgow on July 31st, 2023, and came into force on August 4th, 2023.

Any modifications to this UCI Safeguarding Policy or the UCI Safeguarding Toolkit which are binding upon any stakeholders or licence-holders of cycling shall be approved by the UCI Management Committee. The UCI Integrity Commission can make any modifications to this UCI Safeguarding Policy which are not binding in nature.



CONTACT

EMAIL

integrity@uci.ch

ADDRESS

Integrity and Education Manager
Union Cycliste Internationale (UCI)
Allée Ferdi Kübler 12
1860 Aigle
Switzerland

REPORTING PLATFORM

[UCI SpeakUp](#)

