



# ***SAFE SPORT AND SAFEGUARDING POLICY***

**PAN AMERICAN FLYING DISC FEDERATION (PAFDF)  
2025–2026**



## Introduction

The Pan American Flying Disc Federation (PAFDF), recognized by the World Flying Disc Federation (WFDF), leads the development and governance of Flying Disc sports in the Americas, covering disciplines such as Ultimate, Disc Golf, Freestyle, and more. Its mission is to promote the inclusive growth of the sport and the Spirit of the Game throughout the region.

PAFDF rejects all forms of discrimination, harassment, or abuse and upholds a zero-tolerance policy toward such conduct. It acknowledges the inequalities present in the Americas and works to implement policies that protect participants, especially children, adolescents, women, Indigenous peoples, LGBTIQ+ individuals, and persons with disabilities.

## Purpose

**This policy has the following main objectives:**

- To protect all participants from misconduct or violations of their rights.
- To establish protocols that help us, as a Region, build a culture of peace, equity, and inclusion, and to prevent risks.
- To establish accessible processes for reporting situations of abuse or discrimination.
- To promote safe, inclusive, and equitable environments through the promotion of values and the Spirit of the Game within each affiliated federation or association.
- To define procedures for the follow-up of complaints and the application of sanctions.

## Scope

**This policy applies to:**

- All official events and those endorsed by PAFDF.
- All individuals participating as players, spectators, companions, volunteers, staff, suppliers, officials, and representatives of PAFDF or any affiliated federation or association.
- All accredited participants in activities organized by PAFDF.
- National Federations are encouraged to adapt and implement this policy in accordance with their local legal and cultural frameworks.

## Guiding Principles

- Respect for human rights
- Integrity of individuals in all situations
- Gender perspective and inclusion
- Safe participation for children and adolescents
- Intercultural and linguistic respect
- Transparency and a culture of peace

# Part I: General Procedures of PAFDF



## Prevention and Creation of a Safe Environment Culture

- PAFDF will assign two Safeguarding Officers (preferably of different genders) at each event held. These officers will be responsible for receiving reports, coordinating investigations, and following up on cases.
- PAFDF will promote and share its policies, codes, and regulations with other Federations and/or Associations in the Region that are affiliated, aiming to establish a culture of respect, inclusion, and prevention.
- PAFDF and its members will be responsible for promoting a culture of Safeguarding, prevention, and education, with a gender perspective deemed appropriate in response to inappropriate conduct.



## Supporting Documentation

- PAFDF shall review and update its policies or similar documents every two years, if necessary.
- It will encourage Federations to create their own documentation. Additionally, it will share its own documentation prior to each event.
- PAFDF commits to producing appropriate documentation based on the specific needs of the event or community.
- PAFDF is grounded in its official policies, codes, and regulations.



## Safe Collaboration

- All individuals involved as participants, players, spectators, companions, volunteers, staff, suppliers, officials, and representatives of PAFDF, as well as member federations and associations, must reflect PAFDF's commitment to the protection of all people and to creating safe spaces and peaceful, inclusive, and equitable communities.



## Confidentiality and Protection

- Maintaining confidentiality throughout all stages of the process is strictly necessary. All information related to the concern and subsequent case management should only be shared at the request of the competent authority. PAFDF reserves the right to report the matter to the appropriate authorities if necessary. Additionally, the identity of the complainant will be protected, except when disclosure is required for investigative purposes.
- PAFDF will offer support to victims if they so desire and will seek to assist them according to the resources and means available at the time.



## Reporting Mechanisms

PAFDF will facilitate and communicate various reporting methods for all individuals, regardless of their age, gender, language, or nationality, creating reports that are:

- Multilingual and in accessible formats.
- Allow anonymous reporting.
- Use secure and confidential channels.
- Available in written, online, and easily accessible forms.



## Complaint Procedures

- Complaints may be submitted by directly affected persons, witnesses, or individuals who may suspect an act that violates the integrity of another person.
- Complaints will be documented in writing but may also be filed using an incident report form.
- In relation to these procedures, PAFDF will define the roles and responsibilities of the designated persons responsible for handling complaints.



## Investigation and Resolution

- The standard of proof will be the preponderance of the evidence.
- Temporary measures may be applied to protect the parties involved.
- Resolutions may be informal (acknowledgment and remediation) or formal (sanctions).



## Sanctions

- Written warning.
- Temporary suspension.
- Participation restriction.
- Permanent disqualification.
- Educational or restorative sanctions.



## Appeals

- Decisions may be appealed before the PAFDF Safeguarding Committee.
- Appeals must be submitted in writing within 14 days.



# Part II: Recommendations for National Federations



## Local Adaptation

- Each federation must have a safeguarding policy adapted to its local legislation, promoting at least a draft or initial framework within the first 12 months after the publication of this policy.
- This policy should include codes of conduct, basic training, travel and cohabitation protocols, and complaint or reporting mechanisms.



## Education and Training

- PAFDF will provide materials in Spanish, Portuguese, and English to disseminate certain recommendations to the public.
- PAFDF encourages and promotes that the different federations or associations develop their own training programs for their staff and community.
- It will promote ongoing training for its active members and facilitate resources for training its authorities or personnel.
- It will also seek strategic partnerships with other organizations to organize training sessions or continuing education.



## Communication and Partnerships

- Partnerships will be established with local organizations specializing in childhood, gender, and human rights.
- Accessible and ongoing awareness campaigns will be developed.



## Appendices

- Glossary of Terms
- Reporting Process Flowchart
- Code of Conduct
- Protocols for Safe Travel and Accommodation

# Appendix I: Glossary of Terms

## Abuse

Any action or omission that causes physical, emotional, sexual, or psychological harm to a person, especially if that person is in a vulnerable situation. This includes physical, emotional, sexual abuse, neglect, or exploitation.

## Harassment

Unwanted behavior that has the purpose or effect of affecting a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment. It can be verbal, physical, visual, or digital.

## Participant

Any person involved in activities organized by PAFDF: athletes, coaches, referees, volunteers, technical staff, sponsors and suppliers, members of national federations, or companions.

## Integrity Officer

Person appointed by PAFDF to receive complaints, coordinate investigation processes, and ensure compliance with this policy. They should have training or experience in conflict management, restorative justice, human rights, or similar fields.

## Misconduct

Any action that violates this policy, including abuse, harassment, discrimination, bullying, negligence, violence, cover-up, retaliation, or any conduct contrary to the dignity and integrity of participants.

## Discrimination

Unequal or unfair treatment based on gender, age, sexual orientation, nationality, ethnic origin, religion, disability, socioeconomic status, or other characteristics protected by human rights.

## Bullying / Peer Harassment

Intentional, repeated acts of aggression directed at a person by one or more individuals, which can be verbal, physical, or social. Cyberbullying occurs through digital means.

## Consent

Voluntary, informed, and explicit agreement between people to participate in an activity. Valid consent cannot exist if there is coercion, manipulation, pressure, fear, power imbalance, inappropriate age, or intoxication.

## Child and Adolescent

According to the Convention on the Rights of the Child, any person under 18 years of age

## Gender Perspective

An approach that recognizes structural inequalities between women, men, and people of diverse identities, and promotes measures to eliminate such inequalities.

## Temporary Measures

Provisional actions taken during an investigation to protect the involved persons, such as contact restrictions, temporary suspension, reassignment of duties, among others.

## Sanction

Consequence imposed by PAFDF or its bodies upon proven violation of this policy. These may be corrective, educational, or restrictive.

## Zero Tolerance

Institutional commitment not to allow, justify, or cover up any type of abuse, harassment, or discrimination, regardless of the status or position of the person involved.

# Appendix II: Reporting Process Flowchart

Do you have any situation that has happened to you, to someone else, or something you have witnessed, observed, or heard?

**01**

## INCIDENT REPORTING

Fill out the "PAFDF Safeguarding Incident Report" form or write a report of the facts and submit it to the event organizing committee.

If you are unable to complete the online form or submit a written report, contact one of the two safeguarding officers assigned to the tournament directly.

If you complete the form and provide your contact details, the officers will be able to get in touch with you.

**02**

## INVESTIGATION PERIOD

The officers begin the investigation period.

The officers generate an initial report.

They contact the involved parties as appropriate.

**03**

## CASE RESOLUTION

Actions to follow are determined in coordination with the PAFDF safeguarding committee.



# SAFE SPORT AND SAFEGUARDING POLICY

PAN AMERICAN FLYING DISC FEDERATION (PAFDF)  
2025-2026



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Team: \_\_\_\_\_

Division: \_\_\_\_\_ Category: \_\_\_\_\_

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