ROMANIAN ATHLETICS FEDERATION

ATHLETICS INTEGRITY AND SAFEGUARDING REGULATIONS

Safeguarding & Safe Sport Policy for All Participants in Athletic Activity

Version 1.0 / 10.10.2026 in compliance with:

- *World Athletics Safeguarding Policy (April 2024),*
- *World Athletics Safeguarding Rules D1.2 (effective 1 January 2026), and*
- *Romanian National Legislation*

PREAMBLE AND POLICY COMMITMENT

The Romanian Athletics Federation (*Federația Română de Atletism* – FRA) is committed to ensuring that every person participating in athletic activities under its jurisdiction is respected, heard, and protected from all forms of abuse, harassment, neglect, and exploitation. Physical and psychological safety always takes precedence over competitive results, team selections, financial interests, or institutional reputation.

FRA operates under a strict zero-tolerance approach toward any breach of safety and integrity standards. Abusive conduct cannot and will never be justified by tradition, sporting discipline, high performance, or hierarchical authority.

CHAPTER I. REGULATORY AND LEGAL FRAMEWORK

This Policy is enacted and enforced in strict alignment with:

1. **International Sports Governance:**
    - World Athletics Safeguarding Policy (April 2024 edition);
    - World Athletics Safeguarding Rules D1.2 (approved on 3 December 2025, in force from 1 January 2026);
    - European Athletics Safeguarding Regulations;
    - International Olympic Committee (IOC) Safe Sport Framework and the Olympic Charter;
    - United Nations Convention on the Rights of the Child.
2. **Romanian National Legislation:**
    - **Law no. 272/2004** on the promotion and protection of children's rights, republished (specifically mandatory reporting obligations under Art. 89–91 and Art. 96);
    - **Law no. 118/2019** on the National Automated Register of sex offenders and individuals convicted of crimes against minors;
    - **Law on Physical Education and Sport no. 69/2000**, as amended;
    - **Law no. 361/2022** on whistleblower protection;
    - The Romanian Criminal Code;
    - Regulation (EU) 2016/679 (General Data Protection Regulation - GDPR).

CHAPTER II. SCOPE AND BENEFICIARIES OF PROTECTION

Art. 1. Universal Scope of Protection

(1) This Policy has a **universal scope** and protects all individuals engaged in athletic activities governed by or affiliated with the FRA, irrespective of age, gender, race, ethnic origin, disability, or competitive level.

(2) Beneficiaries of protection include: children and adolescents (minors under 18 years of age); adult athletes (senior, U23, masters); athletes with disabilities / Para-Athletics competitors; athletes in vulnerable situations; coaches and instructors; referees and technical officials; board members, committee members, and executives; administrative employees, contractors, and volunteers; medical staff, sports psychologists, physiotherapists, masseurs, and athlete entourage; authorized managers and athlete representatives; parents and legal guardians; affiliated club leaders and regional athletic associations.

(3) Minors (under 18 years of age) are entitled to reinforced protective measures, and the best interests of the child remain paramount in all decisions.

Art. 2. Operational Jurisdiction

This Policy applies to training sessions, national and local competitions, selection trials, training camps, official travels, accommodations, medical/recovery sessions, administrative activities, and educational workshops held in Romania or abroad. It likewise applies to digital communications (email, phone, messaging services, and social media platforms) connected to athletic activities.

CHAPTER III. DEFINITIONS AND PROHIBITED CONDUCT

- **Safeguarding:** The collective preventative and responsive measures designed to protect participants from harm, violence, abuse, harassment, neglect, and exploitation.
- **Physical Abuse:** Any intentional act causing physical harm, corporal punishment, imposing dangerous exertion disregarding somatic limits or medical advice, and forced doping practices.
- **Psychological / Emotional Abuse:** Persistent patterns of belittling, humiliation, intimidation, isolation, verbal aggression, blackmail, or weaponizing team selection and athletic resources for coercive control. Bullying, cyberbullying, and degrading hazing rituals are strictly prohibited.
- **Sexual Abuse and Sexual Harassment:** Any unwanted or non-consensual sexual act, request, touching, suggestive remark, message, or sharing of sexually explicit imagery. Any sexual conduct involving a minor is strictly prohibited and constitutes a criminal offense under Romanian law.
- **Grooming:** The manipulative process through which an individual builds trust and emotional dependency with an athlete and their entourage to facilitate abuse or exploitation.
- **Neglect:** The failure to provide a minimum standard of care, adequate supervision, necessary medical attention, hydration, nutrition, appropriate rest, or safety equipment.
- **Exploitation:** The improper use of a participant's work, image, commercial value, or financial income for the unauthorized benefit of another party.
- **Ancillary Prohibited Conduct:** Concealing incidents, obstructing reports, retaliation against whistleblowers, tampering with evidence, deliberate breaches of confidentiality, and filing knowingly false accusations.

CHAPTER IV. MANDATORY RECRUITMENT AND VETTING STANDARDS

Art. 3. Personnel Screening and Integrity Requirements

(1) Any person engaged in direct contact with athletes within the FRA or affiliated member clubs (coaches, technical officials, medical personnel, team managers) must provide upon annual licensing or contractual renewal:

1. A valid **Criminal Record Certificate** (*Certificat de cazier judiciar*);
2. A valid **Behavioral Integrity Certificate** issued pursuant to **Law no. 118/2019** confirming absence of records in the sex offender register;
3. A signed **Statement of Compliance** adhering to this Safeguarding Policy and Code of Conduct.
   (2) Being registered in the sex offender registry or having disqualifying criminal convictions constitutes an automatic bar to licensing and results in immediate disqualification from athletic activity.

CHAPTER V. SAFEGUARDING PROTOCOLS AT EVENTS AND TRAINING CAMPS

Art. 4. Operational Safety Protocols

Local Organizing Committees (LOC) and FRA event officials must enforce:

1. **The Rule of Two:** An adult must never remain alone with a minor athlete in an enclosed room (changing room, medical office, hotel room) without another authorized adult present or direct visibility.
2. **Massage and Physio Treatments:** Physiotherapy and massage treatments must occur in open areas or with doors kept open; minor athletes are entitled to be accompanied by a parent, guardian, or chaperone.
3. **Locker Rooms and Showers:** Clear separation between adult and minor facilities; absolute ban on photo/video devices, including smartphones, in changing areas and restrooms.
4. **Travel and Accommodation:** Minor athletes must be housed separately from adult personnel; sharing a room between an adult with authority and an unrelated minor is strictly forbidden.

CHAPTER VI. DESIGNATED SAFEGUARDING OFFICERS AND REPORTING CHANNELS

Art. 5. Designated Officers

(1) **National FRA Safeguarding Officer: Mihai Donisan** *(certified in Safeguarding & Safe Sport by the Romanian Olympic and Sports Committee – COSR)*.

- Official confidential contact: ✉ **safeguarding@fra.ro**
  (2) **Alternative Independent Contact (for conflicts of interest): Catinca Nițu** *(Safeguarding Officer)* – ✉ **catincamaria19@gmail.com**.

Art. 6. Reporting Mechanisms and Confidentiality

(1) Concerns may be reported using the official Reporting Form (Annex 1), via confidential email, registered mail, or the dedicated online web portal at fra.ro/atleti/safeguarding. Anonymous reports are accepted and evaluated.

(2) Reports are handled with strict confidentiality under Law no. 361/2022 on whistleblower protection. Retaliation against any person reporting in good faith is strictly prohibited and subject to disciplinary action.

(3) In situations of imminent physical danger, emergency services must be contacted immediately via **112**.

(4) In accordance with Art. 96 of Law no. 272/2004, any reasonable suspicion of child abuse must be reported without delay to law enforcement agencies and child protection authorities (DGASPC).

CHAPTER VII. COOPERATION WITH WORLD ATHLETICS AND ATHLETICS INTEGRITY UNIT (AIU)

Art. 7. International Jurisdiction and Mandatory Reporting

(1) FRA formally recognizes and implements the **World Athletics Safeguarding Rules D1.2**.

(2) For International Participants (as defined by World Athletics), FRA shall report promptly and within a maximum of **7 days**:

- To the AIU and World Athletics (safeguarding@worldathletics.org): any safeguarding decision issued, along with the full case file;
- To the AIU (confidentialreport@athleticsintegrity.org): any information or complaint concerning individuals under the exclusive jurisdiction of the AIU.
  (3) FRA recognizes and gives immediate domestic effect to safeguarding orders and provisional sanctions issued by the World Athletics Case Management Group (CMG) and AIU.

PART II: FRA DISCIPLINARY FRAMEWORK FOR SAFEGUARDING

Section 1. Jurisdiction and Independence

Art. 8. Adjudication Framework

(1) Safeguarding violations are adjudicated promptly, fairly, and confidentially by the FRA Disciplinary Commission in accordance with FRA Statutes, Disciplinary Regulations, and this Framework.

(2) The intake and case assessment function (Safeguarding Officer) is strictly independent and structurally separated from the adjudicative and sanctioning body (Disciplinary Commission).

Section 2. The Three Key Articles (World Athletics Benchmark Standards)

Art. 9. Key Article 1: Interim Safeguarding Orders (Provisional Protective Suspension)

(1) Upon the reasoned recommendation of the Safeguarding Officer or *ex officio*, the Disciplinary Commission or the Executive Board may impose an **Interim Protective Suspension** on any coach, referee, official, or athlete license.

(2) An Interim Suspension may be ordered in any of the following circumstances:

- a) Reasoned indications of an ongoing or imminent risk to the physical or psychological welfare of a participant, especially a minor;
- b) The initiation of criminal proceedings or the issuance of pre-trial measures by state authorities regarding relevant offenses;
- c) The issuance of a provisional order by World Athletics or the AIU.
  (3) An Interim Suspension is a preventive safeguarding measure, does not constitute a prejudgment of guilt, and is enforceable immediately. The subject may apply for an expedited review of the measure within 5 working days of notification.

Art. 10. Key Article 2: Mandatory External Referral and Judicial Cooperation

(1) Any complaint or disclosure giving rise to reasonable grounds that a criminal offense has been committed against a minor or adult athlete (sexual abuse, aggravated assault, child exploitation) triggers an absolute obligation for FRA leadership and the Safeguarding Officer to **notify the police/prosecutor's office and DGASPC within 24 hours**.

(2) Internal sports disciplinary proceedings are independent of the timing of criminal proceedings; however, internal inquiries shall be conducted in a manner that does not compromise evidence or interfere with public law enforcement investigations.

Art. 11. Key Article 3: Absolute Incompatibilities and Ineligibility

(1) The following circumstances constitute an absolute incompatibility with holding any official role, license, or position within Romanian athletics:

- a) Registration in the National Automated Register of sex offenders (Law no. 118/2019);
- b) A final criminal conviction for intentional crimes against life, physical integrity, or personal freedom;

- c) A worldwide ineligibility or lifetime ban issued by World Athletics, AIU, the Court of Arbitration for Sport (CAS), or another recognized international sports federation.
  (2) Upon discovery or confirmation of such status, the person's license or institutional standing is revoked automatically by operation of law (*de jure*), without requiring a full disciplinary hearing on the merits.

Section 3. Final Disciplinary Sanctions

Art. 12. Sanctioning Regime

Depending on the gravity of the violation, the Disciplinary Commission may impose:

- a) Formal written reprimand and mandatory completion of safeguarding training;
- b) Official censure;
- c) Temporary suspension of coaching, officiating, or administrative licenses (ranging from 6 months to 5 years);
- d) Permanent revocation of FRA licenses and lifetime ineligibility/exclusion from all athletic activities.

Section 4. Appeals

Art. 13. Appeal Procedure

Decisions of the Disciplinary Commission may be appealed to the FRA Appeals Commission within 10 calendar days of receipt. Final decisions at the domestic level may be challenged before the competent civil courts under Romanian law or before the Court of Arbitration for Sport (CAS), where applicable.

ANNEX 1: SAFEGUARDING CONCERN REPORTING FORM

Form Field	Field Details / Entry
Date of Report	[Date]
Reporter Identity (Optional)	Full Name: [Name or Anonymous] Role: [Athlete / Parent / Coach / Official / Witness]
Affected Person(s)	Name: [Name] Age / Category: [Minor (<18) / Adult / Vulnerable Adult]
Person Against Whom Complaint is Mad	Name: [Name] Role / Relationship: [Role / Affiliation]
Immediate Safety Assessment	[ ] YES - Imminent Danger (Call 112 immediately) [ ] NO - Historical Incident / Non-immediate Concern
Description of the Concern	*(Provide date, location, timeline of events, and what occurred)*
Witnesses / Available Evidence	*(Witness names, text messages, emails, medical notes, or docu*
Official Recipients at FRA	**National Safeguarding Officer:** Mihai Donisan – safeguarding@ **Alternative Independent Officer:** Catinca Nițu – catincamaria19@gmail.com