

## **World Rowing Complaints and Whistleblowing Policy:**

The purpose of this World Rowing Complaints and Whistleblowing Policy (“Policy”) is to encourage and enable anyone with a complaint or concern (“Complaint”) about World Rowing or its representatives to report it promptly, so that it may be considered and managed in a timely, fair and proportionate manner using the correct procedure. Anyone should be able to raise a Complaint without fear of reprisal.

### **2. RATIONALE**

It is an honour to represent and work in World Rowing, which is part of the Olympic movement. It is expected that employees, contractors and volunteers of World Rowing and all those involved in World Rowing activities, conduct themselves with integrity and to the highest standards of conduct, set out in the World Rowing Code of Ethics (“Code”) (World Rowing Statutes (“Statutes”), Appendix S11), and the Olympic values.

World Rowing Participants are expected to conduct themselves in a manner that is fully consistent with the highest standards of behaviour upon which World Rowing’s reputation rests.

In order to further World Rowing’s commitment to a positive, safe and respectful and sport environment, this Policy facilitates the reporting of concerns about behaviour, or prohibited behaviour; breach, or potential or suspected breach, by providing an additional mechanism to report such behaviour, including if desired, reporting anonymously.

### **3. APPLICABILITY and SCOPE**

This policy does not replace other policies and procedures such as World Rowing’s Safeguarding Policy, the Code, or statutory reporting procedures. For example, if an employee has a grievance about their working conditions, they should use the reporting procedure set out in World Rowing’s Staff Handbook. Similarly, if a national team athlete has a Complaint about the conduct of another member of their team (e.g. that they are not treating individuals with respect) they should raise this with their Federation under the Federation’s policies and procedures which must be in line with the Code, by which all Member Federations must abide.

### **4. POLICY STATEMENTS**

1. Anyone can make a complaint related to World Rowing about matters that fall under its jurisdiction as defined in the Statutes, Art. 56.
2. World Rowing Participants, defined in the Statutes Art. 56, are obliged to raise concerns and complaints promptly.

3. All complaints received by World Rowing will be treated seriously and in line with the relevant procedure.
4. No person making a complaint in good faith will be discriminated against or be the subject of retaliatory behaviour by World Rowing.
5. Any person found to be making a malicious or intentionally false complaint may be subject to sanctions or disciplinary action by World Rowing.

## **5. ANONYMITY**

Reports and Complaints may be made anonymously. World Rowing will endeavour to investigate all Complaints in line with the relevant policy. However, it will not be possible to contact the complainant, where a complaint is made anonymously, to acknowledge receipt, verify evidence or to report the outcome or conclusion of any investigation.

## **6. CONFIDENTIALITY**

To the extent possible, reports, Complaints, witness statements and other documents produced under this Policy or shared in an investigation, shall be held securely and in confidence by World Rowing. However, no guarantees of confidentiality can be made by World Rowing:

Information may be shared where required, for example:

- a. when criminal conduct may be involved;
- b. when it is felt to be necessary to protect others from harm such as harassment, discrimination, violence or any other potential breaches of the Code;
- c. when required to ensure fairness or natural justice in the procedures contemplated by this Policy;
- d. in the course of an investigation by a law enforcement agency;
- e. to protect the interests of World Rowing; and,
- f. when required by law.

## **7. REPRISALS**

World Rowing will ensure that no one who raises a Complaint in good faith is discriminated against or disadvantaged because of their action.

Any World Rowing Participant who retaliates against someone who has reported a concern in good faith will be subject to sanctions in accordance with the Code.

Any person found to have knowingly make a groundless or false allegation or knowingly provided false information may be subject to sanctions under the Code.

Any person who has reasonable grounds to believe that a reprisal has occurred may file a Complaint under the Code.

#### **8.PROCEDURE - what happens after I make a complaint?**

A Complaint can be reported in confidence using the World Rowing's online Whistleblower Form, in person or by mail. The required reporting information is outlined on the Whistleblower Form.

The Whistleblower Form will be received by the World Rowing's Governance Function who will acknowledge receipt and manage the Complaint in accordance with the Code or relevant policy. The complainant may be contacted for further information or evidence during any investigation. They will be updated with relevant information about the procedure and conclusion of any investigation on a confidential basis where, where this is possible.

If the Complaint refers to the President of World Rowing, or to any member of the Executive Committee, the Complainant should make their complaint directly to the IOC Ethics Commission.