



**International Jump Rope Union  
Safe Sport Policy**

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## **IJRU Safeguarding Commitment**

1. The international sporting community is part of a movement looking to eliminate, globally, all forms of violence, abuse and harassment against athletes of all ages. The International Jump Rope Union (the “**IJRU**”) is committed to advancing a respectful sport culture that delivers quality, inclusive, accessible, welcoming and safe sport experiences.
2. The IJRU takes all situations involving discrimination, harassment, sexual harassment, breaches of its Code of Conduct, Code of Ethics, Safe Sport Policy, Anti-Doping Rules or other forms of misconduct very seriously. For this reason, the IJRU is committed to enacting and enforcing strong, clear and effective policies and procedures for preventing and addressing all forms of misconduct.
3. All athletes should be provided with the opportunity to participate fully in play and recreation activities and to do so in a safe, welcoming and respectful environment.
4. This Safe Sport Policy outlines the expected standards of behavior that are designed to create a safe sport environment by preventing, to the highest extent possible, inappropriate behavior from occurring. It contains policies and procedures to provide for consistent, timely, appropriate and meaningful action should any issues arise. These policies and procedures are available to the IJRU Participants, defined below, who are making an allegation that involves primarily the safety of the sport environment.
5. To ensure expected standards of behaviours are maintained throughout the entirety of the IJRU organization, IJRU authorities and all other individuals including officers, directors, agents, honorary members and volunteers acting on behalf of the IJRU are required to review and agree to abide by IJRU documents both during and outside of IJRU Official Activities frequently. These documents include the Code of Conduct, Code of Ethics, Anti-doping Rules and Safe Sport Policy.
6. While the IJRU leadership has a responsibility to protect its members, everyone in Jump Rope/ Rope Skipping has the responsibility to identify and respond to harassment and abuse. Our National Governing Bodies (“**NGBs**”) must demonstrate strong leadership by identifying and eradicating unacceptable practices and implementing preventative programs at a national level.
7. It will be the responsibility of each NGB to adopt and implement such policies. These efforts will be supported by the IJRU through the development of educational materials, sharing of best practices, and supporting NGBs through development, implementation and review.

## **Application of the Safe Sport Policy**

8. This Safe Sport Policy applies to Participants, as defined below. Participation in the IJRU is a privilege, not a right.

## **Jurisdiction and Responsibilities of the IJRU**

9. **Jurisdiction:** The IJRU has the jurisdiction to investigate and resolve allegations that a Participant engaged in one or more of the following when allegations are brought forward during the course of an IJRU Official Activity:
  - 9.1. Sexual Harassment or Abuse, including without limitation child sexual abuse and any misconduct that is reasonably related to an underlying allegation of Sexual Harassment or Abuse;
  - 9.2. Criminal Charges or Dispositions;
  - 9.3. Misconduct Relating to Reporting, where the underlying allegation involves Child Abuse or Sexual Abuse or Harassment;
  - 9.4. Misconduct related to Aiding and Abetting, Abuse of Process, or Retaliation, when it relates to the IJRU's processes;
  - 9.5. Other Inappropriate Conduct, as defined herein;
  - 9.6. Non-sexual Child Abuse;
  - 9.7. Emotional and physical misconduct, including Stalking, Bullying, Hazing, and Harassment;
  - 9.8. Violating Abuse Prevention Policies or other proactive policy violations.
10. Note that the IJRU has discretionary jurisdiction to investigate any of the above as they relate to an activity held by an NGB under the IJRU's jurisdiction. If the IJRU accepts discretionary jurisdiction, it will use the resolution procedures set forth herein.
11. **Responsibility:** The IJRU is responsible for ensuring the implementation of this Safe Sport Policy and other related IJRU documents including:
  - 11.1. Defining the roles of the IJRU Judicial Panels, including establishing operational rules through their respective Charters and Procedural Rules;
  - 11.2. Ensuring all IJRU officials understand and abide by the IJRU Safe Sport Policy, including attending frequent training;
  - 11.3. Informing all relevant parties of the procedures contained in this Safe Sport Policy and their rights under the law;
  - 11.4. Taking leadership for the development of resources relating to prevention, awareness, and education; and
  - 11.5. Ensuring there is a safe sport plan and reporting procedure in place based on this Safe Sport Policy and according to the law of the host location at all of the IJRU's Official Activities.

## **Jurisdiction and Responsibility of National Governing Bodies**

12. **Jurisdiction:** Before the IJRU exercises jurisdiction over particular allegations over which the IJRU has discretionary jurisdiction regarding a Participant, the relevant NGB has the authority to implement necessary and appropriate measures, up to and including a suspension, to address any allegations of misconduct.

13. The IJRU will issue a Notice of Jurisdiction when the IJRU determines it has jurisdiction over an allegation of Prohibited Conduct. When the IJRU exercises jurisdiction, the relevant NGB may implement any necessary safety plan(s) or temporary measure(s). The NGB shall inform the IJRU of any safety plan(s) or temporary measure(s) it imposes within seventy-two (72) hours of imposition.
14. **Responsibility:** Each NGB is responsible for:
  - 14.1. Developing and implementing policies and procedures for safeguarding and protecting participants from harassment and abuse;
  - 14.2. Ensuring such policies and procedures are alligned with the Safe Sport Policy and the IJRU Governing Documents;
  - 14.3. Ensuring all participants in Jump Rope/ Rope Skipping are aware and adhere to the IJRU Safe Sport Policy at IJRU Official Activities;
  - 14.4. Advising the IJRU of any disciplinary sanction imposed by the NGB relating to an incident that occurred at an IJRU Official Activity that was dealt with by the NGB; and
  - 14.5. Informing the IJRU on a ‘need to know’ basis of any temporary suspension or permanent exclusion of one of their members if it reasonably believes that they could present a risk to participants in Jump Rope/ Rope Skipping outside of the NGB concerned.

### **Responsibility of All Participants**

15. Everyone who attends an IJRU Official Activity has a responsibly to:
  - 15.1. Ensure that the Jump Rope/ Rope Skipping environment is free from non-accidental violence;
  - 15.2. Comply with the IJRU Safe Sport Policy, Code of Conduct, Code of Ethics and Anti-Doping Rules and specifically not engage in, allow, condone, or ignore incidents of harassment and abuse, and be supportive of other Participants’ concerns; and
  - 15.3. Report to the IJRU or relevant NGB any belief that a Participant has or is experiencing harassment or abuse.
16. Failure to comply with this Safe Sport Policy will be investigated and may ultimately result in disciplinary action against the individuals concerned.

### **Applicable Procedures**

17. The applicable procedures for reporting, investigating, and resolving alleged misconduct depends on the nature of the misconduct, as set forth in the Safe Sport Policy, IJRU Code of Conduct, Code of Ethics or Anti-Doping Rules. The procedures set forth herein shall be used, alongside the IJRU Procedural Rules, to resolve any matter over which IJRU accepts jurisdiction.

18. Responsibility for enforcement is as follows:
  - 18.1. The IJRU and relevant NGBs are responsible for enforcing eligibility determinations, sanctions, and temporary measures imposed by the IJRU.
  - 18.2. The IJRU and relevant NGBs are responsible for enforcing eligibility determinations, sections, and temporary measures imposed by NGBs.
  - 18.3. All issued eligibility determinations, sanctions, and temporary measures imposed by the IJRU shall be in effect immediately upon issuance.
19. The IJRU shall provide a Summary of Decision to relevant Participants and NGBs.
20. To ensure enforcement, NGBs shall require any organization that wishes to register as a member club, or other affiliate of the organization, to agree and comply with the Safe Sport Policy, and to enforce any sanctions or temporary measures imposed by the IJRU.

### **Objectives**

21. The objectives of this document and the IJRU Safe Sport Program which supports it are to:
  - 21.1. Promote the well-being, safety, and protection of all Participants;
  - 21.2. Streamline safeguarding across the sport of Jump Rope/ Rope Skipping;
  - 21.3. Create a strong foundation of education, training, policies and procedures that address issues of harassment, abuse, discrimination and misconduct in the sport of Jump Rope/ Rope Skipping;
  - 21.4. Create a safe and positive environment where athletes can develop and compete, and where coaches, judges and officials can work effectively and ethically;
  - 21.5. Ensure the IJRU aligns with and meets all international obligations for protecting and safeguarding its Participants, particularly children and vulnerable adults including Athletes with Disabilities.
22. This document aims to assist the IJRU in upholding its core values as outlined in section C 4 and C 5 of the IJRU Constitution, and create a safe, fair and inclusive environment for everyone associated with Jump Rope/ Rope Skipping. It aligns with the IJRU's commitment to ensure every member of the IJRU is treated with respect and dignity and is protected from discrimination, harassment and abuse.
23. The Safe Sport Policy is guided by international frameworks. This document aligns with those frameworks and contextualizes them for the Jump Rope/ Rope Skipping context and community.
24. This document sets out a unified reference for the Jump Rope/ Rope Skipping community that describes the forms of harassment and abuse which may take place in the sporting environment to:
  - 24.1. Ensure everyone involved in Jump Rope/ Rope Skipping understand that all forms of non-accidental violence are unacceptable and will not be tolerated;

- 24.2. Enable anyone who has witnessed or experiences harassment or abuse within Jump Rope/ Rope Skipping to report the incident without fear of victimization or retaliation;
  - 24.3. Ensure an appropriate and coordinated response to any incidents or harassment or abuse within or connected to participation of Jump Rope/ Rope Skipping, irrespective of whether they arise at the national or international level; and
  - 24.4. Implement effective measures that minimize the likelihood of incidents of harassment and abuse.
25. This framework is designed so that this document may be adopted by any Continental Organization or National Governing Body in its member protection policies.
26. Note that this document is one within the IJRU Safe Sport Program. The Safe Sport Program is comprised of multiple elements that are required to ensure the IJRU is able to meet its commitment to Safe Sport. The Safe Sport Program will consist of multiple types of efforts including:
- 26.1. Policies and procedures;
  - 26.2. Case management services;
  - 26.3. Training and education; and
  - 26.4. Facilitation of support.

### **Amendments**

27. This Code may be amended from time to time upon approval by the IJRU Board of Directors to ensure it adequately meets the IJRU's responsibilities and is up to date with current research and best practices in the area of Safe Sport.

### **Definitions**

28. If there are capitalized terms used in this Safe Sport Policy that are not defined, they will take on the definition as set out in other IJRU Governing Documents.
29. *Athletes with Disabilities* – means those who have long term mental, intellectual or sensory impairments that, in interaction with certain barriers, may hinder their full and effective participation in society on an equal basis with others.
30. *Child* – means every human being below the age of 18 years unless, under the law applicable to the Child, majority is attained earlier.
31. *Allegation (or Complaint)* – means, in addition to its prescribed meaning in the IJRU Ethics Panel – Procedural Rules, the written or oral submission(s) outlining alleged Prohibited Conduct under this Safe Sport Policy.

32. *Consent* – means informed, voluntary, and active agreement that is clearly demonstrated by words or actions. Consent cannot be obtained by force, from someone who lacks capacity, or when a power imbalance exists.
33. *Electronic Communication* – means any form of communication or information exchange that is transmitted through electronic means, including but not limited to emails, text messaging, instant messaging and posts on social media platforms.
34. *Notice of Jurisdiction* – means an official notice to an NGB from the IJRU that the IJRU will be investigating an Complaint/ Allegation of Prohibited Conduct.
35. *Participant* – means National Governing Bodies and their representative athletes, members of the athlete entourage, coaches, judges and medical personnel participating in IJRU Official Activities, as well as the IJRU authorities and all other persons including officers, directors, agents, honorary members, officials, registered participants and volunteers acting on behalf of the IJRU (collectively “**Participants**”).
36. *Power Imbalance* – means situations where an individual has more power or authority than another person in a relationship or setting that can create an opportunity for exploitation, abuse or maltreatment. The Power Imbalance can be based on factors such as age, gender, position, reputation, or expertise.
37. *Prohibited Conduct* – means actions or behaviors that are deemed inappropriate, harmful, or illegal. Note that behaviors or inaction that are not immediately harmful but fall beneath the required standards should be addressed. Some poor practice may lead to suspicions about an individual’s motivation, even where no harm is intended (i.e., being alone with a child, excessive or inappropriate touching, etc.). The following definitions outline IJRU Prohibited Conduct:
  - 37.1. *Abuse of Process* – means a violation of this Safe Sport Policy through direct or indirectly abusing or interfering with the IJRU’s process by: (a) falsifying, distorting or misrepresenting information, the resolution process, or an outcome, (b) destroying or concealing information; (c) attempting to discourage an individual’s proper participation in, or use of, the IJRU’s processes; (d) harassing or intimidating (verbally or physically) any person involved in the IJRU’s processes before, during, or following proceedings; (e) publicly disclosing a Complainant’s identifying information; (f) failing to comply with a temporary measure or other sanction; (g) distributing or otherwise publicizing materials created or produced during an investigation, except as required by law or as expressly permitted by the IJRU; (h) influencing or attempting to influence another person to commit abuse of process; or (i) having another individual take any part of or complete any IJRU-required training for them.
  - 37.2. *Aiding and Abetting* – means knowingly aiding, assisting, facilitating, promoting, or encouraging the commission of Prohibited Conduct by a Participant; allowing



any person who has been suspended or otherwise deemed ineligible by the IJRU to be associated with an organization affiliated with the IJRU, including coaching and instructing participants, and having an ownership interest in a facility or organization; and allowing a person to violate the terms of any Temporary Measures or sanctions imposed by the IJRU.

- 37.3. *Bullying* – means unwanted, repeated and intentional, aggressive behavior usually among peers, and can involve a real or perceived power imbalance. Bullying can include actions such as making threats, spreading rumors or falsehoods, attacking someone physically or verbally and deliberately excluding someone, including through the use of Electronic Communications
- 37.4. *Child Abuse* – refers to any act of behaviour that causes harm, potential harm or poses a risk of harm to a Child.
- 37.5. *Criminal Charge or Disposition* – refers to when an individual has been subject to any disposition or resolution of a criminal proceeding, other than an adjudication of not guilty. It also includes when an individual has a pending criminal charge or warrant for arrest.
- 37.6. *Hazing* – means an organized, usually team-based, form of bullying in sport, involving degrading and hazardous initiation of new team members by veteran team members.
- 37.7. *Harassment* – means repeated or severe conduct that causes fear, humiliation or annoyance; offends or degrades; creates a hostile environment; reflects discriminatory bias in an attempt to establish dominance, superiority or power based on age, race, ethnicity, culture, religion, national origin or mental or physical ability, including through the use of Electronic Communication.
- 37.8. *Misconduct Relating to Reporting* – means actions that prevent or discourage individuals from reporting incidents of Prohibited Conduct or prevent them from accessing the reporting mechanism. Misconduct Relating to Reporting includes, but is not limited to:
- 37.8.1. Failure to Report: occurs when an adult Participant fails to report actual or reasonably suspected Prohibited Conduct to the IJRU and, when appropriate, to law enforcement; and
  - 37.8.2. Intentionally Filing a False Allegation: occurs when a Participant makes a knowingly false allegation that a Participant engaged in Prohibited Conduct. This is different than an unsubstantiated allegation which is when there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable misconduct, an unsubstantiated allegation alone is not ground for a Policy obligation.
- 37.9. *Neglect* – means the failure of parents or care givers to meet a child’s physical and emotional needs or failure to protect a child from exposure to danger. This definition applies to coaches and athlete entourages.
- 37.10. *Negligence* – means acts of omission regarding athlete safety. For example, denying an athlete food or drink; insufficient rest and recovery, failure to provide a safe

physical training environment or developmental age-inappropriate or physique-inappropriate training methods.

37.11. *Other Inappropriate Conduct* – means other acts that are Prohibited Conduct under this Policy, but do not fall under the specific definitions. This conduct is also prohibited when it occurs with the use of Electronic Communications. This includes:

- 37.11.1. An adult Participant engaging in an intimate or romantic relationship where a Power Imbalance exists;
- 37.11.2. Intentionally exposing private areas, or forcing another to do so when there is a Power Imbalance, or to a Child or Adolescent;
- 37.11.3. Engaging in inappropriate physical contact with a Participant when there is a Power Imbalance, including but not limited to touching, slapping or contacting the buttocks or genitals, excessively touching or hugging a Participant;
- 37.11.4. Willfully tolerating any form of Prohibited Conduct when there is a Power Imbalance between that Participant and the individual(s) being subjected to the Prohibited Misconduct.

37.12. *Physical Abuse* – means non-accidental trauma or physical injury that has the potential to harm an athlete. Physical abuse includes:

- 37.12.1. Contact violations: punching, biting, striking, hitting with objects; and
- 37.12.2. Non-contact violations: isolating a person in a confined space, forced or mandated inappropriate physical activity, encouraging or knowingly permitting an athlete to return to sport prematurely following a serious injury, denying adequate hydration, nutrition, sleep, or medical attention, forced alcohol consumption, or systematic doping practices.

37.13. *Psychological Abuse* – a pattern of deliberate, prolonged, repeated non-contact behaviors within a power differentiated relationship. This form of abuse is at the core of all other forms. In this document, we refer to psychological abuse in recognition that the psyche consists of more than just emotions. It also consists of cognitions, values and beliefs about oneself and the world. The behaviors that constitute psychological abuse target a person’s inner life in all its profound scope. Psychological abuse includes:

- 37.13.1. Verbal acts: verbally assaulting or attacking someone personally using language, words, or tone to hurt, intimidate, or control another person, including but not limited to name-calling, mocking, yelling, blaming, belittling, threatening and using sarcasm;

- 37.13.2. Physical acts: repeated or severe physically aggressive behaviors, including but not limited to, throwing sports equipment, water bottles or chairs, punching or kicking objects;
  - 37.13.3. Neglect: as defined herein;
  - 37.13.4. Stalking: purposefully engaging in conduct directed at a specific person that can, or ought to be recognized as causing a reasonable person to fear for their safety, fear for the safety of a third person, or experience emotional distress, including through the use of electronic media; and
  - 37.13.5. Exclusion: intentionally preventing someone from participating in an activity or event, from accessing a certain space or resource, including but not limited to physical barriers, social exclusion, or verbal communication.
  - 37.13.6. Abuse through Electronic Communications: any behaviour or action that is intended to cause emotional or psychological harm to another person through the use of electronic communication channels.
- 37.14. *Retaliation* – means an adverse action or threat to take any adverse action against any person related to allegations of Prohibited Conduct. Adverse actions include, but are not limited to threatening, intimidating, harassing, coercing, or any other conduct with the potential effect of dissuading any reasonable person from reporting Prohibited Conduct or engaging in an activity related to reporting or investigative processes.
- 37.15. *Sexual Abuse* – means any conduct of a sexual nature whether non-contact, contact or penetrative, where Consent is coerced, manipulated, or is not or cannot be given. For clarity, this includes nonconsensual sexual contact, nonconsensual sexual intercourse, sexual exploitation, exposing a minor to sexual content or imagery and sexual hazing.
- 37.16. *Sexual Harassment* – means any unwanted and unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, physical or otherwise. It also includes, harassment related to gender, sexual orientation, gender identity, or gender expression, which may include acts of hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature when:
- 37.16.1. Submission to such conduct is made a term or condition of any person’s standing in sport, or participation in Official Activities, sports programs, or activities whether verbal, non-verbal or physical, or when submissions to or rejection of such conduct is used as the basis for sporting decisions affecting the individual; or
  - 37.16.2. Such conduct creates a hostile environment.
- 37.17. *Violating Abuse Prevention Policies* – means violating any provision of abuse prevention policies adopted by an NGB or the IJRU. These policies set standards for professional boundaries, minimize the appearance of impropriety, and have the effect of preventing boundary violations and prohibiting grooming tactics. These

policies may address overnight travel rules, massages, social media and electronic communications, photography, locker rooms, one-on-one meetings, and gifting.

38. *Summary of Decision* – means an official summary, released by the IJRU, that outlines the facts, investigation, and result of the procedure following the receipt of a Complaint/ Allegation.

## **Reporting**

39. General reporting requirements include:
- 39.1. Adult Participants **must** know their reporting requirements under this Safe Sport Policy. During an IJRU Official Activity held in person, adult Participants must also know their reporting obligations under the law of that location. Lack of knowledge about a reporting obligation is not a defense.
  - 39.2. Nothing in this Safe Sport Policy shall be construed to require a victim of child abuse or other misconduct to self-report.
  - 39.3. No one should investigate suspicions or allegations of Prohibited Conduct or attempt to evaluate the credibility or validity of allegations as a condition of reporting to the IJRU.
  - 39.4. Adult Participants must follow any other reporting requirements imposed by their organization.
  - 39.5. Reports to the IJRU can be made through the IJRU website, or by email to [ethics@ijru.sport](mailto:ethics@ijru.sport) at any time. There will be specific contacts for reporting during IJRU Official Activities that will be disseminated to all Participants at the relevant time.
40. Reporting requirements relating to Child Abuse, including Child Sexual Abuse include:
- 40.1. An adult Participant who learns of information or reasonably suspects that a child has suffered an incident of child abuse **must** immediately:
    - 40.1.1. Make a report to law enforcement;
    - 40.1.2. Make a report to IJRU; and
    - 40.1.3. Comply with any other applicable reporting requirements of the geographic location.
41. The following Prohibited Conduct **must** be reported to the IJRU immediately:
- 41.1. Information learned by an adult Participant leading to the suspicion that an incident of Sexual Harassment or Abuse has occurred;
  - 41.2. Criminal Charges or Dispositions involving sexual misconduct or misconduct involving Children;
  - 41.3. Misconduct relating to Aiding and Abetting or Abuse of Process; and
  - 41.4. Retaliation.

## **Anonymity**

42. Allegations may be made anonymously to the IJRU. Anonymity means that the IJRU will not know the personally identifying information of the reporting individual. It does not mean that the underlying information will be protected.
43. However, an anonymous allegation may limit the IJRU's ability to investigate and respond to it. If an adult Participant reaches out anonymously, it may not be possible for the IJRU to verify that mandatory reporting obligations have been satisfied.
44. *Consequently, the IJRU strongly encourages adult Participants to provide their name and contact information when reporting.*

## **Resolution Procedures & Consequences/Sanctions**

45. At this time, the resolution of a Complaint/ Allegation will follow the IJRU Ethics Panel - Procedural Rules with the following amendments and exceptions:
  - 45.1. PR 5. Complaint Committee Formation will be amended to include the following:
    - 14.1.1.5 Members of any Safe Sport teams established by the IJRU may also be chosen to form the Ad Hoc Complaint Committee. This would be required in the case of a violation of the Safe Sport Policy or other related document.*
  - 45.2. PR 7. Sanctions will be amended to include:
    - 33a. Sanctions*
      - 33a.1. Sanctions available to any Safe Sport team established by the IJRU may be in the form of:*
        - 33a.1.1. Written warning;*
        - 33a.1.2. Probation;*
        - 33a.1.3. Suspension or other eligibility restrictions;*
        - 33a.1.4. Ineligibility;*
        - 33a.1.5. Permanent ineligibility; and*
        - 33a.1.6. Other discretionary sanctions.*
  - 45.3. The following relating to temporary measures will be added to the Procedural Rules:
    - PR 6a. Temporary Measures*
      - 31a. The IJRU may implement temporary measures at any time. They shall be effective immediately upon notice, unless stated otherwise. Temporary measures will remain in effect until the IJRU expressly removes them.*
        - 31a.1 When implementing a temporary measure, the IJRU evaluates whether:*
          - (a) the measure is reasonable appropriate based on the seriousness of the allegations and the facts and circumstances of the case;*
          - (b) the measure is reasonably appropriate to maintain the safety or well-being of any Participants;*
          - or (c) the allegations against the Respondent are sufficiently serious that the Respondent's continued participation in the sport could be detrimental to the best interest of the sport and its Participants.*

*31a.2 Temporary measures may include, but are not limited to: altering training schedules, implementing contact limitations, implementing measures prohibiting one-on-one interactions, and suspension from participation in some or all aspects of the Official Activity. If measures require monitoring or chaperoning, the Respondent may be required to locate, arrange and pay for some of all of those services as a condition of continued participation pending the completion of the investigation.*

*31a.3 Failure to comply with temporary measures constitutes an independent violation of the Safe Sport Policy.*

- 45.4. The following relating to public disclosure will be added to the Procedural Rules:  
*PR 9 Public Disclosure*
- 39. IJRUs decisions, investigation reports, and other work products are confidential matters. The following documents or evidence related to the response and resolution process must remain confidential, in that they may not be disclosed outside of the proceedings, except as may be required by law or authorized by IJRUs:*
- 39.1 The Investigation Report and any documents or evidence attached thereto including interview statements of a Complainant, Respondent, or other witnesses,*
- 39.2 Any audio recording or transcripts of those recordings created as part of the investigative process*
- 39.3 All documents or evidence submitted to or prepared by the arbitrator, including any hearing transcripts, may disclose the outcome of the matter*
40. *While the physical documentation must remain confidential, the relevant NGB or its affiliate may disclose the outcome of the matter to those parties or organizations with a need to know so the outcome can be properly effectuated or understood.*
41. *While IJRUs does not impose any restrictions, subject to Abuse of Process, on a Complainant's or Respondent's ability to discuss the incident, their participation in the IJRUs process, or the outcome, if any person or entity misrepresents the process, the underlying facts, or the outcome, the IJRUs reserves the right to publicly correct the record.*
- 45.5. Note that in the case of Prohibited Conduct reported during the course of an IJRUs Official Activity, timelines and processes under the Procedural Rules may be altered to provide expedient temporary measures and to ensure the safety of all Participants stays a top priority.