



Child Safety Policy for Gothia Cup

Background

All Gothia Cup's activities are to be safe for children. We have routines and practices to ensure that Gothia Cup provides a safe environment for children. This is a basic principle.

Fundamental values

Gothia Cup should be a safe tournament for children. We have zero tolerance for all forms of discrimination, harassment, violence, sexual abuse and exploitation of children. We do not accept any behaviour that violates this policy.

The policy states:

- A child is a person under 18 years of age
- All children are equally valuable, have the same rights and must never be discriminated against, regardless of skin color, gender, nationality, ethnic or social region of the child or parent/guardian.
- All children have the right to freedom from discrimination, abuse, violence, harm, sexual abuse and exploitation.
- Gothia Cup informs its participants and works to make them aware of their right to be free from discrimination, harassment, violence, sexual abuse and exploitation.

Gothia Cup's child safety policy is available on My Team Info, for leaders to take part of. When registering a team for Gothia Cup, the team leader verifies that they have read the child safety policy and that they have informed all participants about the content of it.

Extent

Every child who participates in Gothia Cup is to be protected in accordance with this policy by having our officials being aware of the content and action plans for appropriate measures. Gothia Cup works actively to make the children in our activities and their leaders aware of and understand the importance of this policy and how to report any deviations from the policy. Gothia Cup may ask officials at random for a copy of their criminal records, verified by the Swedish police.

The policy applies to:

1. All staff and officials, whether working full-time or part-time
2. Personnel employed on short-term contracts, e.g. consultants
3. All participants in the Gothia Cup (both children (players) and adults (leaders)).
4. Staff and representatives of partner organizations and individuals, groups and organizations with a formal or agreed connection with the Gothia Cup that involves contact with children.

The persons listed above have an obligation:

- To act in accordance with this policy
- To immediately and in accordance with Gothia Cup's reporting procedures communicate suspicions that a child has been subjected to any form of discrimination, harm, crime, physical or psychological violence, sexual abuse or exploitation.
- To know where and how to report suspicions of abuse and ensuring that the suspicions are investigated.
- To define, minimize and avoid situations that may expose children to risk.
- To identify and avoid situations where staff behavior can be misinterpreted.

Reporting should take place when:

- You see, suspect or receive a report that a child has been neglected to something in our fundamental values.
- A child reports a violation of this policy or abuse.

Who can report?

Firstly, the idea is that an adult Gothia Cup employee, official, partner or participant can report misconduct. However, persons with no official or agreed connection to Gothia Cup can also report misconduct in Gothia Cup's activities.

How are irregularities or deviations from this policy reported?

Gothia Cup participants, partners or other persons report misconduct and/or deviations from this policy to safeguardingpolicy@gothiacup.se, at Exercishuset at Heden during the Gothia Cup week or as below.

What should be included in a report?

1. Information about what has happened/is going on
2. Information about when and where it happened/is happening
3. Description of who was/are involved
4. Information if you suspect this may happen again
5. Attachments such as photos or copies of text messages can be helpful
6. Any other information that you think may be important

Can I be anonymous?

Yes, you can of course be anonymous in your report, but it is easier to investigate if you state who you are. You can use an anonymous email address, call anonymously, or contact Gothia Cup through an agent if you want to provide information about a case without revealing your name.

What happens after I report misconduct?

If you have chosen not to be anonymous, you will always receive confirmation that your report has been received; either direct confirmation when you submit an oral report or via email when you submit a written report. Once a report is received, an initial assessment is made which charts what has happened and whether further investigation is needed. You will then receive feedback with information about the case being closed or if the case will be further investigated.

Can the person(s) involved take part of the information in a report?

Whilst initializing an investigation, the person(s) involved in the investigation should be informed. If informing the person(s) involved would in any way jeopardize the investigation, the information may be delayed until there is no longer risk that the

investigation will be affected. However, the person(s) involved in the investigation are always informed before the information is used for measures that concern them.

What happens after a case is closed?

After the internal investigation within Gothia Cup's organization has been completed, the persons involved will be contacted and notified of the outcome.

Questions

If you have questions about reporting misconducts, you can contact Gothia Cup primarily via safeguardingpolicy@gothiacup.se.