



South African Lacrosse Association Safe Sport Implementation Guide

Implementation Monitoring Officer: [To be appointed]

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Policy Owner: The South African Lacrosse Association Executive Board

1. Purpose

This guide turns SALA's safeguarding and gender-based violence (GBV) prevention principles into operational steps. It ensures that every player, coach, official, and volunteer participates in a safe, respectful, and supportive environment, free from harassment, abuse, neglect, or exploitation to protect children, youth, and women in every programme.

2. Core Commitments

1. **Zero Tolerance Policy** for all forms of violence, abuse, discrimination, or harassment.
2. **Child & Vulnerable Adult Protection** is the shared responsibility of *every* SALA member.
3. **Prevention is proactive** — risk is addressed before harm can occur.
4. **Player-centred safeguarding** — every safety measure prioritises players' dignity, privacy, and wellbeing.
5. **Transparency & Accountability** — clear processes, visible reporting options, and public accountability.

3. Safeguarding Structure

- **National Safeguarding Officer (NSO):** Oversees policy implementation, training, and compliance.
- **Provincial Safeguarding Leads (PSLs):** Coordinate safeguarding at local level, support coaches, and monitor facilities.

- **Club Safeguarding Contacts (CSCs):** First point of contact for concerns at each training or event.

4. Pre-Participation Requirements

4.1 Screening

- **Police clearance certificates** for all adults in supervisory roles.
- **Reference checks** with previous employers/volunteer organisations.
- **Written commitment** to SALA Code of Conduct & Anti-Harassment Policy.

4.2 Training

- **Mandatory safeguarding induction** before first activity, covering:
 - Recognising signs of abuse or exploitation
 - Safe communication with minors
 - Power dynamics and boundary-setting
 - GBV prevention and bystander intervention
 - Emergency response procedures

5. Safe Coaching & Interaction Rules

5.1 Boundaries

- No coach/volunteer to be alone with a child in a closed or isolated space.
- Physical contact must be **appropriate to the sport**, brief, and explained to the player.
- No private electronic communication with players — use group channels or monitored accounts.

5.2 Facility Safety

- Separate, private changing areas for male and female participants.
- Adequate lighting in all practice and match areas.
- Transport arrangements that avoid a single adult being alone with a single child.

5.3 Travel & Camps

- Written parental consent for all trips.
- Ratio of **minimum 1 adult to 8 children**, with at least one female supervisor for girls' teams.
- Separate sleeping arrangements for male and female participants and staff.

6. Preventing Violence & Sexual Assault

6.1 Player Education

- Integrate short **safe boundaries & consent workshops** into training schedules.
- Encourage players to speak up if they feel uncomfortable or unsafe.

6.2 Coach/Volunteer Practice

- Avoid favouritism or exclusive mentoring relationships with a single player.
- Monitor peer-to-peer interactions to prevent bullying or harassment.
- Intervene immediately if inappropriate language, gestures, or behaviour occur.

7. Reporting & Response

7.1 Reporting Channels

- **In-person** to Club Safeguarding Contact (CSC)
- **Email hotline** to National Safeguarding Officer (confidential)
- **Anonymous SMS/WhatsApp line** for urgent concerns

7.2 Response Protocol

1. **Immediate safety** — remove the alleged perpetrator from contact with players.
2. **Listen & document** — record the concern exactly as reported.
3. **Report to NSO & relevant authorities** within 24 hours if harm is alleged.
4. **Support the survivor** — ensure access to counselling, medical care, and trusted adults.
5. **Follow up** — provide updates to the survivor and family on the case status.

8. Monitoring & Compliance

- **Quarterly facility audits** by PSLs to check safety conditions.
- **Annual safeguarding refresher training** for all coaches and volunteers.
- **Incident log reviews** at SALA board meetings.

9. Embedding Safety in Programme Design

- Every **community clinic** starts with a visible reminder of the Code of Conduct.
- Girls' teams must have **female coaches or chaperones** present at all sessions.
- All **fortnightly training programmes** include life skills and GBV prevention education alongside sport.

10. Communication & Culture

- Promote a **culture of respect and equality** where harmful behaviour is challenged immediately.
- Celebrate **positive role models** who embody SALA's safety and equity values.
- Ensure all safety materials are available in **local languages** and accessible formats.

11. Review Cycle

- Annual **public report** on safeguarding cases, resolutions, and improvements.
- Full **policy review every 3 years** in consultation with players, coaches, and community partners.