



Safeguarding & Child Protection Policy

Last Reviewed: 1/1/2026

Next Review: 1/1/2027

1. Policy Statement

Global Image Sports (GIS) is fully committed to safeguarding and promoting the welfare of all children, young people, and vulnerable adults who participate in our programs, tours, events, and activities.

We recognize our responsibility to take all reasonable steps to protect participants from harm, abuse, neglect, and exploitation, both domestically and internationally. GIS adopts a zero-tolerance approach to abuse of any kind and operates in alignment with the principles of the U.S. Center for SafeSport, international safeguarding best practices, and applicable local laws when traveling abroad.

2. Scope of This Policy

This policy applies to:

- All GIS employees, directors, contractors, consultants, and volunteers
- Tour leaders, coaches, chaperones, and support staff
- Partner organizations and service providers engaged by GIS
- All participants under the age of 18
- Vulnerable adults participating in GIS activities
- All GIS activities, including domestic and international travel, events, training, matches, accommodations, and digital engagement

3. Safeguarding Principles

GIS is guided by the following principles:

- The welfare of the child is paramount
- All children and young people have the right to be safe and protected
- Safeguarding is everyone's responsibility
- Concerns must be reported promptly and appropriately
- All allegations will be taken seriously and handled fairly
- Confidentiality will be maintained where possible, without compromising safety



4. Roles & Responsibilities

Safeguarding Lead

GIS will appoint a Designated Safeguarding Lead (DSL) responsible for:

- Overseeing safeguarding policies and procedures
- Acting as the primary contact for safeguarding concerns
- Liaising with external authorities when required
- Ensuring staff compliance with safeguarding standards

Safeguarding Lead:

Name: Mary Hemans

Email: mhemans@globalimagesports.org

All Staff & Representatives

All individuals working with GIS are responsible for:

- Understanding and following this policy
- Completing required safeguarding training
- Maintaining professional boundaries
- Reporting concerns immediately

5. Code of Conduct

All GIS staff and representatives must:

- Treat all participants with respect and dignity
- Maintain appropriate professional boundaries at all times
- Avoid being alone with a participant where possible (one-to-one situations must be justified and documented)
- Never engage in physical, emotional, sexual, or verbal abuse
- Never engage in bullying, intimidation, or harassment
- Never use alcohol, drugs, or inappropriate substances while supervising participants
- Never engage in inappropriate communication (including social media or messaging)



6. Recognizing Abuse & Neglect

Abuse may include, but is not limited to:

- Physical abuse
- Sexual abuse or exploitation
- Emotional or psychological abuse
- Neglect
- Bullying or harassment
- Grooming behavior
- Online or digital abuse

GIS acknowledges that abuse can occur in any environment and may be perpetrated by peers, adults, or authority figures.

7. Reporting Safeguarding Concerns

Immediate Risk

If a participant is in immediate danger:

- Contact local emergency services immediately
- Inform the GIS Safeguarding Lead as soon as possible

Non-Emergency Concerns

All safeguarding concerns must be reported without delay to:

- The GIS Safeguarding Lead
- Or a senior GIS representative if the DSL is unavailable

Reports should include:

- Date, time, and location
- Names of individuals involved
- Description of concern (facts only, no assumptions)
- Any immediate actions taken

GIS will respond promptly, confidentially, and appropriately.



8. Whistleblowing

GIS encourages an open culture where safeguarding concerns can be raised without fear of retaliation. Any individual who reports concerns in good faith will be supported and protected.

9. Online Safety & Digital Communication

GIS staff must:

- Use professional communication channels only
- Avoid private or personal messaging with minors
- Never request or share inappropriate images or content
- Follow GIS social media and photography guidelines

10. Travel, Accommodation & Supervision

When traveling domestically or internationally, GIS will ensure:

- Appropriate adult-to-participant supervision ratios
- Clear rooming policies (no adult sharing rooms with minors unless parent/guardian)
- Clear curfews and supervision schedules
- Emergency contact procedures in place
- Clear expectations for conduct while abroad

GIS conducts risk assessments for international travel destinations and partners with reputable accommodation and transport providers.

11. Photography & Media Use

- Parental consent will be obtained for photography and media use
- Images will be respectful and appropriate
- No images will be used to exploit, demean, or endanger participants



12. Responding to Allegations

All allegations will be:

- Taken seriously
- Handled promptly and confidentially
- Reported to appropriate authorities when required
- Managed in alignment with SafeSport and legal obligations

GIS reserves the right to suspend individuals from duties pending investigation where safeguarding concerns arise.

13. Training & Background Checks

GIS requires:

- Criminal background checks for staff working with minors
- Completion of U.S. Center for SafeSport training or equivalent
- Ongoing safeguarding education and awareness

14. International Considerations

When operating internationally, GIS will:

- Comply with U.S. safeguarding standards
- Respect local laws while maintaining GIS safeguarding principles
- Work with trusted partners who share safeguarding commitments

15. Policy Review

This policy will be reviewed annually or following any safeguarding incident, legislative change, or operational update.

16. Contact Information

For safeguarding concerns, contact:
Global Image Sports – Safeguarding Lead
Email: mhemans@globalimagesports.org