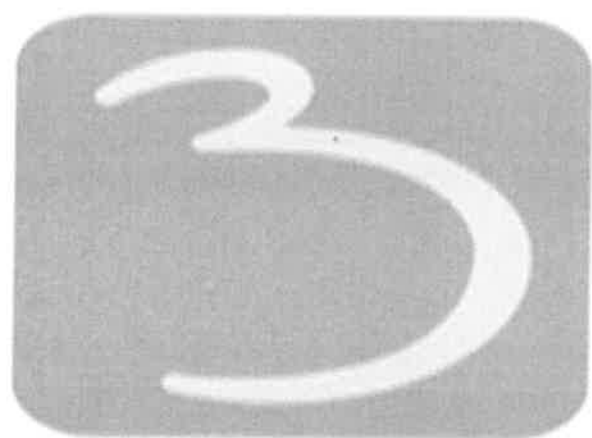


BOXING SA SAFEGUARDING POLICY



***Boxing
South
Africa***

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BOXING SOUTH AFRICA SAFEGUARDING POLICY

A Policy for the Protection of All Participants, with a Specific Focus on the Safety of Women in Boxing

PREAMBLE

WHEREAS Boxing South Africa (Boxing SA) is the national regulatory body for the sport of boxing in the Republic of South Africa, established in terms of the South African Boxing Act, 2001 (Act No. 11 of 2001) (hereinafter "the Act");

WHEREAS the objects of Boxing SA include the control, management, and development of professional and amateur boxing, and to ensure the sport is conducted with due regard to the safety and welfare of all boxers;

WHEREAS the South African Boxing Regulations, 2004, as amended, provide the framework for the registration of boxers, trainers, managers, and seconds, and for the proper conduct of boxing tournaments;

WHEREAS Boxing SA is committed to creating a safe, inclusive, and respectful environment free from all forms of harassment, abuse, violence, and neglect for everyone involved in the sport, including boxers, coaches, officials, administrators, and volunteers;

WHEREAS Boxing SA recognises that women and girls in boxing are particularly vulnerable to gender-based discrimination, harassment, and abuse, and that proactive measures are required to ensure their safety and dignity;

WHEREAS Boxing SA acknowledges its moral and legal duty to protect women and vulnerable adults, and to take action against any form of discrimination and violence in sport, consistent with the Constitution of the Republic of South Africa, 1996, the Criminal Law (Sexual Offences and Related Matters) Amendment Act 32 of 2007, the Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000, and the Children's Act 38 of 2005.

NOW, THEREFORE, Boxing SA adopts this Safeguarding Policy (hereinafter "the Policy") to give full effect to its commitment to the safety and well-being of all participants.

1. DEFINITIONS

In this Policy, unless the context indicates otherwise:

- **"Abuse"** means any form of physical, sexual, psychological, or emotional harm, or neglect.
- **"Act"** means the South African Boxing Act, 2001 (Act No. 11 of 2001).
- **"Athlete"** or **"Boxer"** means any person who participates in boxing, whether amateur or professional, male or female, of any age.
- **"Boxing SA"** means Boxing South Africa, established in terms of Section 2 of the Act.
- **"Bullying"** means unwanted, repeated, and intentional aggressive behaviour, which can include physical or verbal attacks, cyberbullying, social exclusion, and hazing.
- **"Child"** means any person under the age of 18 years, as defined in section 28 of the Constitution of the Republic of South Africa, 1996, and the Children's Act 38 of 2005.
- **"Gender-Based Violence"** refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality and includes sexual harassment, sexual abuse, and physical violence.
- **"Grooming"** means the deliberate process by which a person builds a relationship, trust, or emotional connection with a child, a Vulnerable Adult, or their family, with the intention of gaining access to, and lowering inhibitions of, that person for the purpose of sexual abuse or exploitation.
- **"Harassment"** has the meaning ascribed to it in the Protection from Harassment Act, 2011, and includes unwanted conduct which is persistent or serious and which demeans, humiliates, or creates a hostile or intimidating environment.
- **"Member"** means any Provincial Boxing Organisation, affiliate, club, or any other body recognised by Boxing SA.
- **"National Child Protection Register"** means Part B of the Register established in terms of Chapter 7 of the Children's Act 38 of 2005, recording persons found unsuitable to work with children; it is distinct from the National Register for Sex Offenders.

- **"National Register for Sex Offenders (NRSO)"** means the register established in terms of the Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007.
- **"Participant"** means any boxer, coach, trainer, manager, second, matchmaker, promoter, referee, judge, medical professional, administrator, official, staff member, volunteer, or any other person involved in activities under the jurisdiction of Boxing SA.
- **"Psychological Abuse"** means a pattern of deliberate, prolonged, repeated non-contact behaviours within a power-differentiated relationship. This can include verbal assault, belittling, shouting, isolating, ignoring, or humiliating an athlete.
- **"Regulations"** means the South African Boxing Regulations, 2004, as amended.
- **"Safeguarding Officer"** means the person or persons appointed by Boxing SA to be responsible for the implementation and management of this Policy.
- **"Sexual Abuse"** means any actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- **"Sexual Harassment"** means any unwanted, unwelcome, and unreciprocated conduct of a sexual nature, whether verbal, non-verbal, or physical.
- **"Vulnerable Adult"** means a person over 18 years of age who is or may be in need of services by reason of mental or other disability, age, or illness, and who is or may be unable to take care of themselves, or unable to protect themselves against significant harm, abuse, or exploitation.
- **"Form 22"** refers to an official document used to report suspected child abuse, sexual abuse or deliberate neglect under the Children's Act.

2. PURPOSE AND OBJECTIVES

The purpose of this Policy is to ensure that all participants in boxing can do so in a safe, supportive, and inclusive environment, free from any form of harassment or abuse. The key objectives are to:

- Prevent all forms of harassment and abuse within the boxing community.

- Protect all participants, with special emphasis on the safety of women, children, and vulnerable adults.
- Empower individuals to report concerns without fear of victimisation.
- Respond effectively and promptly to all reports and concerns.
- Ensure that all personnel working with female boxers are vetted against the **National Register for Sex Offenders** to guarantee a safe environment for women in the sport.
- Ensure that all personnel working with any boxer additionally obtain a South African Police Service (SAPS) criminal record clearance certificate, since the National Register for Sex Offenders (NRSO) alone does not record offences committed against adult women who do not meet the definition of a Vulnerable Adult.
- Comply with the statutory duties imposed by the South African Boxing Act, and the Criminal Law (Sexual Offences and Related Matters) Amendment Act.

3. APPLICATION AND SCOPE

This Policy applies to:

- All Participants as defined in Section 1 of this Policy.
- All activities, events, and tournaments conducted under the auspices of Boxing SA or its Members, whether on or off the premises, and including travel to and from events.
- All conduct occurring outside of boxing activities if it poses a risk to the safety or well-being of other Participants or brings the sport into disrepute.
- This Policy is binding on all Members. Failure by a Member to comply with its provisions may result in disciplinary action by Boxing SA, including the suspension or termination of its recognition or funding.

4. BOXING SA'S COMMITMENT TO SAFEGUARDING

4.1 Boxing SA has a zero-tolerance approach to all forms of harassment and abuse.

- 4.2 The safety and welfare of the boxer is the paramount consideration in all matters.
- 4.3 Boxing SA recognises that certain groups, including women and girls, children, and boxers with disabilities, are more vulnerable and require specific protective measures.
- 4.4 All participants have a right to be treated with dignity and respect.

5. SPECIFIC PROVISIONS FOR THE PROTECTION OF WOMEN IN BOXING

5.1 Boxing SA acknowledges the historical and societal vulnerabilities faced by women in sport and is committed to creating an environment that is safe, equitable, and empowering for all female participants.

5.2 Mandatory Vetting Against the National Register for Sex Offenders (NRSO):

- In line with the Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007, and as a fundamental measure to protect women and children, any person applying for registration or renewal of registration with Boxing SA in the capacity of a trainer, manager, second, coach, matchmaker, promoter, or any official who will have access to or authority over a female boxer, must provide a clearance certificate from the NRSO.
- The onus is on Boxing SA to ensure that a person's particulars are not recorded in the NRSO before confirming their registration.
- Failure by Boxing SA to conduct this check may render Boxing SA liable in terms of the Act.
- Any person who fails to disclose that their name appears in the NRSO, or who makes a false declaration regarding their status, will be immediately reported to the South African Police Service (SAPS) and will have their registration revoked.
- The Safeguarding Officer must note that the NRSO records only offences against children and persons falling within the statutory definition of a mentally disabled or otherwise vulnerable person; it does not, of itself, record offences committed against adult women generally. Accordingly, the SAPS criminal record clearance

certificate required under Section 7.2 of this Policy must always be obtained in addition to, and not instead of, the NRSO clearance.

- This vetting must be repeated every three (3) years.

5.3 Clear Policies on Gender-Based Violence and Harassment:

- Any form of gender-based violence, sexual harassment, or sexist behaviour (including inappropriate comments, jokes, or gestures) directed at a female boxer or any other female participant is strictly prohibited and will be treated as a serious disciplinary offence.
- This includes unwanted physical contact, stalking, and any conduct that creates a hostile or intimidating environment for women.

5.4 Safe Environments:

- Promoters and clubs must ensure that changing room facilities for female boxers are private, secure, and separate from those of male boxers.
- Where possible, female boxers should have a female official or designated, vetted chaperone present during medical examinations or weigh-ins where sensitive interactions occur.

5.5 Specific Provisions for the Protection of Child Boxers:

- No Participant may be alone with a Child boxer in a private or unsupervised setting, including during training, travel, or accommodation at tournaments; at least two adults, or an adult and the child's parent/guardian, must be present.
- Any photography, filming, or publication of images of a Child boxer requires the prior written consent of a parent or guardian, and images must not identify the child's home address, school, or other personal details.
- Electronic and social media communication between an adult Participant and a Child boxer must be transparent, professional in tone, and, where practicable, copied to a parent, guardian, or another adult official.
- All persons working with Child boxers must be vetted against both the National Register for Sex Offenders and the National Child Protection Register, in addition to obtaining a SAPS criminal record clearance certificate.

6. ROLES AND RESPONSIBILITIES

6.1 Boxing SA Board: Has overall responsibility for ensuring the implementation of, and compliance with, this Policy.

6.2 Boxing SA Safeguarding Officer(s):

- Boxing SA will appoint at least two suitably qualified Safeguarding Officers (ideally one male and one female).
- They will serve as the main point of contact for all safeguarding concerns.
- They will manage the reporting and case management process.
- They will liaise with the relevant authorities (SAPS, Department of Social Development) as required.
- They will ensure the confidentiality of all information received, subject to legal obligations to report.

6.3 Members :

- Must adopt and implement their own safeguarding measures consistent with this Policy.
- Must appoint a designated Safeguarding Officer at the provincial and club level.
- Must ensure all relevant personnel within their jurisdiction are vetted, including NRSO checks for those working with female and child boxers.
- Must immediately report any safeguarding concerns or incidents to the Boxing SA Safeguarding Officer.
- 6.4. All Participants: Have a duty to act on any concerns and to report suspected harassment or abuse through the proper channels.

7. SAFE RECRUITMENT AND REGISTRATION

7.1. All applicants for registration as trainers, managers, seconds, promoters, and other officials must undergo a rigorous vetting process.

7.2 The minimum standards for vetting shall include:

- Completion of a detailed application form.
- Submission of a valid Police Clearance Certificate.
- Submission of an affidavit declaring they have not been convicted of a sexual offence and that their name does not appear in Part B of the National Child Protection Register or the NRSO.
- For those applying to work with female or child boxers, a direct application to the Registrar of the NRSO for a prescribed certificate, as required by law.
- Provision of at least two references, who will be contacted.

7.3 Registration is contingent on the successful completion of this vetting process. Any false declaration will result in immediate disqualification and potential legal action.

8. REPORTING PROCEDURE

8.1 Who can report? Anyone (a whistle-blower) who has a concern, suspicion, or witnessed an incident of harassment or abuse, regardless of who the alleged perpetrator is.

Boxing SA confirms that a Participant who makes a report in good faith is a whistle-blower entitled to the protections against occupational detriment afforded by the Protected Disclosures Act 26 of 2000 and will not be victimised or have their registration adversely affected as a result of having made such a report.

8.2 How to report?

In an emergency where someone is in immediate danger, contact the SAPS on 10111 immediately.

Reports should be made to the Boxing SA Safeguarding Officer. Contact details will be published on the Boxing SA website.

Reports can be made verbally, in writing, or by using the official Report Form (Appendix A). The identity of the whistle-blower will be kept confidential to the fullest extent possible.

8.3 Mandatory Reporting: Any person who suspects that a child has been abused or is at risk of abuse has a legal duty to report their concerns to the Department of Social Development, a designated child protection organisation, or the SAPS, in terms of section 110 of the Children's Act 38 of 2005. Failure to do so is a criminal offence.

A form 22 will trigger an investigation (related to minors only) by DSD.

9. CASE MANAGEMENT AND RESPONSE

9.1 Upon receiving a report, the Boxing SA Safeguarding Officer will convene a Case Management Panel. The Safeguarding Officer will acknowledge receipt of the report in writing within two (2) working days, and will convene the Case Management Panel within ten (10) working days of receipt. The Case Management panel should include both male and female panellists.

9.2 If the report indicates a criminal offence (e.g., sexual assault, physical assault, abuse and harassment), the matter will be immediately referred to the SAPS, and Boxing SA's internal process will be paused pending the outcome of the criminal investigation, except where interim protective measures are necessary. The Boxing SA Safeguarding Officer may impose such interim measures, including precautionary suspension from registration or from contact with the complainant, pending the outcome of the criminal process or internal investigation, subject to review by the Boxing SA Board within thirty (30) days.

9.3 Where the matter is not a criminal offence, the Case Management Panel will oversee an investigation, which may be conducted by an independent investigator.

9.4 The welfare of the alleged victim is the paramount consideration throughout the process.

10. DISCIPLINARY PROCEDURE AND SANCTIONS

10.1 Where an investigation finds that this Policy has been breached, the matter will be referred to the Boxing SA Disciplinary Committee.

10.2 The Disciplinary Committee will follow the principles of natural justice, ensuring the right to a fair hearing.

10.3 Sanctions for a breach of this Policy may include, but are not limited to:

- A formal written warning.
- Suspension for a fixed period or indefinitely.
- Revocation or suspension of registration or licence.
- A fine.
- A lifetime ban from all activities under the jurisdiction of Boxing SA.

10.4 Any sanction imposed against a trainer, manager, or second for an offence involving a female or child boxer will be noted on their permanent record and will be a factor in any future application for reinstatement.

10.5 A Participant against whom a sanction has been imposed may, within fourteen (14) days of notification of the sanction, lodge a written appeal to an Appeals Panel constituted by the Boxing SA Board, comprising persons who did not sit on the original Disciplinary Committee. The sanction shall remain in effect pending the outcome of the appeal, save where the Appeals Panel directs otherwise.

11. CONFIDENTIALITY AND RECORD KEEPING

11.1 All information relating to a safeguarding concern will be treated as strictly confidential and shared only on a strict "need-to-know" basis, in accordance with the Protection of Personal Information Act (POPIA), Act 4 of 2013.

11.2 Records of all complaints, investigations, and disciplinary actions will be securely stored by Boxing SA for a minimum period as required by law and in line with good practice guidelines (e.g., 10 years for serious matters).

12. Approval and Implementation

12.1 This policy is effective from the date of approval by the Chairperson of the Board.

12.2 The CEO will be responsible for implementation and monitoring of the policy.

12.3 The policy will be reviewed within a period of three (3) years or as and when a need arises, or when legislation changes, and revision thereto must obtain Board approval.

Approved by:

Ms. Ayanda Khumalo

Board Chairperson



Signature

13/08/2026

Date

APPENDIX A: REPORTING FORM

BOXING SOUTH AFRICA - SAFEGUARDING CONCERN REPORT FORM

This form is confidential and should be submitted to the Boxing SA Safeguarding Officer.
Please complete as fully as possible.

SECTION A: YOUR DETAILS (Whistle-blower)

Name:

Relationship to the alleged victim: ☐ Self (I am the victim) ☐ Parent/Guardian ☐
Coach/Official ☐ Team-mate ☐ Other (specify):

Contact Number:

Email Address:

Do you wish to remain anonymous? ☐ Yes ☐ No (Please note, anonymity may hinder our
ability to investigate)

SECTION B: DETAILS OF THE ALLEGED VICTIM

Name:

Age / Date of Birth:

Gender: ☐ Male ☐ Female ☐ Other

Club / Province:

Is the victim a: ☐ Boxer (Amateur) ☐ Boxer (Professional) ☐ Child (under 18) ☐ Adult (18+)
☐ Person with a Disability

SECTION C: DETAILS OF THE ALLEGED PERPETRATOR

Name (if known):

Relationship to Victim: ☐ Trainer/Coach ☐ Manager ☐ Second ☐ Promoter ☐ Official ☐
Other Boxer ☐ Other (specify):

If known, is the alleged perpetrator registered to work with female boxers? ☐ Yes ☐ No ☐
Unsure

SECTION D: DETAILS OF THE INCIDENT

Date and Time of Incident:

Location of Incident:

Nature of the Concern (Tick all that apply): ☐ Physical Abuse ☐ Sexual Abuse ☐ Sexual
Harassment ☐ Psychological/Emotional Abuse ☐ Neglect ☐ Bullying ☐ Discrimination
(e.g., sexist comments) ☐ Other (specify):

Please provide a clear and accurate description of what happened, including what was
said and done, and who was present. (Use additional pages if necessary):

SECTION E: ACTION TAKEN

Has this been reported to anyone else? ☐ Yes ☐ No

If yes, to whom? (e.g., SAPS, Club Official, Social Worker):

Are there any immediate safety concerns for the victim? ☐ Yes ☐ No

SECTION F: DECLARATION

I, the undersigned, confirm that the information provided on this form is true and correct
to the best of my knowledge. I understand that providing false information may lead to
disciplinary action.

Signature: _____ Date: _____

Please submit this form to - Email Address: mncedisi@boxingsa.co.za