



**BULGARIAN
ATHLETIC
FEDERATION**

Safeguarding Policy

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1. Introduction

Bulgarian Athletic Federation is responsible for promoting athletics within Bulgaria and for making it a safe environment for children and adults to develop their talents and achieve their goals; these should be fun and enjoyable experiences. This Safeguarding Policy (“this Policy”) establishes the responsibilities of Bulgarian

Athletic Federation and all licensed clubs to ensure that **children and adults** are able to participate in athletics safely and that their human rights will be respected.

Upholding this Policy and promoting the best practice principles contained within it will enable Bulgarian Athletic Federation to provide and create safe, happy and inspiring environments for their communities to enjoy and participate in athletics.

Abuse may be carried out by men or women, or children. It happens in every area of the world, in every sport and organisation. No area can consider itself to be exempt or protected from its impact. Abuse, harassment and exploitation occur when there are power imbalances between individuals. When one individual is in a more powerful position, they can take advantage of that and abuse, harassment or exploitation may occur. The more vulnerable an individual, whether because of age, disability, finance or status the more likely they are to be subject to abuse, harassment or exploitation.

2. Policy Statement of Commitment and Principles

Bulgarian Athletic Federation believes that **everyone** in athletics should be treated with respect and dignity and has the right to participate free from any abuse, harassment or exploitation. Bulgarian Athletic Federation protects everyone within the scope of this Policy from such behaviour. Bulgarian Athletic Federation believes that this right is regardless of the individual's race, colour, age, disability, sex, gender identity, sexual orientation, ethnicity, religion or belief. Bulgarian Athletic Federation is committed to preventing abuse, harassment or exploitation towards those who fall within the scope of this Policy and to creating safe environments for **all** to participate and enjoy the sport to the best of their abilities. Athletes, coaches (by which term we include all athlete support staff), officials, volunteers and board members are all protected by this Policy; they must all understand their rights as well as their duties in this arena.

The principles on which this Policy is based are:

- **Everyone** has the right to be treated with dignity and respect, and to be free from discrimination whether it is based on sex, race, age, ethnicity, ability, sexual orientation, gender identity, beliefs, religious or political affiliation;
- **Everyone** has the right to participate, enjoy and develop personally through athletics in a safe, inclusive environment free from all forms of abuse, harassment or exploitation;

- **Everyone, both children and adults**, has the right to have their voices heard particularly if raising a concern about their own or another person's welfare;
- **Everyone** should know who to ask for help when they have a concern about an individual's behaviour;
- **Everyone** is responsible for the care and protection of children making decisions in their best interests, as their welfare is paramount.

The key principles underpinning the work of the Safeguarding Officers ("SGOs") at the Bulgarian Athletic Federation are:

- **Objectivity** – guaranteed through the collaboration of 2 SGOs in respect to gender equality principle;
- **Accountability** – accountability and transparency in safeguarding practice;
- **Empowerment** - people being supported and encouraged to make their own decisions;
- **Prevention** – it is better to take action before harm occurs;
- **Proportionality** – the least intrusive response appropriate to the risk;
- **Protection** – support and representation for those in greatest need;
- **Partnership** - local solutions through services working with their communities.

The four key aims of this Policy are to:

- **Prevent** harm and **reduce**, wherever possible, the likelihood of abuse or neglect;
- **Make Safeguarding personal**- ask the person, listen to them, offer choices, and work together so that the person can control their own life;
- **Have the capacity to resolve cases "in house"** – qualified SGOs within the federation who possess the certification needed to handle cases;
- **Raise awareness** of the importance of Safeguarding- everyone should know how to play their part in preventing, identifying and responding to abuse and neglect.

In order to achieve this, Bulgarian Athletic Federation:

- appoints two *Level 3 **CPD – certified SGOs in respect to gender equality principle – one female and one male, in order to ensure fairness and full objectivity in the process, who will be working with cases and following all Safeguarding procedures, including the involvement of authorities and/or local agencies and NGOs when necessary;

- ensures everyone knows that these SGOs are the individuals that they can turn to if they are worried or have a concern about another person and their behaviour;
- launches a 24-hour hotline and web platform for reporting of abuse, harassment or exploitation, and ensures that it is available and known to the public;
- ensures that everyone is aware of their rights and the process that will be followed if a concern is raised;
- produces and implement policies and procedures including code of conduct, rules and disciplinary procedures and keeps them up to date as appropriate;
- provides support and guidance to anyone who needs it following a concern, complaint or allegation being made;
- educates and trains all members of staff and volunteers about how to deal with concerns and complaints and what are the procedures following a concern/complaint;
- deals with all concerns, allegations and complaints in a fair, transparent, timely and efficient manner ensuring all complainants are updated regularly;
- carries out all investigations and adjudications in a manner that ensures an appropriate level of independence to ensure there is no bias in the resulting report or risk assessment;
- deals with all information about concerns, complaints or allegations confidentially (to the extent permitted by law) and securely;
- pioneers and incorporates the concept of **Mediation in Safeguarding** – a form of alternative dispute resolution resolving disputes between two or more parties by an impartial third party with the use of specialized communication and negotiation techniques;
- ensures the availability of legally qualified Mediators, in respect to gender equality principle;
- recruits appropriate people to roles, whether staff or volunteers, carries out background checks, follows up on references and ensures that only suitable people are appointed;
- works with local agencies, Non-Governmental Organisations and community groups providing support and guidance for social services to ensure that everyone is kept informed, supported and safe.

**NB: Level 3 Courses introduce Safeguarding as a topic, covering jargon, multi-agency working and best practice, as well as how to identify the signs and symptoms of abuse and what should be done if suspected a vulnerable individual is being abused or discloses information. The core content also covers national and local context,*

whistleblowing and focuses on a safeguarding lead's role and what can be done to recognise and reduce the likelihood of abuse. The final part focuses on how to deal with suspected and disclosed abuse. Having completed Level 3, the federation's SGOs are currently certified to work professionally with Safeguarding cases and handle concerns throughout Europe.

***NB: CPD stands for Continuing Professional Development and is the term used to describe the learning activities professionals engage in to develop and enhance their abilities. CPD is a holistic approach towards the enhancement of personal skills and proficiency throughout a professional's career.*

3. Gender equality principle

Bulgarian Athletic Federation appoints SGOs in respect to gender equality principle – one female and one male in order to ensure fairness and full objectivity in the process, who will be working with cases and following all Safeguarding procedures, including the involvement of authorities and/or local agencies and NGOs when necessary. The federation ensures that everyone knows that these SGOs are the individuals that they can turn to if they are worried or have a concern about another person and their behaviour.

The same principle will be incorporated when the cases are handled through Mediation – two co-mediators, one female and one male, will be leading the Mediation procedure.

4. Mediation

Mediation is a flexible process conducted confidentially in which a neutral person(s) actively assists the parties in working towards a negotiated agreement of a dispute or difference, with the parties in ultimate control of the decision to settle and the terms of resolution.

The principal features of mediation are that it:

- involves a neutral third party to facilitate negotiations;
- is quick to set up and is inexpensive, without prejudice and confidential;
- involves party representatives with sufficient authority to settle;
- is flexible, enabling the process to be designed and managed by the Mediator/co-mediators to suit the parties, in consultation with them;
- puts the parties in control (unlike litigation/arbitration);
- enables the parties to devise solutions which are not possible in an adjudicative process such as litigation or arbitration, and which may benefit

all the parties, particularly if there is the possibility of a continuing relationship between them;

- can be used in both domestic and cross-border disputes, two-party and multi-party disputes, and whether or not litigation or arbitration has been commenced.

Bulgarian Athletic Federation's co-mediators will abide by the main 5 principles of Mediation:

1. Voluntary participation
2. Equality
3. Neutrality
4. Impartiality
5. Confidentiality

The agreement to mediate provides the essential legal basis for the mediation. Its signatories (the parties to the dispute and the co-mediators) all agree by signing it.

A draft mediation agreement will be sent for approval to the parties as part of the preparation process for the mediation, and any proposed amendments can then be discussed and inserted if agreed by all. The mediation agreement will normally be signed at the beginning of the mediation day on behalf of each of the parties and the co-mediators.

The Mediation procedure will generally comprise of:

- preliminary meetings with each of the parties when they arrive at the venue of choice;
- a joint meeting of all attending the mediation, at which each of the parties will normally be invited to make an oral presentation;
- a mix of further private meetings and joint meetings (which may involve all or some of each party's team), as proposed by the co-mediators and agreed by the parties.

NB: Professional advisers, particularly lawyers, can and usually do attend the mediation. Such advisers play an important role in the exchange of information and opinion on fact, evidence and law; in supporting their clients (particularly individuals) in the negotiations; in advising clients on the implications of settlement; and in drawing up the settlement agreement and any consent order.

The mediation may end in a number of ways:

- by settlement of the dispute in whole or part, when all agreed matters must be written down and signed by the parties to be binding;
- by an 'in principle settlement' of the dispute with an agreement to draft binding terms after the mediation day;
- by the co-mediators advising the parties that a settlement, for the time being, at least, cannot be reached;
- by one or more parties leaving the mediation before settlement is achieved;
- by an agreed adjournment for such time and on such terms as the parties and the co-mediators agree;
- by production of a document of summary or recommendations from the co-mediators, if requested by all parties and agreed by the co-mediators.

5. Definitions

Abuse, harassment and exploitation

Abuse, harassment and exploitation are described below. They can be perpetrated by both men and women and is often where one party is in a position of power over the other. Where one individual has power over another in a relationship it can lead to situations where abuse is easier to occur. Vulnerable individuals need to be protected and those in authority should ensure that appropriate safeguarding measures are put in place. It is also important to understand that coaches, officials or volunteers may be abused by others.

Psychological abuse is an unwelcome act including vilification, belittling, rejection, confinement, isolation, verbal assault, humiliation, intimidation, infantilisation or any other behaviour which may diminish an individual's sense of identity, dignity or self-worth. This is at the centre of most types of abuse as when these occur so does psychological abuse. This can often be seen as bullying or cyber-bullying.

Physical abuse is any intentional or unwanted act for example kicking, beating, biting or burning which causes injury or physical harm. It can include the forced consumption of alcohol or systematic doping practices. It can also be any forced or inappropriate physical activity such as training which is unsuitable for the age or physique of the athlete. Forced or excessive training may escape notice in a sporting environment as

the ambitions of both athletes and coaches, as well as peer pressure, may induce one or both to impose or take on excessive training loads and/or competition commitments. Dialogue among athletes and coaches aimed at setting mutually agreed and achievable performance goals can help define tolerable and acceptable training demands. It is up to coaches to temper ambitions that may run counter to an athlete's health and wellbeing.

Sexual abuse is any conduct of a sexual nature, either contact (penetrative or non-penetrative) or non-contact, where consent is not given, cannot be given, is coerced or manipulated. This can involve individuals looking at or making sexual images, watching sexual activities, encouraging others to behave in sexually inappropriate ways, or grooming a person in preparation for abuse.

Grooming is the process (whether online or in person) whereby an individual builds a relationship with an athlete encouraging them to trust them so that the groomer can manipulate and exploit them for their own advantage. Grooming an athlete's family, entourage and friends often leads those individuals to believe that the groomer is dependable and trustworthy enabling the groomer to have access to the athlete. By manipulating the athlete and exploiting the relationship they will make the athlete believe they have to comply with the groomer's demands. The power a groomer has over the athlete is used to isolate them from friends and family who might otherwise warn or caution them from complying with the groomer's demands.

Harassment is unwanted or unwelcome behaviour which offends or makes the person feel humiliated or intimidated. Power harassment is where someone in a position of power over another individual, usually in a workplace, uses that power to physically or psychologically harass another person in a lower position. Power harassment can include exclusion, inappropriate work assignments (too little, too much or of a lower level than acceptable) as well as intrusive behaviour.

Sexual harassment is any unwanted or unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Examples of verbal sexual harassment include unwanted or degrading intimate questions relating to body, clothes or one's private life, jokes with a sexual innuendo and proposals or demands for non-consensual sexual acts. These may be unwanted text messages, telephone calls, letters or other forms of communication with sexual content. Non-verbal examples may include staring, gesticulation, or sharing photographs or pictures with sexual allusions. Examples of

physical sexual harassment are unnecessary physical contact with a sexual nature such as pinching, attempting to kiss or caress or touching.

Exploitation is when someone exercises control over another person and/or their assets for their own “personal gain” and without the fully informed consent of the person. Personal gain may be psychological, reputational or commercial and constitutes exploitation when the rights of a person are sold or negotiated without express and fully informed consent of the other person. Examples in athletics may be fraudulent misrepresentation of an athlete’s age or nationality, acting on behalf of an athlete fraudulently or taking an unreasonable share of the proceeds of sponsorship or funding arrangements. Exploitation comes in many different guises. Examples include sexual exploitation, financial exploitation and signing up athletes to long term contracts while they are still children.

Neglect is the failure to provide a minimum level of care either physical or emotional which causes harm, allowing harm to be caused or creating an imminent danger of harm. This usually relates to the care given by parents or caregivers to children but is also relevant to other people who have a duty of care towards another person such as a coach or team leader towards an athlete. This can include the failure to provide adequate water in high temperatures, adequate clothing in cold temperatures, suitable food, accommodation or safe travel arrangements.

Abuse, harassment and exploitation may be based on race, religion, colour, beliefs, ethnic origin, sex, gender identity, sexual orientation, age, disability, socio-economic status and athletic ability or a combination of any of these characteristics. It can be a single isolated incident or a series of events, in person or online, deliberate, unsolicited or coercive. Bullying, hazing and negligence all other aspects of harassment, abuse or exploitation and should be treated in the same way under the terms of this Policy.

Any of these forms of abuse, harassment or exploitation may include an aspect of financial abuse. It may be that an individual may be coerced into signing contracts or agreements which benefit others financially but are not necessarily of financial benefit to themselves. Any element of coercion may be abuse, harassment or exploitation if the individual is a child, if the individual has not authorised someone to act on their behalf or if the individual has not been adequately advised by an independent professional such as an accountant or lawyer on the impact of the terms of the agreement.

There may be times when actions which might not be abusive to one person may be abusive or harmful due to the vulnerability of the individual who is being abused. This may be due to the person's age, ability or other form of vulnerability.

Abuse, harassment and exploitation often result from an abuse of authority by someone in a position of trust, meaning the improper use of power by someone in a position of influence, power or authority by an individual against another person. This is often when there is an age difference but it can also happen between peers – people of similar ages. There can be abuse between athletes or indeed coaches, officials or any others involved in athletics. This is sometimes referred to peer-on-peer abuse. It should be dealt with in the same way as any other type of concern. Abuse can also be perpetrated by family members such as parents, partners and siblings.

Economic or financial abuse:

Relevant to adults.

Economic or financial abuse is an aspect of 'coercive control'. It involves a perpetrator using or misusing money, which limits and controls the victim's current and future actions and their freedom of choice.

Examples include using credit cards without permission, putting contractual obligations in the victim's name or gambling with the person's assets. It also includes denying access to benefits and an individual not having any food in their home.

Financial abuse can include:

- Material exploitation;
- Personal exploitation;
- Theft;
- Fraud.

Domestic abuse:

Relevant to both adults and children.

Any incident of controlling, coercive or threatening behaviour, violence or abuse. It usually occurs between partners or ex-partners, between family members or between individuals and their carers. It occurs between those aged 16 or over who are, or who have been, intimate partners or family members, regardless of their gender or sexuality.

The UK Domestic Abuse Act (2021) now recognises the impact on children seeing or hearing domestic abuse, and children are seen as victims of domestic abuse in their own right.

Domestic abuse can include:

- Coercive control;
- Psychological or emotional abuse;
- Physical or sexual abuse;
- Financial abuse;
- Harassment or stalking;
- Online abuse.

Organisational abuse:

Relevant to adults.

Organisational or institutional abuse is the mistreatment of an individual in the workplace whereby there is inadequate care and support. This type of abuse occurs when the provision of care is focused on the needs of the institution rather than being centred on the wishes, needs and preferences of the individual.

This could include inappropriate use of power or control or the lack of choice for an individual. Examples of organisational abuse could include:

- Complaints are ignored;
- Unable to go out because of insufficient staffing levels.

It may occur in care settings where there are strict rules, e.g. fixed meal times or bedtime.

Discriminatory abuse:

Relevant to adults.

Discriminatory abuse is motivated by oppressive and discriminatory attitudes towards a person based on their disability, race, gender, age, religion, cultural background, sexual orientation, political convictions or appearance.

Self-neglect:

Relevant to adults.

Self-neglect is a condition in which a person fails to attend to their own personal and basic needs. When there is serious risk to the wellbeing of the individual, it becomes a safeguarding issue. This can include:

- Issues with personal hygiene;
- Wearing inappropriate clothing (e.g. not suitable for the weather);
- Neglecting to manage a medical condition, which can include refusing to take medication or to assist in its management;
- Not feeding themselves properly;
- Hoarding – acquiring large quantities of items, negatively impacting on an individual’s life.

The above refers to neglect in terms of personal hygiene, living conditions and health, but does not include adults who have the capacity to make decisions for themselves and decide to do things out of the norm. Although adolescents can self-neglect, it is not recognised as a form of child abuse.

Modern slavery:

Relevant to adults.

Modern slavery is the exploitation of an individual for personal or commercial gain. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

Here are a few forms of modern slavery:

- Human trafficking;
- Forced labour;
- Debt bondage;
- Sexual exploitation;
- Domestic servitude;
- Forced marriage;

Child - a “child” or “children” refers to an individual or group of individuals who have not yet reached the age of 18 years old.

Safeguarding equals protection of human rights. This is the process of protecting vulnerable persons, children and adults from abuse, harassment and exploitation. Creating a safe and welcoming environment where everyone is respected and valued

is at the heart of safeguarding. Everyone involved with athletics has a role to play in making sure they actively prevent abuse, harassment and exploitation, listen to accounts from children and adults of their experiences and respond safely and fully if there is a problem.

6. Scope of Policy

This Policy applies to Bulgarian Athletic Federation, its athletes, officials, staff and any other person associated with Bulgarian Athletic Federation. This includes officials, volunteers, members of an athlete's entourage, parents, carers and anyone associated with athletics within Bulgaria. All those to whom this Policy applies must comply with the Policy. Any breaches of this Policy by these individuals will be subject to potential disciplinary action. All outsourced individuals hired to work with the federation will be asked to sign a declaration and bear legal responsibility that they will abide by the Code of conduct and comply with this Policy.

7. Prevention

Bulgarian Athletic Federation respects the concept "Prevention is better than cure" and focuses on preventing the different types of abuse and harassment through the following actions:

- Conducts one-week training in Safeguarding for all employees and board members at the federation every year- the training introduces WA and EA policies and their application in sport in general, in athletics and their accordance with the Bulgarian legislation system;
- Conducts seminars for clubs annually to support them in preparing/updating their Safeguarding policies in compliance with the federation's general policy – part of the Federation's communication strategy for raising awareness of Safeguarding policy.

The above-mentioned trainings and seminars include the following topics:

- The long and complex road to abuse and harassment: non-verbal signs → verbal communication → emotional abuse in disguise → augmenting reality → building up trust → physical contact. If those signs are recognized on time and action is taken immediately, a potential case can be prevented at an early stage;
- Having the necessary knowledge about the different categories of abuse – physical, sexual, emotional, neglect, grooming, domestic, organizational, discriminatory, etc.;

- Recognizing the signs in everyday life and realizing that a certain behavior is not appropriate;
- Taking measures – reporting a concern;
- Having the confidence that human rights will be protected - contacting the SGOs.

8. Reporting of concerns

Everyone is responsible for ensuring that no one suffers abuse, harassment or exploitation - the Bulgarian Athletic Federation, its SGOs and staff abide by the rules that **“Safeguarding is everyone’s responsibility”** and **“Every person matters”**. Therefore, if anyone has any suspicions that a child or adult may have been subject to abuse, harassment or exploitation in some form or about the behaviour of another person they must report these concerns to Bulgarian Athletic Federation’s SGOs so that they can be assessed and dealt with appropriately. It may also be necessary for the police or social services to be involved and Bulgarian Athletic Federation’s SGOs will do this and coordinate the actions required. They will also include Mediation as a way to resolve a dispute of conflict, depending on the nature of the case.

If an individual is at immediate risk of serious harm, there should be no delay in reporting a matter to the emergency services. There are occasions when the consent of the individual to report a matter should be sought, taking into account their age and mental capacity. The capacity for consent of a child under the age of 14 is different from that of a child between the ages of 14 and 18 and between a child and an adult. If an individual refuses to give consent the matter may still need to be reported. According to the Bulgarian legislation system, a child under 14 is considered a minor; between the ages 14-18 – they are considered underaged; over 18 – adults.

The Bulgarian Athletic Federation’s Safeguarding policy includes an **exclusively designed system of resolving cases**. The SGOs receive a complaint and use their expertise for the promptest, adequate and suitable for the specific case reaction. Possible scenarios are the following:

- 1) Case handled by the SGOs - preferable option, so the case stays within the federation and can be resolved “in-house”. This concept is prioritised for the sake of protecting the reputation of the victim;
- 2) Case goes through Mediation process – if the case cannot be handled and resolved by the SGOs, it is directed towards mediation, pending the willingness of the parties involved;

- 3) Case directed to a specialized national stakeholder – can be done anytime, depending on the nature of the case, its complexity and urgency;
- 4) Case goes to court – an option for the most serious cases of abuse, harassment and/or exploitation, also depending on the preferences of the parties involved.

Bulgarian Athletic Federation's reporting mechanisms:

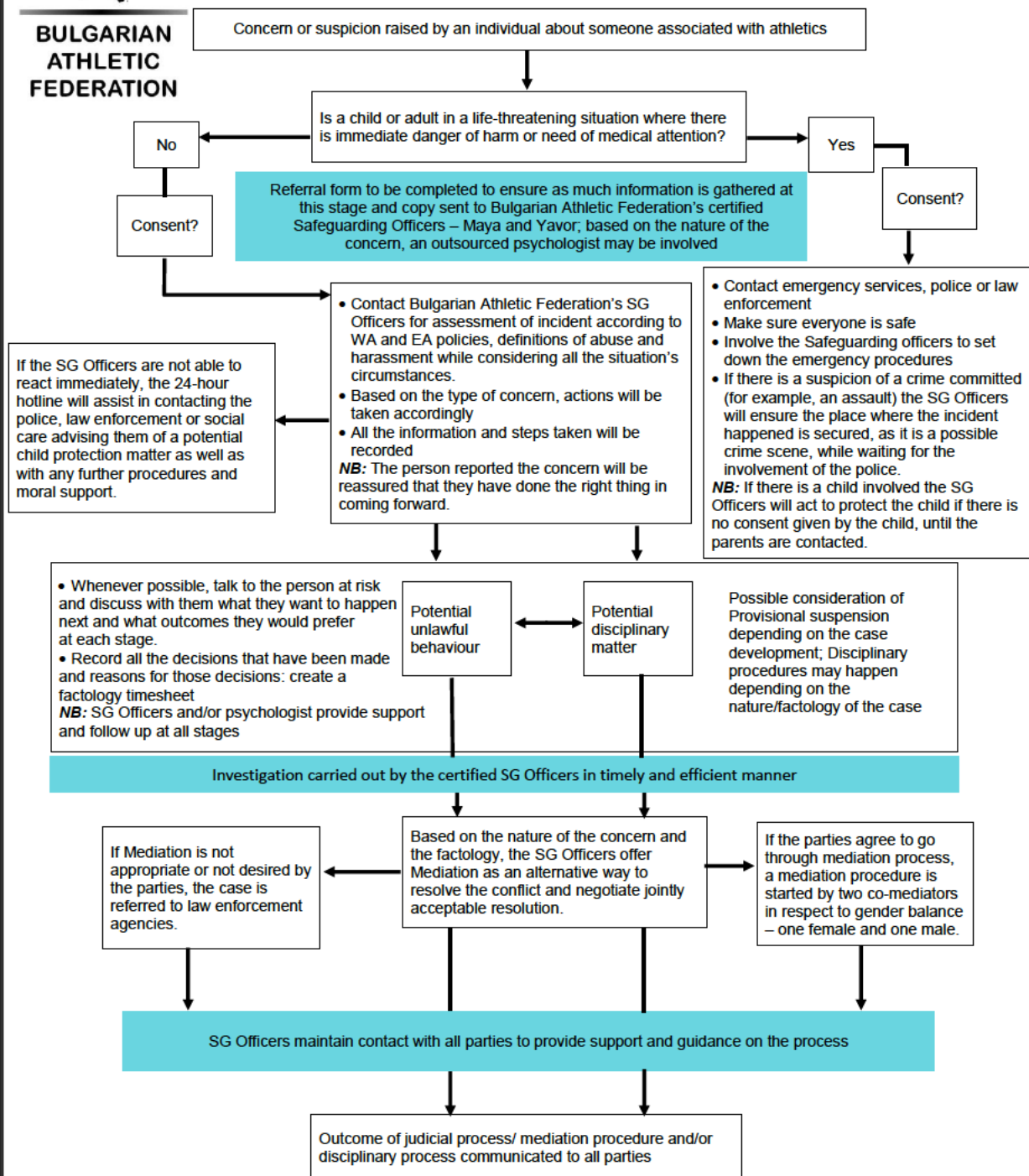
- e-mailing the SGOs: bul.safeguarding@gmail.com;
- submitting a report through the official reporting platform;
- calling the 24-hour hotline: 00359882286052.

9. Reporting flowchart



Bulgarian Athletic Federation's Reporting Flowchart for reporting a concern of abuse and harassment

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10.Code of Conduct

Bulgarian Athletic Federation has the following code of conduct applying to everyone associated with athletics:

- coaches;
- athletes;
- technical officials
- volunteers
- federation's staff
- medical staff
- Safeguarding officers
- Others

****NB:** Outsourced experts will be asked to sign a declaration that they will follow the relevant code of conduct of Bulgarian Athletic Federation*

The Code of conduct is about treating others with respect, dignity, equality and integrity and are based on the principle that everyone has value and is worthy of respect. It is designed to provide everyone associated with athletics with the behaviour that is expected of them by Bulgarian Athletic Federation. This code is a part of any training programme for these groups to ensure that everyone is aware of the existence of the code, the expectations of Bulgarian Athletic Federation and the possibility of disciplinary action if it is not adhered to. The code is developed following consultation with the groups involved and will be regularly reviewed.

The Code of conduct is made available to the relevant groups and displayed on any noticeboards, websites or on paperwork such as membership renewal forms.

If an individual is aware of any other individual breaching the code of conduct, then this should be referred to the SGOs as a concern for investigation and potential disciplinary action. Breaches of the code of conduct will be dealt with through disciplinary procedures and/or Mediation procedures.

11. Recruitment

All applicants for any roles, whether staff or volunteers that work closely with children will be required to undertake background checks/criminal records checks. All applicants will be required to attend an interview, provide two references and once

appointed will attend an induction session. An interview will include questions about the individual and their experience as well as their knowledge of safeguarding. References will be verified for their veracity and should be from an employer, either current or previous, and another individual who has experience of the applicant's work with children or in sport. Induction sessions will ensure that the successful applicant is aware of their role and responsibilities as well as information about safeguarding policy and procedures.

12. Training & Education

All staff members of the Bulgarian Athletic Federation, volunteers and officials are given Safeguarding training relevant to their role within the organisation. Those working with children are given specialist training specifically relating to their responsibilities for the children in their care (specialized course is developed by the SGOs).

The SGOs conduct seminars for clubs to support them in preparing/ updating their safeguarding policies in compliance with the federation's general policy. This is part of the federation's communication strategy for raising awareness of the importance of Safeguarding.

Bulgarian Athletic Federation outsources a qualified psychologist to take part in cases upon need. The psychologist also contributes to the training and education through presentations and interactive games and exercises.

Safeguarding training will be undertaken and updated annually.

13. Disciplinary Process

Breaches of this Policy and Bulgarian Athletic Federation's Safeguarding Rules will be dealt with under Bulgarian Athletic Federation's Disciplinary Procedure which should be referred to for further guidance.

There are four stages in the disciplinary procedure:

- Verbal warning
- Written warning
- Final written warning
- Dismissal

The Disciplinary Procedure follows a particular set of steps that must be undertaken sequentially:

1. Understand the issue
2. Follow a fair procedure
3. Investigate thoroughly
4. Prepare for a disciplinary hearing/ meeting and hold one
5. Tell the person concerned about the outcome
6. Allow follow-up after the Disciplinary Procedure

The Disciplinary Procedure is explained in further detail in a separate document with the same name.

14. Review

This Policy will be reviewed on an annual basis.

15. Monitoring

The monitoring of this Policy and the implementation of it will be carried out regularly as appropriate by the SGOs of the Bulgarian Athletic Federation.