



Purpose:

To champion a culture of safety and respect within the Panamerican Boxing Confederation (PBC) by establishing and upholding a comprehensive SafeSport framework. The Commission is mandated to protect the health, well-being, and rights of all participants, ensuring an environment free from abuse, harassment, and discrimination. This mandate is grounded in the principles of the Olympic Movement and informed by the standards of the U.S. Center for SafeSport.

Key Duties & Responsibilities:

1/ SafeSport Policy & Framework Development:

- Design, implement, and continuously evaluate a comprehensive SafeSport Code of Conduct for the PBC, encompassing clear definitions of prohibited conduct, including emotional, physical, and sexual misconduct, as well as bullying, hazing, and harassment.
- Establish and maintain robust policies and procedures focused on prevention and policy design for reporting, investigation, and resolution of SafeSport violations.
- Ensure the PBC's SafeSport framework remains current with evolving best practices and the requirements of the international sporting community.

2/ Education, Training & Outreach:

- Develop and mandate comprehensive SafeSport training for all PBC participants, including athletes, coaches, officials, staff, and volunteers, to foster awareness and prevention of misconduct.
- Create and disseminate educational resources, templates, and best-practice guidelines to empower National Federations in their implementation of local SafeSport initiatives.
- Promote a proactive and visible commitment to SafeSport throughout the Panamerican boxing community.
- Collaborate with National Federations to ensure consistent application of training and awareness standards across the continent.

3/ Reporting & Referral Process:

- Reporting & Intake: The SafeSport Commission shall establish and manage a centralized, confidential, and accessible reporting system for all SafeSport-related concerns, ensuring that individuals can come forward safely and without fear of reprisal. Oversee a fair, impartial, and timely process for the investigation and adjudication of all reported allegations of misconduct.
- Preliminary Review & Triage: Upon receipt of a report, the Commission shall conduct an initial review to determine the nature, severity, and urgency of the complaint. The Commission will:
 - Verify that the report falls within the scope of the SafeSport framework;
 - Conduct a preliminary fact-gathering exercise when appropriate;



- Classify the complaint according to its level of seriousness (e.g., minor misconduct, policy violation, or potential abuse/harassment).
- Referral Pathway: Based on the outcome of the preliminary review:
 - Minor or educational cases shall be addressed through awareness, corrective guidance, or training recommendations issued by the Commission.
 - Serious or potentially disciplinary cases shall be referred promptly to the Judicial Committee for formal investigation and adjudication.
 - The referral shall include a summary of findings from the preliminary review and any relevant documentation collected.
- Coordination with the Judicial Committee: The Commission shall cooperate with the Judicial Committee to ensure smooth handover of referred cases, while maintaining confidentiality and safeguarding all parties involved. The Judicial Committee shall have full authority to conduct investigations, hearings, and determine sanctions.
- Recordkeeping & Follow-up: The Commission shall maintain confidential records of all reports received and their disposition. It shall monitor the implementation of any educational or corrective measures and submit periodic summaries (without personal identifiers) to the PBC Board of Directors.

4/ Support to National Federations & Stakeholder Collaboration:

- Serve as a primary resource for National Federations, providing guidance and support in the development and enforcement of their own SafeSport policies and procedures.
- Support National Federations in integrating SafeSport education and reporting structures.
- Foster a collaborative relationship with the athlete community and other stakeholders to ensure a unified and effective approach to SafeSport across the continent.
- Establish protocols for communication and coordination with law enforcement and other relevant authorities, as required.

5/ Monitoring, Evaluation & Reporting:

- Implement a system for monitoring the effectiveness of the PBC's SafeSport policies and programs, including the tracking and analysis of incident data to identify systemic risks and trends.
- Conduct periodic reviews of the SafeSport framework to ensure its continued relevance and efficacy.
- Consolidate periodic reports from the Commission's activities and submit annual



performance and compliance reports to the PBC Board of Directors and other relevant stakeholders.

6/ Implementation & Oversight

- The implementation of the SafeSport framework shall be overseen jointly by the Commission Chair and the PBC President, under the authority of the Board of Directors.
- The Commission shall propose policy updates and procedural improvements for Board approval as needed.
- The Board of Directors shall review the Commission's annual report, assess the effectiveness of its actions, and ensure the necessary resources are allocated to support SafeSport initiatives.
- The Commission shall operate in accordance with the PBC Statutes, its own Mandate, and any relevant policies adopted by World Boxing or the Olympic Movement.