



NATAL INLAND BOWLING ASSOCIATION

*Affiliated to Bowls South Africa
Founded 1997*

Cell: 083 231 0381

Website: www.nibabowling.co.za

E-mail: admin@nibabowling.co.za

Physical Address: 381 Boshoff Street, Pietermaritzburg, 3201

NATAL INLAND BOWLING ASSOCIATION SAFEGUARDING POLICY

PREAMBLE

1. Natal Inland Bowling Association (NIBA) recognises the risks of offensive, harmful or abusive behaviour posed towards vulnerable persons who participate in bowls. To mitigate such risks, this policy has been developed for the Association to respond accordingly, in line with the relevant legislation, including:
 - o The Children's Act 38 of 2005, as amended;
 - o The Criminal Law (Sexual Offences and Related Matters) Amendment Act 32 of 2007;
 - o The Protection from Harassment Act 17 of 2011; and
 - o The Safeguarding Policy of Bowls South Africa.
2. Reference to one gender in this Policy shall include all genders.

INTRODUCTION

1. Natal Inland Bowling Association wishes to create an environment in which everybody who participates in bowls can have a safe, rewarding and positive experience irrespective of race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language, birth or athletic ability.
2. Abuse and/or harassment can occur in sport and can damage the reputation of the Association. NIBA is committed to the protection of all participants and believes that all players, coaches, officials, administrators, volunteers and spectators have the right to participate in bowls in a safe and inclusive environment, free from all forms of harm, discrimination, abuse, violence and neglect.
3. NIBA recognises that the welfare, safety and well-being of all who participate in bowls, regardless of their role, is important. Whilst any participant can be subjected to abuse and/or harassment, the following groups ("Vulnerable Persons") may be more vulnerable than others:
 - o Children;
 - o Persons with mental and/or physical disabilities;
 - o Women;
 - o Elderly persons; and
 - o Other vulnerable adults.

PURPOSE

1. The purpose of this Policy is to ensure that members and others taking part in the sport of bowls within the Natal Inland Bowling Association can do so without fear of harassment or abuse.
2. The key objectives of this Policy are to:
 - o Ensure that all members understand that all forms of harassment, abuse and grooming are unacceptable and will not be tolerated;
 - o Enable anyone who has witnessed or experienced harassment, abuse or grooming to report the incident without fear of victimisation or retaliation;
 - o Ensure an appropriate and coordinated response to incidents;
 - o Implement effective measures that minimise the likelihood of incidents occurring; and
 - o Ensure all reasonable steps are taken when appointing volunteers and officials to prevent unsuitable individuals from serving within the Association.

DEFINITIONS

The definitions contained in the Bowls South Africa Safeguarding Policy shall apply to this Policy, including but not limited to:

- Abuse
- Adult
- Athletes with disabilities
- Bullying and cyberbullying
- Child and adolescent
- Grooming
- Hazing
- Homophobia
- Sexism
- Sexual abuse
- Sexual harassment

TO WHOM AND WHEN DOES THIS POLICY APPLY?

1. This Policy applies to:
 - o All affiliated clubs of Natal Inland Bowling Association;
 - o All members of affiliated clubs;
 - o Players, coaches, selectors and managers;
 - o Umpires and technical officials;
 - o Administrators and volunteers;
 - o Committee members and office bearers; and
 - o Any person participating in, attending or representing NIBA activities, competitions, meetings, training sessions or events.
2. This Policy applies at all times when individuals are involved in NIBA-sanctioned or NIBA-related activities. This adapts the original policy's statement that it applies to all members at all times.

WHAT IS HARASSMENT AND ABUSE?

1. In accordance with the Protection from Harassment Act, harassment includes conduct that a person knows or ought reasonably to know:
 - Causes harm, or
 - Inspires a reasonable belief that harm may be caused,

through actions such as:

- Following, watching, pursuing or accosting a person;
 - Unwanted verbal, electronic or other communications; or
 - Sending letters, emails, messages or other unwanted communications.
1. NIBA acknowledges that harassment and abuse may take various forms, including:
 - Psychological abuse;
 - Physical abuse;
 - Sexual harassment;
 - Sexual abuse;
 - Neglect; and
 - Bullying.

RESPONSIBILITIES OF MEMBERS AND AFFILIATED CLUBS

1. All members and affiliated clubs shall play a role in ensuring that bowls remains free from discrimination, bullying, harassment, abuse, violence, grooming and neglect.
2. NIBA and its affiliated clubs shall communicate this Safeguarding Policy and take reasonable measures to prevent any form of non-accidental harm, discrimination, bullying, harassment, abuse, violence, grooming or neglect.
3. NIBA shall appoint a Safeguarding Officer. The Safeguarding Officer shall:
 - Receive safeguarding concerns and complaints;
 - Maintain confidential records;
 - Report matters to Bowls South Africa National Safeguarding Officers where required; and
 - Seek assistance from Bowls South Africa in the management of safeguarding complaints where appropriate.

CONFIDENTIALITY

1. The NIBA Safeguarding Officer shall respect the confidentiality of information received during any safeguarding process.
2. Where an incident may constitute a criminal offence, the matter shall be reported to the relevant authorities in accordance with South African law and Bowls South Africa safeguarding requirements.

REPORTING PROCEDURE

1. The NIBA Safeguarding Officer shall report all incidents of suspected non-accidental harm, discrimination, bullying, harassment, abuse, violence, grooming or neglect, regardless of the alleged offender, to the appropriate Bowls South Africa Safeguarding Officer and/or law enforcement authorities where required.

DISCIPLINARY PROCEDURE

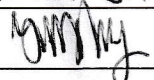
1. Where a safeguarding transgression is substantiated, NIBA's Constitution, Disciplinary Procedures and any applicable Bowls South Africa disciplinary processes shall apply. This is adapted from the original provision applying the club disciplinary policy.

APPROVAL

Approved by the Executive Committee of Natal Inland Bowling Association on this date:

31ST JULY 2026.

President: TARA JANSE VAN RENSBURG

Signature: 

Safeguarding Officer: KARON VAHEY

Signature: 