

SAFEGUARDING POLICY

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EXECUTIVE SUMMARY

World Climbing is committed to fostering a safe, respectful, and inclusive environment across all its activities, including competitions, events, governance functions, and digital environments. This Safeguarding Policy establishes a structured, proportionate, and resource-appropriate framework for the prevention of harm, the reporting and management of safeguarding concerns, and the protection of affected individuals, particularly minors and adults at risk.

The framework reflects World Climbing's institutional size and operational structure. Rather than creating a stand-alone safeguarding unit, safeguarding responsibilities are embedded within the Federation's existing Ethics and Integrity architecture. This approach ensures accountability, independence, and proportionality to available resources.

The Safeguarding model is based on four core elements:

1. **Administrative Intake and Support:** a designated Officer receives safeguarding concerns, conducts initial risk screening, provides support to reporting persons, and ensures timely referral.
2. **Independent Procedural Determination:** the Ethics Commission determines the appropriate procedural pathway for each matter including advisory handling, referral to the Disciplinary Commission, or referral to external authorities where required.
3. **Trauma-Informed Approach:** safeguarding case management is conducted in a manner that recognises the potential impact of trauma, avoids re-traumatisation, promotes psychological safety, and respects the dignity, autonomy, and wellbeing of affected persons.
4. **Protective Interim Measures:** precautionary measures may be imposed to protect individuals and preserve the integrity of the process, subject to automatic independent review.

The Policy is guided by principles of person-centred practice, proportionality, confidentiality, non-retaliation, and subsidiarity. World Climbing's jurisdiction is clearly defined and limited to matters falling within its regulatory authority or creating demonstrable safeguarding risks within its activities.

World Climbing recognises that primary safeguarding responsibilities rests with National Federations for domestic environments. This Policy clarifies the circumstances in which World Climbing may act, while respecting the autonomy and legal mandates of its members.

This framework represents a foundational step in strengthening safeguarding governance. World Climbing commits to providing adequate training to designated Officers, and to submit its safeguarding architecture to periodic review and progressive development in line with evolving best practice within the Olympic and Paralympic Movements.

SECTION 1 – GENERAL PROVISIONS

1. Purpose and Commitment

World Climbing is committed to ensuring a safe, inclusive, and respectful environment for all individuals involved in Climbing and Para Climbing, free from any form of harassment, abuse, exploitation, or harm.

This Safeguarding Policy and related Annexes set out World Climbing’s framework for:

- Preventing harm;
- Promoting safe sport environments; and
- Responding appropriately, fairly, and effectively to safeguard concerns.

World Climbing adopts a zero-tolerance approach to all forms of abuse and maltreatment and recognises its duty of care towards athletes and other participants, particularly children and adults at risk.

2. General Principles

This Policy and related Annexes are guided by the following principles:

2.1. Athlete-centred and victim-centred approach

The safety, wellbeing, dignity, and rights of affected persons are paramount.

2.2. Prevention first

Proactive measures to reduce risk and promote safe environments are essential.

2.3. Proportionality and fairness

Measures taken will be proportionate to the risk identified and respectful of due process.

2.4. Confidentiality and data protection

Information will be handled sensitively and in accordance with applicable data protection laws.

2.5. Non-retaliation

No individual shall suffer retaliation for raising a safeguarding concern in good faith.

2.6. Independence and integrity of process

Safeguarding matters are handled through clearly defined, independent structures.

3. Scope of Application

This Policy and related Annexes apply to all safeguarding concerns arising in connection with World Climbing activities, including but not limited to:

3.1. Persons Covered

- Athletes (including minors and adults)
- Coaches and trainers
- International Technical Officials of all levels
- Staff and elected officials
- Members of Commissions and Continental Councils
- Volunteers, contractors, consultants
- Any other person accredited or engaged by World Climbing as described in the Code of Conduct

3.2. Activities and Contexts

- Competitions and events
- Travel, accommodation, and social activities during events
- Online and digital environments
- Any activity carried out under World Climbing authority or auspices

4. Definitions and Forms of Harm

Safeguarding refers to the responsibility to ensure that sport is delivered in a way that protects individuals from harm and promotes their wellbeing.

Safeguarding concerns may include, but are not limited to:

- Psychological or emotional abuse
- Physical abuse
- Sexual abuse or misconduct
- Neglect
- Harassment and bullying
- Discrimination, exploitation, coercion
- Abuse of power or authority

World Climbing recognises that safeguarding risks may arise from power imbalances, including but not limited to those between athletes and coaches, officials, or organisational representatives.

SECTION 2 – PREVENTION

5. Prevention: Creating a Safe Sport Environment

World Climbing is committed to proactive measures aimed at preventing safeguarding risks and fostering a culture of respect and safety.

5.1. Code of Conduct and Behavioural Standards

All persons covered by this Policy and related Annexes are required to comply with World Climbing's Code of Conduct and related ethical frameworks, which set out:

- Expected standards of behaviour;
- Appropriate professional boundaries; and
- Conduct incompatible with safeguarding principles.

5.2. Education and Awareness

World Climbing promotes safeguarding awareness through:

- Mandatory safeguarding education for relevant roles;
- Role-specific guidance for athletes, Team Officials, Technical Officials, and staff;
- Safeguarding briefings linked to events and activities.

5.3. Safe Recruitment and Appointment

Where applicable, World Climbing applies safeguarding considerations in:

- Recruitment, appointment, and accreditation processes;
- Declarations of suitability, conflicts of interest, and ethical compliance;
- Role clarity and supervision arrangements.

5.4. Risk Assessment and Event Safeguarding

Safeguarding risks are considered as part of:

- Event planning and delivery;
- Designation of safeguarding contact points at events;
- Layout of athletes' spaces and planning of athletes' services.

SECTION 3 – REPORT AND RESPONSE

6. Reporting and Responding to Safeguarding Concerns

World Climbing maintains a clear, accessible, and confidential mechanisms to report and manage safeguarding concerns.

6.1. Reporting Safeguarding Concerns

Safeguarding concerns may be raised through designated reporting channels, which may allow for confidential or anonymous submissions. Reports may relate to:

- Actual or suspected harm;
- Inappropriate behaviour;
- Breaches of safeguarding standards.

World Climbing provides different reporting channels: for the protection of the victims and/or whistleblowers, it is strongly encouraged to use one of these reporting channels in order to receive the proper care and attention, including respect of anonymity where requested. The World Climbing reporting channels are:

- Dedicated safeguarding inbox: safeguarding@worldclimbing.com
- Dedicated submission form: <https://www.worldclimbing.com/safeguarding/index>
- Designated safeguarding focal points at events, as communicated at the Technical Meeting (in-competition).

Emergency situations requiring immediate intervention, including allegations of criminal nature, should be reported to local authorities without delay.

6.2. Reporting Timeframe

In line with Article 4.2 of the Code of Conduct, the standard limitation period to initiate a safeguarding inquiry is ten (10) years. For safeguarding matters involving minors, no time limitations apply.

7. Initial Handling and Risk Assessment

Upon receipt of a safeguarding concern, World Climbing, through its designated Officer, will:

- Acknowledge receipt where appropriate;
- Transfer the concern to the Ethics Commission for further handling.

Following initial screening by the designated Officer, the matter shall be transmitted without delay to the Ethics Commission who shall determine the appropriate procedural pathway (e.g. advisory handling, mediation, referral to the Disciplinary Commission for adjudication, dismissal, etc.). A reasoned explanation will accompany the decision of each pathway.

The designated Officer shall not determine the procedural pathway or exercise decision-making authority in relation to disciplinary referral.

8. Precautionary and Protective Measures

8.1. Purpose of Precautionary Measures

Where necessary to protect individuals, preserve the integrity of the process, or mitigate identified risks, World Climbing may adopt precautionary or interim measures.

The application of these measures does not determine responsibility or guilt.

Such measures are:

- Protective, not disciplinary;
- Adopted without prejudice to the outcome of any investigation or proceedings;
- Based on a risk-based and proportionate assessment.

8.2. Types of Measures

Precautionary measures may include, but are not limited to:

- Temporary suspension from roles or activities;
- Restrictions of accreditation to access to events, athletes, and facilities;
- Modification of duties or status;
- A combination thereof.

8.3. Authority and Review

Precautionary measures may be imposed by the Secretary General, the Ethics and Disciplinary Commissions, or other duly designated authority.

Any precautionary measures shall be accompanied, where appropriate, by information regarding the conditions and indicative timeframe for its review, which may be defined by reference to a specific date or to the occurrence of relevant procedural or factual developments, depending on the nature and seriousness of the concern.

Precautionary measures are subject to ongoing assessment and may be reviewed, modified, or lifted at any time as circumstances evolve. The imposition or continuation of precautionary measures does not constitute a determination of responsibility and shall be without prejudice to the outcome of any subsequent proceedings.

9. Case Management and Procedural Pathways

Safeguarding concerns may be:

- Addressed by the Ethics Commission through advisory or informal measures (e.g. mediation);
- Referred by the Ethics Commission to the Disciplinary Commission;
- Referred to external authorities where required by law.

The applicable pathway will depend on the nature and context of the concern.

10. Support and Protection of Affected Persons

World Climbing seeks to ensure that individuals affected by safeguarding concerns are:

- Treated with dignity and respect;
- Informed of available procedural options;
- Protected from retaliation;
- Supported in accessing appropriate assistance where feasible.

SECTION 3 – GOVERNANCE AND OVERSIGHT

11. Roles and Responsibilities

Safeguarding responsibilities within World Climbing include:

- The Ethics Officer (focal point and administrative coordination);
- The Safeguarding Officer and designated safeguarding focal points (in-competition);
- The Secretary General (administrative coordination);
- The Executive Board (oversight and policy responsibility).

The Executive Board shall designate an Ethics Officer in accordance with the Code of Conduct and the Federation's Ethics and Integrity framework, responsible for the coordination of activities related to ethics and integrity.

The Executive Board shall designate a Safeguarding Officer responsible for ensuring safeguarding concerns are handled in a timely, trauma-informed, and person-centred manner.

While distinct in nature, where appropriate and proportionate to the resources available, the Ethics and Safeguarding functions may be held by the same individual, subject to the safeguards set out below:

11.1. Mandate of the Ethics Officer

The Ethics Officer shall act in a coordinative and administrative capacity and perform the functions attributed to that role under the Code of Conduct and shall support the implementation of the Ethics and Integrity framework in accordance with Section 3 of the Code. The Ethics Officer shall perform their duties independently and shall be protected from undue influence, retaliation, or conflict of interest, in line with the safeguards established under the Code of Conduct.

11.2. Mandate of the Safeguarding Officer

The Safeguarding Officer shall act in a coordinative and administrative capacity. As such, the Safeguarding Officer shall:

- Receive and acknowledge safeguarding concerns or reports;
- Establish and maintain rapport with reporting persons and act as their focal point of support and communication;
- Provide information regarding available support and procedural options;
- Refer matters to the Ethics Commission for further handling, considering the wishes of the reporting person, except where legal obligations or identified risk factors require referral notwithstanding such wishes;
- Maintain appropriate confidentiality and secure handling of information.

The Safeguarding Officer shall not determine disciplinary liability or impose sanctions.

11.3. Combined Function

Where a separate Safeguarding Officer is not designated, the Ethics Officer may perform safeguarding functions. However, if the Ethics Officer has handled safeguarding intake or support in a case, they must not participate in investigative oversight or disciplinary decisions in that same matter. Any potential conflict of interest must be recorded in the case file. The combined function should be reviewed periodically as the organisation grows to ensure appropriate structural separation.

11.4. Ethics Commission

In the current World Climbing framework, the Ethics Commission validates the pathway determination in handling safeguarding concerns, including referral to the Disciplinary Commission.

12. Governance Framework

This Policy and related Annexes operate in conjunction with:

- Code of Conduct;
- Disciplinary Rules;
- Terms of Reference of the Ethics and Disciplinary Commissions;
- Event accreditation and International Licence framework.

13. Independence of Commissions

The Ethics Commission and the Disciplinary Commission shall perform their respective functions independently from the Executive Board, the President, the Secretary General, and the administration. No member of the Executive Board, or any member of the administration may interfere with or attempt to influence the process and/or outcome of individual safeguarding or disciplinary matters.

Operational coordination by the administration shall not affect the independent exercise of judicial or quasi-judicial functions.

14. Implementation, Monitoring, and Review

This Policy and related Annexes enter into force upon adoption by the Executive Board.

World Climbing commits to:

- Appropriate dissemination and communication of the Policy and related Annexes;
- Regular review and updating of the safeguarding framework;
- Continuous improvement based on experience, feedback, and evolving best practice.

STANDARD OPERATING PROCEDURES

Annex A – Safeguarding Case Management

1. Purpose

This Annex establishes the standard operating procedure (SOP) for the receipt, handling, management, and closure of safeguarding concerns within World Climbing. It operationalises the Safeguarding Policy by ensuring that safeguarding concerns are addressed in a manner that is:

- Trauma-informed;
- Person-centred;
- Consistent;
- Proportionate; and
- Clearly distinct from and/or complementary to Disciplinary or investigative processes.

2. Scope of Application

This SOP applies to:

- All safeguarding concerns received by World Climbing, regardless of the reporting channel;
- All persons covered by the Code of Conduct and Safeguarding Policy;
- All contexts falling within World Climbing’s jurisdiction or regulatory influence.

This SOP does not govern disciplinary investigation, sanctions, or appeals, which are regulated separately.

3. Core Principles Governing Case Management

Safeguarding case management under this SOP shall be governed by the following principles:

- **Safety first:** the immediate and ongoing safety of affected persons takes precedence;
- **Trauma-informed practice:** recognising the impact of trauma on disclosure, memory, and behaviour;
- **Respect for autonomy:** affected persons are supported to make informed choices wherever possible;
- **Minimum necessary intervention:** information is collected and shared strictly on a need-to-know basis;
- **Non-investigative function:** safeguarding case management does not involve fact-finding or determination of responsibility.
- **Procedural fairness:** safeguarding actions shall not prejudice disciplinary outcomes.

For the purposes of this Policy, ‘trauma-informed practice’ refers to an approach that recognises the potential impact of trauma on disclosure, memory, and behaviour, seeks to avoid re-traumatisation, promotes psychological safety, and ensures respectful and supportive communication.

World Climbing shall seek to ensure the designated Officer receive appropriate training commensurate with their responsibilities.

4. Receipt of Safeguarding Concerns

Safeguarding concerns may be received through any reporting channel established under Article 6.1 of the Safeguarding Policy, including anonymous submissions.

Upon receipt, the designated Officer (i.e. the Safeguarding Officer, or Ethics Officer in case no separate Safeguarding Officer is appointed), shall:

- Record the concern securely;
- Establish rapport with the reporting person and inform the Ethics Commission in a timely manner, considering the wishes of the reporting person, except where legal obligations or identified risk factors require referral notwithstanding such wishes;
- Preserve confidentiality;
- Provide support and act as focal point of contact for the reporting person;
- Refrain from making credibility assessments at this stage.

Receipt of a safeguarding concern does not require the affected person to submit a formal complaint.

5. Acknowledgment and Initial Contact

Where contact details are available and appropriate, the designated Officer shall acknowledge receipt in a supportive, non-procedural, and non-adversarial manner.

The acknowledgment shall:

- Thank the reporting person;
- Clarify the safeguarding role and limits;
- Avoid promises of specific outcomes;
- Explain next steps in general terms.

6. Initial Risk Screening

6.1. The designated Officer shall conduct an initial risk screening for the sole purpose of identifying:

- Immediate safety concerns;
- Risks of further harm;
- Indicators requiring urgent action.

6.2. Risk screening may consider:

- Vulnerability of affected persons (including minors);
- Alleged conduct severity;
- Power imbalances;
- Ongoing access to potential victims.

6.3. This screening shall not involve:

- Determination of facts;
- Assessment of guilt or responsibility;
- Credibility judgments.

7. Safeguarding Pathway Determination

Based on the initial risk screening, the designated Officer shall prepare a written summary of the safeguarding intake and risk considerations and transmit it to the Ethics Commission. The Ethics Commission will determine the appropriate procedural pathway. This may include one or more of the following:

- Safeguarding support only, without disciplinary referral;
- Referral to the Disciplinary Commission;
- Coordination with the relevant National Federation;
- Referral to external authorities.

The chosen pathway shall be documented, with reasons recorded confidentially. Where contact details are available and subject to confidentiality, the reporting person shall be informed of the procedural pathway selected.

The designated Officer's role is limited to initial intake, support and liaison for reporting persons, and risk identification, and does not include adjudicative or referral authority.

8. Emergency and Mandatory Referral

Where the information received indicates:

- a. An immediate risk to safety; or
- b. Potential criminal conduct requiring mandatory reporting,

The Ethics or Disciplinary Commissions shall:

- Advise referral to relevant public authorities; and/or
- Cooperate with competent authorities in accordance with applicable law.

Such referral does not require the consent of the affected person where legal obligations apply.

9. Ongoing Safeguarding Support

Safeguarding support may include:

- Provision of information on options and processes;
- Referral to external support services where feasible;
- Coordination of protective measures;
- Regular check-ins, where appropriate.

Safeguarding support may continue independently of disciplinary proceedings and may continue even if no formal complaint is pursued.

10. Case Review and Closure

Safeguarding cases shall be reviewed periodically to assess:

- Ongoing risks;
- Effectiveness of protective measures;
- Need for continued support.

A safeguarding case may be closed when:

- No ongoing safeguarding risk is identified;
- Appropriate support and referrals have been completed;
- A Disciplinary sanction has been imposed on the respondent.

The Ethics Commission shall inform the reporting or affected person of the closure of the safeguarding case.

Closure does not preclude continued safeguarding support, nor reopening the case if new information arises.

11. Documentation and Records

Safeguarding records shall be:

- Factual and objective;
- Securely stored;
- Retained in accordance with data-protection requirements.

Access to safeguarding records shall be strictly limited.

12. Relationship with Disciplinary Proceedings

12.1. Safeguarding case management is separate from disciplinary investigation and adjudication.

12.2. Safeguarding records shall not automatically constitute disciplinary evidence and shall only be used where procedurally appropriate and compliant with applicable law.

Annex B – Jurisdiction, Roles, and Responsibilities

1. Purpose

This Annex defines relationship between World Climbing’s jurisdiction in safeguarding matters, the responsibilities of National Federations, and the expectations placed on all accredited persons covered by the Code of Conduct and Safeguarding Policy.

2. Principle of Subsidiarity

2.1. Safeguarding responsibilities are exercised at the most appropriate level taking into account:

- Jurisdiction;
- Accreditation and licencing;
- Location of conduct;
- Applicable law.

2.2. World Climbing does not replace or override national safeguarding systems, except where:

- Conduct falls within its direct jurisdiction; or
- Necessary to protect individuals or the integrity of World Climbing activities.

3. World Climbing Jurisdiction

World Climbing’s jurisdiction arises where:

- An individual holds an official role, licence, appointment, or accreditation issued by World Climbing;
- Conduct occurs at or in connection with a World Climbing-sanctioned Event or activity;
- Conduct occurred outside World Climbing activities that, based on a reasonable assessment of available information, creates a demonstrable safeguarding risk within World Climbing activities;
- World Climbing exercises regulatory authority under its statutes or application agreements.

Examples of conduct occurred outside World Climbing activities that creates a demonstrable safeguarding risk within World Climbing activities are (non-exhaustive):

- International Technical Officials engaging in serious misconduct outside a World Climbing Event.
- Coach banned at national level seeking accreditation through other National Federations.
- Public conduct creating direct risk at World Climbing Events (i.e. threats to athletes, teams, or other Event participants).

What would not qualify as conduct occurred outside World Climbing activities that creates a demonstrable safeguarding risk within of World Climbing activities:

- General reputational embarrassment.
- Domestic disputes with no connection to World Climbing.
- Conduct unrelated to World Climbing roles or participation.
- Purely political disagreement.

Jurisdiction does not extend to the general supervision of national safeguarding systems, domestic activities, or activities sanctioned by National Federations.

4. World Climbing Responsibilities

4.1. World Climbing is responsible for:

- Receiving and handling safeguarding concerns within its jurisdiction;
- Adopting precautionary and protective measures related to World Climbing roles and activities;
- Referring matters to Ethics or Disciplinary bodies where applicable;
- Providing guidance and tools to National Federations to the extent possible.

5. National Federations Responsibilities

5.1. National Federations are responsible for:

- Safeguarding at national level, in accordance with national law, including enforcing precautionary measures;
- Adopting and implementing safeguarding policies aligned with World Climbing principles;
- Managing safeguarding concerns involving their athletes, coaches, or officials at national level;
- Cooperating with World Climbing in IF-level cases;

5.2. National Federations retain primary responsibility for:

- Coaches
- Team Officials
- National training environments
- Domestic competitions and activities
- Private contractors.

5.3. Where a safeguarding case arises under the jurisdiction of a National Federation and concerns an individual who also holds any role, function, or accreditation within World Climbing, the National Federation shall promptly notify World Climbing to allow appropriate considerations within World Climbing's jurisdiction.

6. Local Organising Committees and Accredited Persons

6.1. Local Organising Committees (LOC) operating under World Climbing authority are expected to:

- Cooperate with World Climbing safeguarding measures;
- Facilitate access to safeguarding focal points;
- Respect imposed restrictions or precautionary measures.

6.2. Accredited persons are bound by:

- The World Climbing Code of Conduct;
- Applicable safeguarding policies;
- Conditions attached to their accreditation.

7. Cooperation and Information Sharing

World Climbing and National Federations shall cooperate in good faith in safeguarding matters. Information sharing shall:

- Respect confidentiality and data protection;
- Be limited to what is necessary;
- Avoid duplication or parallel processes.

8. Limits of Application

Nothing in this Annex shall be interpreted as: a. Granting World Climbing general supervisory authority over national safeguarding systems; b. Limiting the legal autonomy of National Federations. c. Preventing National Federations from exercising their lawful mandates.

Annex C – Precautionary and Protective Measures

1. Purpose

This annex establishes the framework governing the imposition, review, and lifting of precautionary and protective measures in safeguarding contexts.

Its purpose is to enable World Climbing to:

- Protect individuals from harm;
- Preserve the integrity of safeguarding and disciplinary processes; and
- Manage identified risks responsibly and proportionately.

2. Nature of Precautionary Measures

2.1. Precautionary measures are:

- Protective, not disciplinary;
- Temporary in nature;
- Imposed without prejudice to the outcome of any proceedings.

2.2. The imposition or continuation of a precautionary measure does not constitute:

- A finding of responsibility;
- A sanction; or
- A disciplinary determination.

3. Authority to Impose Measures

Precautionary measures may be imposed by:

- The Secretary General in urgent circumstances where immediate protective action is required;
- The Ethics Commission;
- The Disciplinary Commission;

Where imposed by the Secretary General, the measure shall be notified without delay to the Ethics Commission and shall remain subject to automatic review in accordance with this Annex.

The decision-making authority shall act independently from disciplinary adjudication.

4. Grounds for Precautionary Measures

Precautionary measures may be imposed where, based on available information, there is a reasonable basis to conclude that such measures are necessary to:

- Protect individuals from actual or potential harm;
- Prevent interference with safeguarding or disciplinary processes;
- Address identified reputational risks directly linked to safeguarding risks.

5. Types of Precautionary Measures

Measures may include:

- Temporary suspension from roles or activities;
- Restrictions of accreditation to access to events, athletes, and facilities;
- Modification of duties or status;
- A combination thereof.

Measures shall be proportionate to the assessed risk.

6. Notification

The affected person shall be informed in writing of:

- The measure imposed;
- Its protective nature;
- The general grounds for its adoption;
- The review mechanism.

Notification shall be factual, neutral, and avoid prejudicial language. The notification shall indicate:

- An indicative timeframe for review; or
- The procedural or factual conditions for triggering review.

7. Review and Duration

Precautionary measures shall be subject to ongoing assessment.

Where imposed by the Secretary General, precautionary measures are automatically submitted to the Ethics Commission for review within 14 days from their imposition. The Ethics Commission shall render its position (maintain, adapt, or lift) on the precautionary measures within 7 days from the receipt of the review request.

Prior to the Ethics Commission rendering its position on the precautionary measure, the affected person shall be given an opportunity to submit written observations within a reasonable timeframe, unless urgency makes prior consultation impracticable. The Ethics Commission shall consider such observations in its review decision.

Measures may be reviewed, adapted, or lifted at any time by the imposing authority or the Ethics Commission as circumstances evolve.

8. Cooperation with National Federations and LOC

Where precautionary measures require cooperation by National Federations or LOC, World Climbing shall communicate such measures through appropriate channels.

National Federations are expected to cooperate within their respective jurisdictions, in accordance with their obligations as members of World Climbing.

9. Relationship with Disciplinary Proceedings

Precautionary measures may be imposed:

- Before;
- During, or
- Independently of disciplinary proceedings.

The lifting or continuation of a precautionary measure shall not be contingent upon the initiation or outcome of disciplinary proceedings.

10. Documentation

Decisions relating to precautionary measures shall be documented and retained confidentially. Documentation shall:

- Record the rationale for the measure;
- Record the proportionality assessment;
- Review actions taken.