



## Safeguarding Policy of the CBL

### 1. Nature and Purpose

1.1 This policy is established within the context of the governance and good practices adopted and implemented by the Confederação Brasileira de Lacrosse (CBL), resulting from the exercise of its private and associative autonomy, notably its regulatory functions within the national and international sports system. It therefore constitutes an internal regulatory instrument of Brazilian lacrosse, aimed at promoting and ensuring a safe and protective environment for its beneficiaries, including, by way of example, athletes, coaches, referees, officials, staff, volunteers, directors, collaborators, and any individuals directly or indirectly connected to the sport in Brazil.

1.2 The purpose of this safeguarding policy is to ensure the proper promotion of sport in the country, enabling both its practice and management within a safe, respectful, fair, and balanced environment, free from discriminatory acts and conduct that violate human dignity, with effective measures to prevent and address violence, manipulation of results and competitions, doping, bullying, harassment, and abuse in general—whether physical, emotional, or sexual—among other threats to modern sport and its social actors.

1.2.1 In addition to the other provisions of this policy, pursuant to Article 9 of Law No. 14,597/2023, measures shall be adopted to raise awareness, prevent, and combat, at all levels and services of sports practice, systematic intimidation (bullying), as well as practices that undermine sports integrity and competition outcomes. Systematic intimidation (bullying) is defined as any act of physical or psychological violence, intentional and repetitive, occurring without evident motivation, carried out by an individual or group against one or more persons, with the objective of intimidating or aggressing, causing humiliation, pain, and distress to the victim, within a relationship of power imbalance between the parties involved.

1.2.2 Without prejudice to the adoption and understanding of concepts from a broad international perspective, in order to provide greater protection to the beneficiaries of this safeguarding policy, the following concepts—drawn from Brazilian Olympic regulations—serve as reference points for better understanding and educational dissemination of the policy's intent:

1.2.2.1 *Psychological violence* lies at the core of all other forms of harassment and abuse and is considered the gateway to other forms of abuse. It may consist of behaviors that belittle, humiliate, segregate, reject, or isolate an individual.



1.2.2.2 *Moral harassment* is abusive conduct, frequent and repetitive, that humiliates, constrains, and disqualifies a person or group.

1.2.2.3 *Physical violence* is any deliberate and unwanted act that constitutes an offense to the physical integrity or health of the victim.

1.2.2.4 *Gender-based violence* is violent conduct, whether physical or psychological, exercised against any person or group based on their sex or gender.

1.2.2.5 In addition to the forms of violence mentioned above, this safeguarding policy encompasses all types of violence, including those related to or arising from discrimination of any kind, including racial issues or violence against the LGBTQIAP+ community.

1.2.2.6 *Negligence or omission* is the failure to meet someone's physical and emotional needs when there are means, knowledge, and resources to do so.

1.2.2.7 *Sexual harassment* is independent of a power relationship and consists of any attempt to obtain sexual advantage or favor through reprehensible, unwanted, and unacceptable conduct, such as threats or the imposition of conditions for remaining in the sports or work environment, as well as other aggressive sexual behaviors that impair the victim's activity.

1.2.2.8 *Sexual abuse* occurs when an aggressor uses force, makes threats, or exploits the victim to engage in unwanted or non-consensual sexual activity.

1.3 It is understood that ensuring the integrity of the sports system and the individuals within it is a shared social responsibility, and particularly an institutional responsibility of Brasil Lacrosse. This responsibility aims to protect individuals and ensure the sustainability of Brazilian lacrosse, based on general principles of law and applicable legislation, encompassing public and private norms that contribute to achieving these objectives. Special emphasis is given to the principles set forth in Article 2 of Law No. 14,597/2023, particularly education, integrity, health, and safety, which are protective pillars of the national sports system.

1.4 This safeguarding policy defines, at a minimum, principles, responsibilities, protection, prevention, investigation, structures, and responses to inappropriate conduct, in line with Olympic and federative guidelines, with particular reference to the policy implemented by World Lacrosse.



## **2. Scope of Application**

2.1 This policy has broad applicability, encompassing any activities directly or indirectly related to Brasil Lacrosse, especially official events directly organized or indirectly sanctioned by Brasil Lacrosse, such as training sessions and related technical activities, matches, competitions or equivalents, friendly or competitive events, meetings, environments, and other associative or non-associative manifestations occurring under the authority or sanction of Brasil Lacrosse. This includes, more broadly, activities conducted by individuals or legal entities that participate in any manner within the associative context of Brasil Lacrosse.

## **3. Prevention**

3.1 Among other protective and preventive measures to be adopted by individuals or legal entities and their respective representatives, the hiring or appointment of any professionals intending to work within Brazilian lacrosse must be preceded by a thorough assessment of any background issues that, under applicable law, may be considered risk factors to the integrity of the sports system. Special attention shall be given to professionals who may work directly with individuals, particularly women, children, adolescents, and other vulnerable persons.

3.1.1 Selection processes must be conducted responsibly, discreetly, and objectively, observing the principles of Legality, Impersonality, and Morality established by Article 37 of the Brazilian Federal Constitution of 1988, with a focus on protecting vulnerable individuals.

3.2 To ensure the effectiveness of this safeguarding policy, Brasil Lacrosse shall promote an environment of continuous training and education for its stakeholders, encompassing all individuals and legal entities within the associative and federative context of Brazilian lacrosse.

3.2.1 Training and education shall be recognized as effective tools for awareness-raising, aimed at informing potential victims and potential offenders about the illegality, unlawfulness, and immorality of certain practices, including those that, due to structural issues, may be perceived as normal by those involved. Such practices must be addressed rigorously to expand knowledge and foster social transformation through the evolution of human culture.

3.3 The practice and management of sport involving minors, as well as vulnerable individuals in general, shall comply with international best practices and applicable national legislation. All activities involving minors—such as training, competitions, travel, and events—must be conducted with heightened care and caution. Any form of unsupervised one-on-one interaction between adults and minors is strictly prohibited.



#### **4. Reporting and Duty to Act**

4.1 Pursuant to the Brasil Lacrosse Social Statute, the existence of an Ombudsman's Office is mandatory. It may be accessed openly or anonymously through specific communication channels, such as email, postal address (letter), telephone, or other appropriate means that facilitate the submission of reports.

4.1.1 Information regarding the Ombudsman's Office and the procedures for submitting reports must be clearly, didactically, and easily accessible on the Brasil Lacrosse website.

4.2 Reports may be submitted and received without formalities and shall be handled diligently, responsibly, discreetly, and strategically by the competent bodies, allowing for a thorough investigation of the reported facts.

4.2.1 For individuals holding institutional roles within Brasil Lacrosse—such as directors, staff members, coaches, among others—reporting is mandatory, and such individuals have a duty to act by informing the competent channels and bodies of any minimally suspicious acts that may violate this policy. Failure to do so may result in disciplinary sanctions.

4.2.2 Reports received must be properly recorded and handled, and the competent body or channel must provide responses and updates to the reporting party within a reasonable timeframe, not exceeding seventy-two (72) hours, or provide justification for any delay.

4.3 Investigations shall be conducted by the competent bodies in accordance with the Brasil Lacrosse Social Statute and applicable Brazilian legislation, ensuring, at a minimum, proper documentation of the investigative process, responsible collection and storage of documents and information produced, and the forwarding of all relevant materials to the competent bodies, such as the Ombudsman's Office, the Ethics Council of Brasil Lacrosse, and the Superior Court of Sports Justice of Brazilian Lacrosse, as well as the Sports Justice Prosecutor's Office, as applicable.

4.3.1 When appropriate, documents and information shall be forwarded to the competent public authorities for applicable legal measures.

4.4 When requested or warranted by the nature of the facts, the competent bodies shall ensure anonymity and protection for whistleblowers and witnesses, while fully observing the defense rights of the accused individual.



## **5. Disciplinary Process**

5.1 Reports and investigations may result in disciplinary proceedings within the associative framework of Brazilian lacrosse. In all cases, the principles of Legality, Impersonality, Morality, Publicity—except in cases of confidentiality—and Efficiency shall be observed, as well as Due Process of Law, Adversarial Proceedings and Full Defense, Reasonableness, Proportionality, and Reasoned Decision-Making.

5.2 Depending on the case and following review by the Ombudsman’s Office, if the matter has not been directly addressed by the competent adjudicatory bodies, disciplinary proceedings may be conducted before the Ethics Council and/or the Superior Court of Sports Justice of Brazilian Lacrosse, both bodies provided for in the statutory structure of Brasil Lacrosse, in accordance with the allocation of competencies established by applicable legislation.

5.2.1 Procedural rules applicable to the Ethics Council are set forth in the Brasil Lacrosse Code of Ethics and Conduct, while procedural rules applicable to the Superior Court of Sports Justice are established in the Brazilian Code of Sports Justice, enacted by Resolution of the National Sports Council, which is part of the structure of the Brazilian Ministry of Sport.

## **6. Dissemination of the Policy**

6.1 This safeguarding policy shall be widely disseminated by Brasil Lacrosse through its website to ensure awareness among all stakeholders within the Brazilian lacrosse sports system.

6.2 All stakeholders within the system have a duty to become familiar with the safeguarding policy and to adopt the measures and actions necessary for its effective implementation.

## **7. General Provisions**

7.1 Any omissions shall be resolved and interpreted by the competent bodies of Brazilian lacrosse, with subsequent updates to this policy.



7.2 This safeguarding policy shall be translated into English and interpreted in alignment with the safeguarding policy of World Lacrosse and with national and international Olympic standards.

7.3 All procedures for analysis, investigation, adjudication, and application of sanctions under this safeguarding policy shall be conducted with a gender perspective, recognizing structural inequalities, power relations, and stereotypes that may disproportionately affect women, girls, and individuals of diverse gender identities. Decisions shall avoid discriminatory practices, revictimization, or victim-blaming, ensuring equitable, dignified, and respectful treatment of all parties involved.

7.4 The application of this policy shall adopt an intersectional approach, recognizing that situations of violence, abuse, harassment, or discrimination may be exacerbated by the interaction of multiple factors, including but not limited to gender, age, race, ethnicity, nationality, disability, sexual orientation, gender identity, socioeconomic status, religion, or migratory status. Measures adopted shall consider these multiple vulnerabilities, ensuring appropriate, proportional, and context-sensitive responses.

7.5 In all cases involving children and adolescents, the principle of the best interests of the child shall prevail, ensuring full protection, absolute priority, and a duty of care on the part of Brasil Lacrosse. Procedures shall be adapted to avoid any form of revictimization, ensure confidentiality, provide qualified listening, and, when applicable, facilitate communication and cooperation with legal guardians and competent authorities, in accordance with applicable legislation.

7.6 This safeguarding policy was prepared by the legal advisor of Brasil Lacrosse, Dr. Leonardo Andreotti Paulo de Oliveira, approved by the Board of Directors and Executive Board of the association, and enters into force on this date, without prejudice to its submission to the General Assembly of Brasil Lacrosse for ratification *ad referendum*.



7.7 Given its social relevance, the dissemination of the content of the Brasil Lacrosse safeguarding policy is encouraged as a means to contribute to the prevention and combat of the acts referenced herein. Citation of this policy as the source text is encouraged when it is used as a model or partially or fully reproduced in the development of similar policies, in recognition of ethical standards and intellectual integrity.

Santarém, 29 of December of 2025.

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**Manuel Elbio Aquino Sequeira**  
President of the CBL

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Legal advisor to CBL