

# INTERNATIONAL YOGA FEDERATION (IYF)

## CODE OF CONDUCT AND SAFEGUARDING COMMITMENT

### (PSEA - PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE)

Version: 1.0

Effective date: 2026-01-31

Applies to: all IYF activities (online and in-person)

#### 1. PURPOSE

IYF promotes yoga as a sport and as a path for human development. This Code of Conduct sets clear expectations for ethical behavior and safeguards the dignity, safety, and well-being of all participants and communities we engage with. IYF maintains zero tolerance for sexual exploitation and abuse and for any form of harassment, discrimination, violence, or abuse.

#### 2. SCOPE AND APPLICABILITY

This Code applies to all persons acting under IYF name or authority, including staff (if any), elected officers, members, athletes, coaches, teachers, trainers, volunteers, consultants, event officials, and any representatives of affiliated organizations participating in IYF programs. It covers all settings where IYF operates, including competitions, festivals, seminars, trainings, community activities, online sessions, and communications connected to IYF activities.

#### 3. DEFINITIONS

Beneficiary or participant: any person who attends, receives services, participates in IYF activities, or is otherwise directly affected by IYF programs.

Safeguarding: measures that prevent and respond to harm, including sexual exploitation and abuse (SEA), harassment, bullying, neglect, and other forms of violence.

Sexual exploitation: any actual or attempted abuse of a position of vulnerability, power, or trust for sexual purposes, including profiting monetarily, socially, or politically from the sexual exploitation of another.

Sexual abuse: actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Child: any person under 18 years of age.

PSEA: Protection from Sexual Exploitation and Abuse.

#### 4. CORE STANDARDS OF CONDUCT

All covered persons must:

- a) treat everyone with respect, dignity, and fairness;
- b) maintain professional boundaries and avoid abuse of power;
- c) foster inclusive participation without discrimination on the basis of gender, age, disability, ethnic origin, nationality, culture, religion, sexual orientation, or political beliefs;
- d) act with integrity and honesty in communications, reporting, and program delivery;
- e) follow safe sport principles, fair play, and applicable anti-doping rules where relevant;
- f) comply with local laws and venue rules, including health and safety requirements.

#### 5. PROHIBITED CONDUCT (ZERO TOLERANCE)

IYF prohibits, and will take action against, any of the following:

- a) sexual exploitation or sexual abuse of any beneficiary, participant, or community member;
- b) any sexual activity with a child (under 18), regardless of consent or local age-of-consent laws;

- c) exchanging money, employment, goods, services, training advantages, awards, favors, transport, accommodation, or any other benefit for sex, sexual acts, or sexualized content;
- d) sexual relationships or sexualized behavior that are exploitative, coercive, or involve an imbalance of power, including with beneficiaries or participants;
- e) harassment (including sexual harassment), bullying, intimidation, humiliation, or degrading treatment;
- f) discrimination, hate speech, or exclusion of any kind;
- g) physical violence or threats of violence;
- h) facilitating, encouraging, or ignoring SEA, including failure to report suspected SEA or safeguarding concerns;
- i) photographing, filming, or sharing images of children or participants in a sexualized manner, or without appropriate consent and safeguarding controls;
- j) possession, creation, or sharing of child sexual abuse material (this will be reported to the relevant authorities).

## 6. SAFE DELIVERY AND RISK REDUCTION MEASURES

IYF aims to create safe environments in both online and in-person activities. As a minimum, IYF programs should include:

- a) clear role definition and supervision for events (including volunteer moderators for online spaces where used);
- b) participant information on expected behavior and reporting options at the start of activities;
- c) appropriate supervision standards for activities involving children or vulnerable persons (including avoiding one-to-one isolated situations where possible);
- d) safe sport measures in competitions (e.g., respectful judging, fair play, and safe practice conditions);
- e) consent-based photo/video practices, with additional protections for children;
- f) online safeguarding measures such as moderation, respectful chat rules, and removal of harmful content.

## 7. REPORTING, WHISTLEBLOWING, AND NON-RETALIATION

All covered persons have a duty to report suspected misconduct, safeguarding concerns, or SEA. Reports may be made confidentially and in good faith. Retaliation against any person who reports a concern, participates in an inquiry, or seeks help is prohibited.

Reporting channels:

- IYF Safeguarding Focal Point (confidential): [contact@internationalyogafederation.com.tr](mailto:contact@internationalyogafederation.com.tr)
  - Alternative channel (confidential): [info@internationalyogafederation.com.tr](mailto:info@internationalyogafederation.com.tr)
- If immediate danger exists, contact local emergency services first and then notify IYF.

IYF will handle reports with confidentiality on a need-to-know basis. Information will be shared only as necessary to protect people, comply with legal obligations, and manage the case.

## 8. RESPONSE, INVESTIGATION, AND DISCIPLINARY MEASURES

IYF takes all safeguarding and SEA concerns seriously. Upon receiving a report, IYF will:

- a) prioritize immediate safety and take interim measures where needed (e.g., removal from duties, suspension from activities);
- b) conduct an initial assessment and determine appropriate next steps;
- c) refer matters to competent authorities when required by law or when serious harm is alleged;
- d) apply proportionate disciplinary measures for violations, which may include warning, removal

from role, suspension, termination of membership/participation, contract termination, and referral to authorities.

IYF applies a survivor-centered approach. No one is required to confront the alleged offender. Confidentiality and dignity will be respected to the maximum extent possible.

## 9. TRAINING, ACKNOWLEDGEMENT, AND COMPLIANCE

IYF expects all covered persons to read this Code, understand it, and comply with it. IYF may require acknowledgement (signature or digital acceptance) before participation in certain roles or events. Safeguarding and PSEA awareness briefings should be provided for volunteers, moderators, teachers, trainers, and event teams, appropriate to their responsibilities.

## 10. REVIEW AND UPDATES

This Code is reviewed periodically and may be updated to reflect evolving best practice, learning from activities, and feedback. The latest version applies to all IYF programs and communications.

## 11. INDIVIDUAL ACKNOWLEDGEMENT (OPTIONAL FORM)

Name:

Role (member, volunteer, coach, athlete, trainer, staff):

Event or program (if applicable):

Date:

Signature (or digital acceptance):

## ANNEX A - SAFEGUARDING AND PSEA PROCEDURES (SUMMARY)

### 1) Roles

- Safeguarding Focal Point: receives reports, coordinates response, maintains confidential records, and advises event teams.
- Alternate Focal Point: receives reports if the primary focal point is unavailable or implicated.

### 2) Reporting

- Report as soon as possible via the channels listed in Section 7:  
[contact@internationalyogafederation.com.tr](mailto:contact@internationalyogafederation.com.tr) and [info@internationalyogafederation.com.tr](mailto:info@internationalyogafederation.com.tr).
- Reports can include: what happened (or concern), when/where, who was involved, and any immediate safety needs.
- Anonymous reports may be accepted; however, this may limit follow-up.

### 3) Immediate actions

- If there is immediate risk, prioritize safety: separate parties, obtain medical help, contact emergency services as needed.
- Consider interim protective measures such as removing the alleged offender from any role, access, or activities during review.

### 4) Case handling principles

- Do no harm and survivor-centered support: safety, respect, confidentiality, and non-discrimination.
- Obtain consent where possible before sharing information, except where legally required or essential for safety.
- Offer information on available support options and referral pathways where feasible (medical, psychosocial, legal).

#### 5) Timelines

- Acknowledge receipt within 2 working days where contact details are available.
- Complete initial assessment as promptly as possible, normally within 10 working days, and determine next steps.
- Provide updates to the reporter where appropriate and safe to do so.

#### 6) Outcomes

- Administrative/disciplinary action under Section 8.
- Referral to authorities where required by law or where serious abuse is alleged.
- Preventive action: improved supervision, training, or event controls.

#### 7) Records and data protection

- Keep minimal necessary information and document decisions and actions taken.
- Store records securely with restricted access on a need-to-know basis for an appropriate retention period.
- Share information only where necessary for safety, legal compliance, or case management.

#### 8) Learning and prevention

- Identify root causes and improve safeguards (briefings, moderation practices, supervision, partner alignment).
- Apply lessons learned to future activities and update this document when needed.