

Member Federation Safeguarding Action Plan Template

Member Federation Name: Athletics Federation of Bosnia and Herzegovina

For the period: December 2022 to 19 October 2023

#	Action	Person responsible	timeframe	Status	Comments
1	Hold a discussion with Member Federation leaders about the proposal and agree to proceed with producing a policy.	Gorana Tešanović	March 2023	The discussion was held	Member Federation leaders agreed to proceed with the production of a policy.
2	Taking advice locally from the National Olympic Committee, national or regional/local public authorities and sport agencies, local health authorities, other non-governmental organisations who specialise in safeguarding	Gorana Tešanović, Mehmed Lokmić	April 2023	The organizations have been contacted (he National Olympic Committee, national or regional/local public authorities and sport agencies, local health authorities)	The organizations do not have Safeguarding in the form we are creating it now, but they all supported the project
3	Preparing a draft policy using the Safeguarding Policy template at Appendix 1 initially.	Gorana Tešanović, Mehmed Lokmić	May 2023	Prepared	The main question is whether safeguarding will be organized only at the level of the main athletic association or whether it will also be organized at the level of entity associations
4	Circulate a draft policy to a small group within the relevant athletics community, consulting with a group for their opinions and getting feedback from a group of athletes including children to find out from them how it would help them to have the policy presented.	Mehmed Lokmić	June 2023	Interviews were conducted primarily with athletes and coaches, and in cooperation with psychologists and competent police officers, a plan of action was designed	If the authorities in the B&H athletics association decide to implement seaeguarding at the level of the entity associations and the main association, the plan will be adapted
5*	Preparing a plan to communicate the policy to a wider audience.	Gorana Tešanović	July 2023	all actions have been stopped	
6*	Considering how to support clubs within the Member Federation to prepare safeguarding policies and carry out training	-	July 2023	all actions have been stopped	

7*	Preparing draft codes of conduct, flowcharts with local procedures included reporting forms to be used locally	-	July 2023	all actions have been stopped	
8*	Preparing a communications plan for raising awareness of the safeguarding policy	-	July 2023	all actions have been stopped	
9*	Considering how to review and monitor the implementation of the policy	-	August 2023	all actions have been stopped	
10*	The recruitment of staff and volunteers including coaches, managers and officials should be included in any safeguarding policy taking into account local legislation.	-	March - September 2023	all actions have been stopped	
11*	holding training for leaders and those who will be taking responsibility for safeguarding to ensure they fully understand their responsibilities in particular board members of the Member Federation	-	September 2023	all actions have been stopped	

*Explanation for actions 5,6,7,8,9,10,11:

In June and July, activities around the project were not possible due to the organization of the realization of the competitions for the season. In September, at a meeting with the leaders of the Athletics Federation of Bosnia and Herzegovina, there was talk about problems regarding the implementation of the project. The experts engaged in harassment (police and medicine experts) were at a meeting. They pointed to the complexity of the issue. They advised not to post information and contact-telephone on the website, or do anything necessary until we solved all problems, and appointed experts according to organizational structure. We agreed that the priority is to decide about the implementation of the project - whether it will be implemented at the level of entity associations and the main association or only at the level of the main federation. We concluded that if the project is realized at the level of entity associations and the main federation, the organizational structure will require the engagement of a greater number of experts. We also concluded that the engagement of experts will require finances for which associations have no funds. These problems we will solve in the future period.