

**GAMES
ENVIRONMENT
GENERAL
CONDUCT**

35TH
NATIONAL
GAMES - 2025
KARACHI



Dear Athletes, Dear Athletes Support Personnel. Dear Officials, Dear Friends,

The National Games of Pakistan are conducted under the authority of the Pakistan Olympic Association and in alignment with the values of the Olympic Charter. These Games symbolize respect, friendship, integrity, excellence, and fair play. They are designed to provide athletes with a safe, dignified, and inclusive environment in which they can perform to their highest potential.

These Games uphold the principle that sport must remain apolitical, transparent, athlete-centered, and integrity-driven. The POA is committed to ensuring that every participant; athlete, official, volunteer, team manager, or support staff member is protected from any form of harassment, abuse, exploitation, discrimination, coercion, or manipulation.

These SOPs, the Code of Conduct, and the related material are issued to preserve the sanctity of the Games, promote athlete welfare, and ensure that all delegations uphold the highest standards of behaviour throughout their participation. Accordingly, our focus must remain to ensure at all times on and off the field that:

- Athlete-Centred, Safe and Inclusive Environment
- Zero Tolerance for Harassment, Abuse and Exploitation (Especially of Minors)
- Integrity, Fair Play and Clean Sport
- Non-Discrimination, Respect for All and Unity Through Sport
- Apolitical and Neutral Games Environment
- Duty of Care by All Officials
- Respect for Fair Competition, Opponent, Privacy, Personal Boundaries and Dignity

Together, we ask that everyone who is part of these Games, whatever their role or function, stand with us in protecting the spirit of sport, honouring the Olympic Charter, and living the values of the Olympic Movement that we proudly share.



General Standard Operating Procedures (SOPs)



- APPLICABLE TO:
 - ALL ATHLETES,
 - ATHLETE SUPPORT PERSONNEL,
 - NF OFFICIALS
 - OFFICIALS OF PARTICIPATING UNITS
 - VOLUNTEERS
 - TECHNICAL OFFICIALS
 - VENUE STAFF
 - LOGISTICS TEAMS
 - ORGANIZING COMMITTEE STAFF.

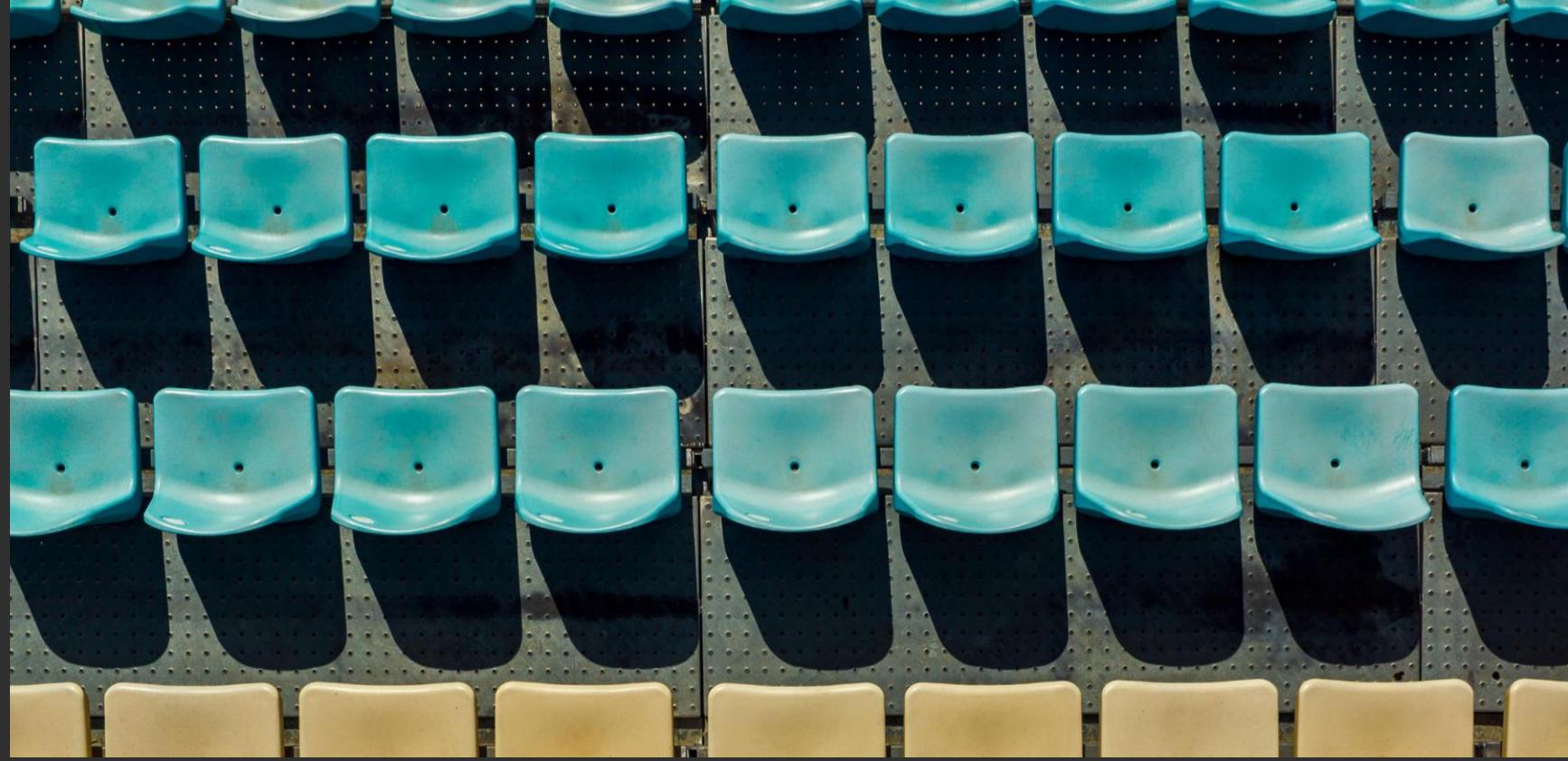
Travel & Movement



We expect Team Management to:

- Ensure safe and smooth travelling arrangements.
- Monitor mixed travel groups, especially in the presence of **minor athletes** and **female athletes**.
- Refrain participants from visiting sites without permission
- Use allocated transport strictly for Games-related movement only.
- Avoid unnecessary movements and follow the timetable and advisory of the Organizing Committee

Competition Venue Conduct



All participants are expected to:

- Arrive on time and follow all entry, exit, and access protocols.
- Maintain professional behaviour towards everyone, including referees, volunteers, staff, and opponents.
- Refrain from any form of abuse—verbal, emotional, physical, or sexual—and promptly report any such incident.
- Do not engage in, support, or ignore any activity related to:
 - Doping
 - Competition manipulation
 - Interpersonal violence
 - Political sloganeering
- Maintain discipline in warm-up areas, mixed zones, and dressing rooms, and always respect the privacy of others.
- Do not allow any unauthorised person to enter the field of play or other restricted zones.

Accommodation Protocols



- Only authorized persons may enter athlete rooms or residential areas.
- **Under no circumstances may non-team members enter rooms of female athletes:** Even within the team, male staff may not enter rooms of female athletes unless absolutely necessary and **only in the presence of a female official.**
- Minors must not be left unsupervised at any time.
- Team Managers shall maintain a daily headcount.
- Quiet hours must be observed.
- Team rooms are not to be used for gatherings, celebrations, or meetings after permitted hours.
- Respect cleanliness and facility rules; damage will result in disciplinary charges.

PROTECTION OF MINORS AND FEMALES



It is incumbent upon the team management that:

- All individuals under 18 are considered protected persons.
- One-on-one interactions must occur only in open, observable locations.
- No adult may share a room with a minor (except parent/guardian if approved).
- Photography and videography of minors require consent from the responsible official.
- Safeguarding Officers must maintain heightened supervision protocols for minors.
- Accommodation, transport, and competition arrangements must ensure safety and privacy of female athletes.
- No male personnel may enter female athlete rooms.
- Female Safeguarding Officers should be assigned to women's teams wherever possible.
- Medical evaluations for female athletes must be conducted in private and with sensitivity.
- Harassment, inappropriate comments, or intimidation toward female athletes will result in strict sanctions.

Prevention of Harassment & Abuse



Prohibited behaviours include but are not limited to:

- Verbal abuse, threats, insults
- Physical aggression or coercion
- Sexual harassment, unwanted touching, suggestive comments
- Psychological abuse, manipulation, intimidation
- Hazing, bullying, discrimination
- Exploitation of authority or power imbalance
- All incidents must be reported immediately to Team Safeguarding Officer or POA Integrity Committee.

Political Neutrality & Social Media Conduct



- Delegation leaders must ensure athletes understand Olympic Charter rules and POA policies on political neutrality.
 - Display of political slogans, gestures, chants, badges, flags, messages, or materials is prohibited.
 - Maintain professionalism in all public posts.
 - Do not share private team matters, injuries, or sensitive information.
 - Avoid provocative material that may harm reputation of the Games or athletes.
 - Use of social media for political messaging while representing the Games is not allowed.
- Violations may result in disqualification, withdrawal of accreditation, or disciplinary action.

Prevention of Competition Manipulation

- No athlete or official may:
 - bet on events,
 - share insider information,
 - influence referees or opponents,
 - intentionally underperform,
 - engage third parties for manipulation.
- All suspicious approaches must be reported immediately.
- Ignoring suspicion is a punishable violation.



Reporting & Response Mechanisms

- Reports may be made to:
 - Team Safeguarding Officer
 - Participating Unit Safeguarding Officer
 - POA Integrity Committee
- Confidentiality is and must be guaranteed.
- Retaliation against whistleblowers is strictly prohibited.
- Immediate protective measures will be taken for victims.



Powers & Measures Available Against Violations

- Shared Discipline Framework
 - Discipline during the Games will be maintained through the established technical, disciplinary, and safeguarding structures of each National Federation / participating unit, ensuring timely and context-specific action on the ground.
 - Where a matter requires broader oversight, involves serious misconduct, repeat behaviour, cross-delegation impact, or raises wider integrity concerns, it may be referred to the POA Integrity Committee by the NF/unit, Safeguarding Officer, Organizing Committee, or any authorized Games body.
- POA Integrity Committee (Referral & Support Role): Upon referral, the Committee may recommend to the President POA / Executive Committee appropriate measures, including:
 - Protective and control steps (separation of parties, restricted access, supervised participation).
 - Participation sanctions (suspension or cancellation of accreditation, removal from Games roles, disqualification where rules permit).
 - Removal or external referral for grave violations (expulsion from Games, referral to NF/IF or state authorities, as applicable).
 - Principle: A collaborative system where NFs/units act promptly and the POA Integrity Committee strengthens uniform integrity across the Games when needed.

CODE OF CONDUCT FOR ALL PARTICIPANTS

- The management of NFs/ Participating contingents must confirm that they have read and understood these SOPs and have disseminated these SOPs to the all participants confirming that all have:
 - ✓ Received, read, understood and commit to the the National Games SOPs.
 - ✓ Commit to acting with integrity, respect, and discipline.
 - ✓ Will not engage in harassment, abuse, bullying, discrimination, or intimidation.
 - ✓ Will protect minors and respect the privacy & safety of female athletes.
 - ✓ Will maintain apolitical conduct and not display political messages.
 - ✓ Will avoid all forms of competition manipulation or doping.
 - ✓ Will report any safeguarding or integrity concern immediately.
 - ✓ Accept that violation of rules may result in disciplinary or legal action.

CONFIRMATION FROM HEADS OF PARTICIPATING UNITS / NF LEADERSHIP

- These SOPs are disseminated to every athlete, team official, support staff, and volunteer under your unit/NF.
- A briefing is conducted to explain the rules, expectations, and reporting mechanisms.
- Names and contact details of your **Safeguarding Officer(s)** have been submitted to POA.

TEAM SAFEGUARDING OFFICER JOB DESCRIPTION

- **Athlete Protection**
 - Ensure safety and dignity of athletes, especially minors and female athletes.
 - Monitor accommodation, venues, and travel arrangements daily.
- **Incident Reporting**
 - Receive concerns confidentially and without delay.
 - Submit daily safeguarding report to the POA Integrity & Safeguarding Committee.
 - Escalate serious cases immediately.
- **Education & Awareness**
 - Brief your delegation on safeguarding rules and reporting mechanisms.
 - Promote safe, respectful behaviour and prevent exploitation or misconduct.
- **Monitoring & Compliance**
 - Ensure no unauthorized entry into sensitive areas (female rooms, minor areas).
 - Ensure discipline in travel, accommodation, and venues.
 - Maintain a log of checks and observations.
- **Integrity & Confidentiality**
 - Maintain neutrality, confidentiality, and a victim-centered approach.
 - Ensure no retaliation occurs against anyone reporting concerns.
 - Your role is critical to athlete welfare and integrity of the Games. You are requested to perform your duties with the highest professionalism.

TEAM MANAGER / IN CHARGE CHECKLIST

- **Before Departure**
 - SOPs distributed to all delegation members
 - Code of Conduct explained to all
 - Safeguarding Officer appointed and registered
 - Female safeguarding focal person assigned (if applicable)
- **Upon Arrival**
 - Rooms allocated as per rules
 - Female/minor-specific supervision arranged
 - Curfew communicated
 - No unauthorized visitors allowed
- **Daily**
 - Headcount conducted morning & night
- No isolated athletes or minors
- Check Safeguarding Officer's daily report
- No political or disruptive behaviour
- **At Competition**
 - Athletes supervised in warm-up zones
 - No aggression toward officials
 - No contact with suspicious individuals
 - No unauthorized filming
- **After Competition**
 - Debrief team
 - Check wellness concerns
 - Observe behaviour changes or distress

ACCOMMODATION POSTER 1

- 🚫 NO UNAUTHORIZED ENTRY
- Athlete Accommodation Zone – Restricted Access
- Only the following persons may enter:
 - ✓ Accredited athletes
 - ✓ Team Managers
 - ✓ Safeguarding Officers
 - ✓ Approved support staff



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ACCOMMODATION POSTER 2

STRICTLY PROHIBITED:

-  Non-team visitors
-  Entry of men into female athlete rooms
-  Photography or filming without consent
-  Unsupervised access to minors
-  Social gatherings inside rooms

For safety, dignity, and privacy of ALL athletes

- Report violations immediately to Team Management