

# **PCA BODYBUILDING & FITNESS**

## Whistleblowing & Confidential Reporting Policy

Version 1.0

Effective Date: 1 January 2026

Jurisdiction: PCA UK & International Events

## **1. Purpose**

The PCA Bodybuilding & Fitness Federation (“PCA”) is committed to maintaining the integrity of its competitions and ensuring fair, transparent and ethical conduct across all PCA events.

Whistleblowing is recognised as an important mechanism for identifying misconduct within sport. Individuals involved in competitions are often best placed to identify behaviour that may undermine the fairness, credibility or reputation of PCA events.

This policy establishes a confidential framework through which concerns may be reported responsibly.

## **2. Scope**

This policy applies to all individuals involved in PCA activities including athletes, coaches, trainers, officials, promoters, volunteers and members of the public.

It applies to all PCA competitions including PCA UK shows, PCA International competitions, PCA Natural (tested) events and PCA Professional competitions.

## **3. Definition of Whistleblowing**

Whistleblowing refers to the disclosure of information relating to suspected misconduct, rule violations or unethical behaviour connected with PCA competitions.

Examples may include suspected use or distribution of prohibited substances, attempts to evade drug testing procedures, false declarations regarding athlete eligibility or First Timers status, fraudulent athlete information, bribery or corruption, harassment or intimidation at PCA events, or any behaviour that undermines the integrity of PCA competitions.

## **4. Good Faith Reporting**

Reports must be made in good faith and based on a reasonable belief that misconduct may have occurred.

Individuals must not knowingly submit false or malicious allegations. However, a report made in good faith will not result in disciplinary action even if the allegation is ultimately not substantiated.

## **5. Confidentiality**

Reports will be handled confidentially wherever reasonably possible. The identity of a whistleblower will be protected unless disclosure is necessary as part of a fair investigation or required by law.

Information provided will only be shared with individuals directly involved in reviewing or investigating the matter.

## **6. Protection from Retaliation**

The PCA strictly prohibits retaliation against any individual who reports concerns in good faith.

Any person found to have threatened, intimidated or taken retaliatory action against a whistleblower may be subject to disciplinary action under PCA rules.

## **7. Reporting Procedure**

Concerns may be reported to the PCA via email:

info@pcaofficial.com

Where possible, reports should include the names of individuals involved, the event or competition concerned, the date and location of the incident, a description of the suspected misconduct and any supporting evidence.

Anonymous reports may be submitted; however this may limit the PCA's ability to fully investigate the matter.

## **8. Assessment of Reports**

Upon receipt of a report, the PCA may conduct an initial assessment to determine whether the matter falls within its jurisdiction.

Where appropriate, the matter may be referred to the PCA Anti-Doping Officer or another relevant authority.

## **9. Investigation**

Where necessary, PCA may initiate an investigation which may include reviewing evidence, consulting officials, interviewing relevant individuals and examining competition records.

Investigations will be conducted objectively and with appropriate confidentiality.

## **10. Outcomes**

Following review or investigation, PCA may determine that no further action is required, that additional information is needed, or that disciplinary proceedings should be initiated under PCA rules or policies.

## **11. False or Malicious Reports**

Knowingly submitting false allegations or fabricated evidence may constitute misconduct and may result in disciplinary action.

## **12. Data Protection**

Information collected under this policy will be processed in accordance with applicable data protection legislation and used solely for the purpose of reviewing and investigating reports of misconduct.

## **13. Policy Authority**

This policy forms part of the governance framework of PCA Bodybuilding events. The PCA reserves the right to amend or update this policy where necessary to protect the integrity of PCA competitions.

## **14. Commitment to Clean Sport**

The PCA remains committed to protecting fair competition and supporting athletes who compete honestly.

Whistleblowing plays an important role in maintaining transparency, fairness and credibility within PCA competitions.