IOC Safe Sport Webinars for National Olympic Committees

Webinar 5: European Olympic Committees

2 December 2020
14.00 - 16.00 CET

#SafeSport4All
Housekeeping

• All participants microphones and cameras will be muted throughout the session

• There will be a 30-minute Q&A at the end of the webinar. Questions may be posted throughout the session by using the chat feature

• Should you have an urgent question or technical issue, please notify Lucy Cunningham by using the internal moderator chat or via WhatsApp +34 622 07 8428
Please use the chat feature to post your questions

1. Select chat from the top menu
2. Select ‘EVERYONE’
3. Submit your question
# SafeSport4All

## Agenda

1. IOC Welcome and Introduction
2. EOC Welcome and Introduction
3. From Awareness to Coordinated Action
4. The Importance of Evidence-based interventions
5. Voices of Athletes
6. Survivor and Victim-centred Approaches
7. Integrated Policies for Safeguarding Children in Sport
8. Safeguarding Sports – NOC*NSF
9. Q & A
Susan Greinig
IOC Medical Programmes Senior Manager
Harassment and abuse occurs...

...in every sport  ...in every country  ...at all levels of participation

Why is this?
Sport is a microcosm of society perpetuated by:

• Hierarchical nature
• Win at all costs mentality

#SafeSport4All
Sport must be a safe space
2. Mission and Role of the IOC

2. 18. to promote safe sport and the protection of athletes from all forms of harassment and abuse.

Olympic Charter 2019
IOC Initiatives

The IOC Athlete Safeguarding Webinar Series for International Federations, which ran in 2019

The IOC Games-time Frameworks, in place at the Olympic and Youth Olympic Games

The IOC Athlete Safeguarding Toolkit for IFs and NOCs

Multiple educational tools, programmes and animations.

Go to www.olympic.org/safesport for more information

#SafeSport4All
IOC Safeguarding Webinar Series for NOCs

Commencing October 2020

11 individual webinars focusing on different continental regions

Presented in English, French, Spanish and Arabic

Objectives

• Discuss the need to protect athletes and NOCs
• Address culturally specific key challenges faced by NOCs in the development and implementation of athlete safeguarding initiatives
• Facilitate peer-to-peer learning and sharing of best practices
• Provide access to expert speakers and groups
• Foster collaboration and provide tools and information to help move the dial from awareness to action
3 types of funding

☑️ Olympic Solidarity Funding

☑️ The NOC Athletes' Commission Activity Grant

☑️ IOC Advanced Olympic Research Grant Programme.
NOC Athletes’ Commission Activity Grant

• Launched in January 2020 after the recommendation at the 2019 International Athletes’ Forum.

• NOCs can apply for up to USD 10,000 of Olympic Solidarity funding for their AC to use on athlete-centred projects.

• NOCs without an AC can use the funds to create one.

• Applications are reviewed jointly by the IOC Sports Department and Olympic Solidarity.

For more information and how to apply, go to Athlete365
NOC Athletes’ Commission Activity Grant

As of September 2020:
• 51 NOCs have applied

Most organised activity:
• National Athletes Forum (19)

Main topics covered:
• Athlete365, Safe Sport, mental health, upskilling ACs

Applications by continent

<table>
<thead>
<tr>
<th>Continent</th>
<th>Applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>16</td>
</tr>
<tr>
<td>Americas</td>
<td>12</td>
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<td>Europe</td>
<td>12</td>
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<td>Oceania</td>
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</table>

#SafeSport4All
Feel free to take a break whenever you need.
This webinar is being recorded and will be made available for online viewing.

The recording will be available on olympic.org/athlete365
Thank you

safeguardingofficer@olympic.org

#SafeSport4All
Niels Nygaard
Acting President – European Olympic Committees
From Awareness to Coordinated Action

Sarah Keane
Chair - EOC Gender Equality Commission
President - Olympic Federation of Ireland
The Importance of Evidence-based Interventions

Dr Tine Vertommen
Researcher
Safeguarding & Child Protection – Thomas More
Effective interventions to safeguard children in sport

DR TINE VERTOMMEN

IOC
WEBINAR SAFE SPORT
2 DECEMBER 2020
Overview

• Important numbers and definitions: interpersonal violence, safeguarding and child protection
• EU Mapping Study on Safeguarding Children in Sport
• Evidence-based interventions in sport
• Recommendations
(Youth) (Elite) Sport Participation

Increased physical health
Healthier lifestyle
Social inclusion
Fair play values
Self-esteem
Good citizenship
Academic success...

Maltreatment, violence, abuse, neglect, overtraining, discrimination, harassment, bullying, pressure

Anxiety, depression, eating disorders, self-harm, substance abuse, injuries. Loss of joy, drop-out, reduced performance....

Law suit, claims, loss of sponsors, bankruptcy...
Violence against children

UN Convention on the Rights of the Child:

“All forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse while in the care of parent(s), legal guardian(s) or any other person who has the care of the child”

“All forms of violence against children, however light, are unacceptable. ... Frequency, severity of harm and intent to harm are not prerequisites for the definitions of violence...”
IOC Consensus Statement (2016): harassment and abuse (non-accidental violence) in sport distinguishes:

- physical and psychological abuse
- sexual abuse
- sexual harassment
- neglect, negligence

Other relevant definitions: bullying, hazing
### Measuring the problem

## Interpersonal violence against child athletes

<table>
<thead>
<tr>
<th>Type of IV</th>
<th>Estimated prevalence in self-report studies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment</td>
<td>14-49%</td>
</tr>
<tr>
<td>Sexual abuse</td>
<td>2-13%</td>
</tr>
<tr>
<td>Physical violence</td>
<td>+/- 11%</td>
</tr>
<tr>
<td>Psychological violence</td>
<td>25-86%</td>
</tr>
<tr>
<td>Neglect</td>
<td>15-22%</td>
</tr>
<tr>
<td>Bullying</td>
<td>+/- 30%</td>
</tr>
</tbody>
</table>

Some influential studies:

- Volkwein et al, 1996, USA
- Kirby & Greaves, 1996, CAN
- Leahy et al, 2002, AUS
- Fasting et al, 2003, NO
- Fasting et al, 2011, NO, GRE, CZ
- Alexander et al, 2011, UK
- Vertommen et al, 2016, NL-BE
- Parent et al., 2016, CAN
- Ohlert et al., 2017, GER
- AthletesCan, 2019, CAN

...  

Fortcoming:

- EVAQ, Quebec
- CASES, Europe
Safeguarding

‘A set of actions that help to ensure all children participating in sport have a positive experience.’

‘Keeping all children safe from harm, abuse, violence, exploitation and neglect’.

Measures used to address the risk of all types of interpersonal violence

Child protection forms a part of child safeguarding measures but should be seen as the second line of defense in child safeguarding.
EU mapping study
Safeguarding Children in Sport
European Mapping Study (2019)

Get your copy here: https://op.europa.eu/en/publication-detail/-/publication/03fc8610-e4c2-11e9-9c4e-01aa75ed71a1

01 Mapping of data on violence against children in sport in different EU Member States

02 Explore existing legal and policy initiatives at national and international levels

03 Provide the European Commission with adequate knowledge of existing initiatives
• Safeguarding recognised as a specific issue for EU policy since EC White Paper on Sport (2007)
• XG Good Governance - recommendations on the protection of young athletes and safeguarding children's rights in sport (2016).
• EU Work Plan for Sport (2017-2020) identified need for additional study to gather data on violence against minors in sport and identify good national practices.
• Recent/ongoing projects: Erasmus +: e.g. iProtect, Voices, SAVE project, Safe Sport Allies,
• Council of Europe: Pro Safe Sport projects, StartToTalk, Child Safeguarding in Sport
• Initiatives @international federations
Strong variation in level of policy advancement
All countries have some legal measures in place to address violence against children in sport
Ministries stimulate the development of declarations, protocols, national action plans, codes of conduct, campaigns, and mandatory criminal record checks.
Some countries installed specific investigation commissions (after scandals) (f.e. NL)
Findings

• All types of violence and integrity violations are present in European sport
• ‘Grey zone’ behaviour sets the tone and prepares the environment
• Risk factors are generic, but often also specifically related to the sport setting
• Problems with the conceptualisation of ‘safeguarding’
• Legal frameworks are insufficient to address all issues related to children’s wellbeing in sport
• Sharing of practices is problematic at the moment, due to lack of documentation and absence of evidence
• Some int'l organisation take up moral leadership
Evidence-based interventions
Challenges

- Lack of clarity on the concept
- Lack of comparable data
- Lack of monitoring instrument
- Lack of structural embedding of safeguarding practices
- Lack of comprehensive policy plans: cf. 6 P’s
Comprehensive mix of instruments

6 P’s Approach

- Partnerships
- Prevalence
- Prevention
- Provision of services
- Prosecution
- Protection
Use a public health approach (CDC)

- Definition
- Prevalence
- Risk and protective factors
- Intervention development and testing
- Translation and dissemination

Use a public health approach (CDC)
Intervention Mapping in Health Promotion

1. Needs assessment
2. Logic model of change: program outcomes and objectives
3. Program design
4. Program production
5. Implementation plan
6. Evaluation plan
7. Actual implementation
8. Actual evaluation
9. Back to step 1

(Bartholomew et al)

Don’t forget to invite the researcher!
Measuring effectiveness

- **CASES**
  - PRE intervention test

- **CONTROLS**
  - Test

- **POST intervention test**
  - Test

- **Follow-up test**
  - Test

- **PREP**
  - 0 months

- **+36 months**
Recommendations
Recommendations

- Use consistent terminology
- Monitor incidence and prevalence data
- Develop minimum standards in your sport organisation
- Set up partnerships with relevant stakeholders in and outside sport
- Develop evidence-based interventions and structurally embed them
- Find the hook with other relevant topics: sell the story, make it common practice

In one word: professionalization
Work with non-believers

- Provide assistance, capacity and resources
- Relate to appropriate skills
- Question non-responders and meet their needs
- Include the voices of those affected

Take up moral leadership & ownership: the story needs to be told by those who have the voice, and changed by those who have the power

Lewin’s Force Field Model
THANKS!

TineVertommen@thomasmore.be
Voices of Athletes

Gerd Kanter
Chair – EOC Athletes’ Commission
Types of harassment and abuse in sport

[Diagram showing various types of abuse and harassment]

Full definitions can be found in the IOC Consensus Statement 2016
Breaking Taboos

◎ All athletes have the right to a safe sporting environment

◎ Children’s safety can be addressed in, through and around sport
Breaking Taboos

◎ Athletes can also be perpetrators of harassment and abuse in sport

◎ All athletes experience a safe sporting environment
Impacts of harassment and abuse on athletes

Impact on athletes
- Physical illness or injury
- Performance loss
- Sport drop-out
- Economic loss
- Doping and other forms of cheating
- Disordered eating and eating disorders
- Post-traumatic stress disorder
- Self-harm
- Social isolation
- Low self esteem
- Volatile mood states
- Depression and anxiety
- Challenging interpersonal relationships
- Suicide
Why don’t athletes report?

Fear of:

• Punishment
• Not being believed
• Being gossiped about
• Being excluded from sport
• Jeopardising social position
• Jeopardising sport privileges
• and
• Uncertainty associated with the reporting process

Solstad 2019
“How reporting procedures are perceived and made sense of by athletes and others in sport is important for understanding their potential as well as their limitations”

Solstad 2019
Breaking the cycle

- All forms of abuse are detrimental to athletes’ health and performance
- We must reject a “no pain/no gain” sports culture
- Athletes should be consulted in the development and evaluation of Safe Sport initiatives
- Education should be widely available on Safe Sport
IOC Athlete Safeguarding Toolkit

- Step by step guide for IFs and NOCs on the implementation of athlete safeguarding policies and procedures

- Can be used by IFs, NOCs and NFs to help develop:
  - Organisational policies
  - Competition policies

- It is important that policies and procedures are adapted to your national and sporting context
Safe Sport is a series of small steps to make a big difference

1. Buy-in is essential
   - Support from board
   - Commission support
   - Voices of athletes
   - Integration into rules and regulations

2. Safeguarding Policy
   - Organisational policy
   - Define harassment and abuse
   - Reporting and support
   - Focus on prevention and response

3. Education & Research
   - Athletes
   - Entourage
   - Survivor focused
   - Evidence based

4. Capacity Building
   - Sharing best-practices
   - Build the network
   - In collaboration with NFs and local expert organisations
Thank you!
Survivor and Victim-centred Approaches: responding to Abuse in Sport

Kat Craig
Founder & CEO – Athlead
Survivor and Victim-centred Approaches: responding to allegations of Abuse in Sport

Presented by Kat Craig, CEO Athlead CIC
Aims: start to...

WHY
• Understand why a survivor-centred approach is needed

WHAT
• Understand what a survivor-centred approach entails

HOW
• Understand how to mainstream a survivor-centred approach into your organisation
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**WHY**
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• Understand *what* a survivor-centred approach entails

**HOW**
• Understand *how* to mainstream a survivor-centred approach into your organisation
Why take a survivor-centred approach?

• Duty of care
Why take a survivor-centred approach?

The approach helps to promote the survivor’s recovery and ability to identify and express needs and wishes, as well as to reinforce their capacity to make decisions about possible interventions (UNICEF, 2010).
Why take a survivor-centred approach?

• Duty of care
• Prevention is better than cure, but we’ve not (yet) cracked how to reduce risk to zero
• Survivors are usually the ones to alert you to the problem
• The evidence of survivors is critical to responding appropriately to allegations of abuse
• The input of survivors is needed to learn from mistakes and adapt systems
Why take a survivor-centred approach?

You cannot combat abuse if survivors are not able to cooperate.

Survivors cannot help if you don’t respect their rights and meet their needs.
Aims: start to...

WHY
- Understand why a survivor-centred approach is needed

WHAT
- Understand what a survivor-centred approach entails

HOW
- Understand how to mainstream a survivor-centred approach into your organisation
What is a survivor-centred approach?

A survivor-centred approach facilitates the safe engagement of survivors and victims in the investigatory and adjudicatory process.

It also creates an environment inclusive of survivors and victims and enables a solution-focused learning process.
For survivors this means:

• Being believed
• Feeling protected and safe
• Remaining informed
• Making informed decisions (informed consent)
For authorities it means...

- Human rights-compliant
- Merits-based
- Non-discriminatory
Characteristics of survivor-centred systems

• Survivors have access to appropriate, accessible and good quality support services
• Survivors receive comprehensive information, sufficient to make an informed decision
• Survivors’ privacy and confidentiality is actively protected
• Survivors are offered an opportunity to be part of the solution
• Survivors are treated with dignity and respect
• Survivors’ rights and needs are prioritised
‘Cardinal Vincent Nichols has failed victims of abuse and must step down’ (The Times, 21 November 2020)

An independent inquiry has criticised the Catholic leader’s handling of sexual allegations. Those who have suffered for years say he must go

In October 2016 a woman approached the Catholic Church to report the sexual abuse and rape she had suffered at the hands of a priest from the age of 15.

She knew it would take all her strength to relive what had happened. What she did not expect was to be “retraumatised” by the church.

Safeguarding officers for the diocese of Westminster, which handled her case, described the woman, now in her fifties, as “needy” and “manipulative” in internal emails.

She pleaded with Cardinal Vincent Nichols, the head of the diocese and the leader of the Catholic Church in England and Wales, to help her with her case. She was ignored. Requests for meetings fell on deaf ears for months.

(…)

“The Cardinal’s attitude seems to be that if he avoids questions, this will go away. It won’t.” [The Report] said the cardinal, who apologised for the Church's actions when he gave evidence, “did not always exercise the leadership expected of a senior member of the Church, at times preferring to protect the reputation of the Roman Catholic Church in England and Wales and in Rome".

It added that Cardinal Nichols had shown "no acknowledgement of any personal responsibility to lead or influence change (…) Nor did he demonstrate compassion towards victims in the recent cases which we examined."
Aims: start to...

- **WHY**
  - Understand *why* a survivor-centred approach is needed

- **WHAT**
  - Understand *what* a survivor-centred approach entails

- **HOW**
  - Understand *how* to mainstream a survivor-centred approach into your organisation
Mainstreaming Survivor-centred approaches

- Prevention
- Reporting
- Investigation
- Determination
Prevention

• Prevention better than cure - understand the sector-specific risk of abuse in sport
• Combat stigma by setting clear standards in a public conversation with all stakeholders
• Mandatory reporting (Aghazada)
Reporting

- Barriers to reporting: abuse-specific and logistical
- Physical and mental risks
- Risk assessment and mitigation plan (resources and referrals)
• Acknowledge that survivors bear the greatest burden while most vulnerable
• Avoid retraumatisation
• Take holistic approach to people’s needs
Determination/adjudication

• Impact of trauma on ability to recount
• Inform survivors of the outcome first
• Thank all survivors and acknowledge their pain and suffering
Checklist

• Acknowledge that you can only combat abuse with a survivor-centred approach
• Acknowledge that survivors are not a homogenous group, and are key allies in learning from abuse
• Mitigate inevitable preconceptions and biases
• Make resources available and design processes to ensure survivors feel believed, safe, informed and empowered
• Publicly and unequivocally communicate standards
• Consider mandatory reporting
• Actively mitigate barriers to reporting abuse
• Risk mitigation procedure
• Trauma-sensitive training of staff receiving reports
• Acknowledge the role of survivors in creating change
Stay in touch:

- kat@athleaduk.com
- @katcraig1 @athlead_uk
- @athleaduk_uk
- www.athleaduk.com
Integrated Policies for Safeguarding Children in Sport

Clotilde Talleu
Senior Project Manager – Council of Europe
Integrated policies for safeguarding children in sport

European Union and Council of Europe joint project
“Child Safeguarding in Sport (CSiS)”

IOC & EOC Safe Sport Webinar
Wednesday 2 December 2020
Child Safeguarding in Sport, in brief...

- Pilot initiative funded by the Erasmus+ programme
- March 2020 - October 2021
- 5 partner countries: Austria, Belgium, Israel, Norway and Portugal
One objective...

- Offering technical support and assistance to public authorities responsible for sport and sport organisations when developing effective and integrated child safeguarding in sport policies

Focus made on setting up of Child Safeguarding Officers (CSO) roles in sport
Three components

1. **DEVELOPING POLICIES**
   → *Country-specific roadmaps* on integrated child safeguarding in sport policies, including concrete steps for setting up CSO roles in sport

2. **BUILDING CAPACITIES**
   → Training and networking

3. **EQUIPPING**
   → Resources and examples of practices for all those involved in the field of child protection in sport
Country-specific roadmaps for integrated policies

Plan for how to achieve better prevention of child abuse in sport and protection of victims, including concrete steps for setting up CSO roles

- Measures to be set out
- Responsibilities of the stakeholders
- Resources required
- Position/role profile(s) of the CSOs
- Dedicated training plan
- Timeline
- etc.
Country-specific roadmaps for integrated policies

- **Holistic and systematic approach**: covering all forms of violence against children in sport (sexual, physical, emotional/psychological, etc.)

- **Tailored to the countries’ particular contexts**

- **Different levels addressed**: governmental actions and measures to encourage sport governing bodies and sport organisations to act
Why?

- Need for an effective implementation of child protection policies in sport, recalled in the recent EU and COE policy documents and standards.

- The different types of violence (sexual, physical, psychological/emotional, etc.) are inter-related.

- Safeguarding children in sport is everyone’s responsibility (sport and child protection sectors, public authorities, sport organisations, NGOs, etc.).

- Partnerships that mobilize a multitude of actors tend to result in actions that are stronger and more effective in various ways.
How?
A collaborative work

⚠ With different roles and responsibilities...

- PROJECT SECRETARIAT
- NATIONAL PROJECT CO-ORDINATOR
  (public authority or sport organisation)
- STEERING COMMITTEE
- CORE GROUP
- INTERNATIONAL CONSULTANT/EXPERT
  Anne Tiivas / SSI
- NATIONAL CONSULTANT/EXPERT
Steering committee

All the key stakeholders that (can) have a role in preventing children from being harmed and abused in sport and in protecting victims

- National public authorities responsible for sport
- National public authorities responsible for child protection
- National sport organisations (NOCs, sport federations, etc.)
- Child protection agencies / Statutory body
- Major NGOs
- Athletes representatives
- People with lived experience of abuse in sport

...composition adapted to the countries’ particular contexts
Steering committee

❖ MISSION

✓ Sharing experiences and views

✓ Clarifying their role and responsibilities

✓ Taking part in the decisions and in the approval process of the roadmap

✓ Long-term commitment to the child safeguarding in sport policy

❖ VISION

➢ Should become the long term strategic co-ordinating forum for each country’s long term safeguarding children in sport policy
Core group

- **COMPOSITION**
  - Key members of the steering committee for the development/improvement of the child safeguarding in sport policy
  - NOCs involved in each partner country

- **ROLE**
  - Engaged more closely with the drafting process of the roadmap
A twofold approach

• Input from experts:
  ✓ A desk research
  ✓ A stakeholder mapping
  ✓ Tailor-made recommendations/suggestions of action
  ✓ Personalised advice and support
  ✓ Experience of the “good practice owners”

• Work at the steering committee and core group level:
  ✓ Discussions
  ✓ Consultations
  ✓ Approvals

🌟 Advocacy actions and a national event
Five building blocks

1. National policy framework for safeguarding and protecting children in sport
2. Partnerships
3. System and structure for responding to concerns about children and young people
4. Advice and support
5. Education and training framework

The setting up of CSO roles, seen as a crosscutting topic...
Key steps

- **STRATEGIC LEVEL**
  - Assess your situation → *Where are you?*
  - Set your aims → *Where do you want to go?*
  - Identify the stakeholders to be involved and their role and responsibilities → *With whom?*
  - Pinpoint the actions needed → *What do you have to do to achieve your aims?*
  - Determine the potential obstacles (and solutions to be put in place if need be)
Key steps

 IMPLEMENTATION LEVEL

→ Build your action plan

• Actions

• Stakeholders to be involved and their role and responsibilities

• Resources needed (human, financial, technical, etc.)

• Timescale (short-, medium- and long-term actions)

• Set priorities
Results

Roadmaps to be finalized by Spring 2021
Invitation

SERIES OF 5 WEBINARS
“Up your game, strengthen your squad!”
Systems of CSO roles in Europe for safer sport environment

➢ Who?
  • Dutch NOC*NSF
  • Finnish Ministry and National Olympic Committee
  • German Youth Sport
  • NSPCC-CPSU
  • Sport Ireland

➢ When?
  • January-February 2021

➢ More information, soon: stay tuned: www.coe.int/CSiS
Thanks for your attention!

Clotilde Talleu
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Council of Europe, Enlarged Partial Agreement on Sport
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Safeguarding Sports

Miriam Reijnen
Coordinator Team Integrity & Governance
Centre for Safe Sport Netherlands
Safeguarding sports NOC*NSF

02 December 2020

#veiligesport
positioning

NOC*NSF> NOC international, and NSF national.

the center safe sports ensures that policy and vision concerning integrity is implemented in practical support for the federations and grassroots clubs

- we work closely with team integrity & governance, Team NL and the national sport federations and have a network in municipalities, government, police and aid organisations

- serve 25,000 grassroots sporting clubs, 76 federations, 4 external service contracts, which adds up to 5 million athletes and volunteers

- do not separate children or adults, nor disabled athletes or the level of performance in our approach to social safety
## Safeguarding Network

<table>
<thead>
<tr>
<th>Role</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project managers + experts</td>
<td>4</td>
</tr>
<tr>
<td>Case managers</td>
<td>7</td>
</tr>
<tr>
<td>Confidential advisors</td>
<td>5</td>
</tr>
<tr>
<td>Coordinators</td>
<td>1</td>
</tr>
<tr>
<td>Safeguarding professionals</td>
<td>15</td>
</tr>
<tr>
<td>Safeguarding agreements</td>
<td>76</td>
</tr>
<tr>
<td>Safeguarding volunteers</td>
<td>3600</td>
</tr>
</tbody>
</table>

*Note: The table shows the distribution of various roles within the safeguarding network. The numbers represent the count of each role.*
task and objective

prevention

• share our knowledge and skills, provide education and developing materials
• communicating on the topics of doping, match fixing, good governance, transgressive behaviour (incl. sexual harassment and abuse, discrimination and bullying)

reporting incidents

• we’ll be there when things go wrong
• support reporters, victims and accused, as a neutral party separate from clubs or federations
• case management throughout the network
• support on all levels, grassroots and sporting federations, national and international athletes, international tournaments with Dutch athletes competing
case management and SpeakUp

every federation has an anonymous reporting option

all sports federations and center safe sports administer all reports in the shared system
- reports
- soft signals
- handling process
- investigation outcome
- prevention questions, etc.

the possibility of anonymous reporting results in getting many anonymous reporters on the phone eventually.
National Sport Agreement

translated into national, local and customized programmes

Ministry of Health, Welfare and Sport finances agreements on a national level
Every municipality drafts their own regional sports agreement
Every sports federation is responsible for sport specified interventions

NOC*NSF as national project lead;

• service orientated to the local agreements and sports federations
• Interventions support sports federation transcending projects
  • pedagogical skills coaches
  • positive experience
  • media campaign on transgressive behavior
National media campaign:

“Do you keep quiet or do you talk about it?”

https://centrumveiligesport.nl/
barriers and concerns

how to guarantee a safe sports climate for everyone?

• keeping all topics on the board agenda
• underestimating the impact of incidents
• structural funding
• building a circular integrity system of prevention > reports > sanctioning > lessons learned
Q&A Session
Thank you

safeguardingofficer@olympic.org

#SafeSport4All