IOC Safe Sport Webinars for National Olympic Committees

Webinar 4: Panam Sports

10 November 2020

17.00 - 18.30 CET

#SafeSport4All
Housekeeping

• All participants currently and throughout sessions will have microphones and cameras muted

• There will be a 20 minute Q&A at the end of the webinar. Questions can be posted throughout in the chat and will be selected by the moderator

• Should you have any urgent questions or technical issues please use the internal moderator chat to personally notify Lucy Cunningham, or WhatsApp +34 622 07 8428
Please use the chat feature if you wish to post your questions

1. Select chat from the top menu
2. Select ‘EVERYONE’
3. Send your question to us
Agenda

1. IOC & Panam Sports: Welcome and Introduction
2. IOC Safe Sports Initiatives
3. Harassment & Abuse in Sport: The Scientific Evidence
4. Athlete Centred Policies and Procedures
5. NOC Athletes’ Commission Grant
6. Safe Sporting Events
7. Ending Abuse Within Sport / Athlete Safety Best Practices
8. Focus on Education
9. Q & A
Joanna Zipser-Graves
Senior Manager – NOC Management Programmes, Olympic Solidarity
Neven Ilic
President - Panam Sports
Silvia Gonzalez
Chair – Panam Women in Sport Commission
IOC Safeguarding Initiatives

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
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 Athlete Safeguarding Toolkit for IFs and NOCs

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

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

#SafeSport4All
Harassment and Abuse in Sport
What do we know?
The Scientific Evidence

Margo Mountjoy
Professor – McMaster University School of Medicine
IOC Prevention of Harassment & Abuse in Sport Working Group
Harassment and Abuse in Sport: What do we know? The scientific evidence

Dr Margo Mountjoy MD, PhD
McMaster University
FINA Sport Medicine
IOC Medical Commission Games Group
ASOIF Medical + Scientific Working Group

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My background

• Former elite international athlete
• Professor Sport Medicine - McMaster University
• Sport Medicine doctor
• Research
• FINA + Pan Am Aquatics Sport Medicine
• IOC – Working Group on PHAS
Science of Safeguarding: What do we know?

- Prevalence research: how common is it?
- Focus on incidents: case reports
- No studies on lifetime prevalence
- Limited studies on ‘potential aggressors’
- Most studies cross sports / very few in a specific sport
- Global gaps
Science of Safeguarding:
What is the purpose of science?

Importance of reliable data:
- Setting priorities
- Guiding programs
- Designing and monitoring progress
- Advocacy to help raise awareness

(Brackenridge 2017; Hartill et al., 2019)

“Information puts pressure on individuals and organizations to identify the problems, to work on them and to know if they are being successful”

(Hartill et al., 2019)
The IOC Consensus Statement: harassment and abuse (non-accidental violence) in sport

Margo Mountjoy,¹,² Celia Brackenridge,³ Malia Arrington,⁴ Cheri Blauwet,⁵ Andrea Carska-Sheppard,⁶ Kari Fasting,⁷ Sandra Kirby,⁸ Trisha Leahy,⁹ Saul Marks,²,¹⁰ Kathy Martin,¹¹,¹² Katherine Starr,¹³ Anne Tiivas,¹⁴ Richard Budgett¹⁵
Safe Sport

Athletes have the right to “safe sport”.

This is defined as:

“an athletic environment that is respectful, equitable and free from all forms of non-accidental violence to athletes”

Mountjoy et al., BJSM 2016
Psychological abuse

A pattern of deliberate, prolonged, repeated non-contact behaviours within a power differentiated relationship. This form of abuse is at the core of all other forms.

Physical abuse

Non-accidental trauma or physical injury caused by punching, beating, kicking, biting, burning or otherwise harming an athlete. This could include forced or mandated inappropriate physical activity (e.g., age-inappropriate or physique-inappropriate training loads; when injured or in pain); forced alcohol consumption; or systematic doping practices.

Mountjoy et al., BJSM 2016
Sexual abuse

Any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.

Neglect

The failure of parents or care givers to meet a child's physical and emotional needs or failure to protect a child from exposure to danger. This definition equally applies to coaches and athlete entourages.

Mountjoy et al., BJSM 2016
IOC Conceptual Model of Harassment + Abuse in Sport

IOC Consensus Statement: Framework of harassment + abuse in sport
IOC Conceptual Model of Harassment + Abuse in Sport

IOC Consensus Statement: Framework of harassment + abuse in sport
IOC Conceptual Model of Harassment + Abuse in Sport
IOC Conceptual Model of Harassment + Abuse in Sport
Impacts of harassment and abuse on athletes

Mountjoy et al., BJSM 2016
Burke J Philos Sport 2003
Impacts of harassment and abuse

Psychological distress in adulthood
A reduction in self-reported quality of life

Sheldon Kennedy
Prevalence of Harassment + Abuse in Sport

All ages and levels of athletes are susceptible to intended harm, especially:

- Elite athletes: stage of imminent achievement
- Children, particularly the girl child
- Athletes with a disability
- Athletes with lesbian, gay, bisexual or transgendered identity
- Indigenous athletes (many nations)
- Marginalized athletes: based on discriminations

Note: overlapping categories
Prevalence of harassment + abuse in sport

- **22.8%** of high-performance athletes had sexual intercourse with persons in a position of authority over them in sport (Kirby & Greaves 2000)
- **Canada (Quebec):** 2-8% of children in sport are victims of sexual abuse (Parent & Hlimi 2012)
- **81%** of ~10,000 participants experienced homophobia in sport (verbal 13-16%; physical 13-23%); 86-89% closeted; 70% unsafe (Denison & Kitchen 2015)
- **Disabled 31%** vs 9% non-disabled children victimized (about 4X) (Sullivan & Knutson 2000)
- **German/ Belgian/Dutch:** psychological - 72%; physical - 25%; sexual: 31% (Ohlert et al. 2020)
- **Canada:** 59% emotional 67% neglect, 20% sexual, 12% physical (Kerr & Stirling 2019)
Prevalence of harassment + abuse in sport

+50% of athletes (GER) experienced some form of sexual violence in their lifetime (unpublished)

Most perpetrators are male (Brackenridge et al., 2010)

77% perpetrators were male coaches aged 31-50 years in 323 cases

(Vertommen, Schipper-Van Veldhoven, Hartill & Van Eede 2008)

98% of time perpetrators were coaches, teachers, instructors aged 16-63 years

(Brackenridge, Bishopp, Moussali & Tapp 2008)

Peer athletes may perpetrate abuse

(Mountjoy et al., 2016; Kerr et al., 2019)
#SafeSport
Safeguarding Initiatives at the YOG 2018

- Athletes had difficulties defining the term “Safe Sport”
- 46% expressed surprise by the definition of behaviours of harassment and abuse within sport
- When asked if harassment and abuse occurs in their sport
  - 47.5% reported ‘no’ or ‘not likely’
  - 34% stated ‘likely’ or ‘very likely’
  - 19% were ‘unsure’
- 63% of athletes knew where to seek help
Prevalence Canada 2019

- Investigation since Graham James case 2000
- Number of people charged – 340 coaches
- Number convicted – 213 men, 9 women
- Number of victims - + 600 athletes

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How does it happen?

High Risk Sport Culture

Mountjoy et al., BJSM 2016

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The future: *What can you do?*
NOC Action Plan

To mitigate risks and protect your athletes and sport organization:

- Develop policies and procedures
- Implement educational events
- Implement during events
- Research
Harassment and Abuse in Sport

Thank you for your attention

Dr Margo Mountjoy MD, PhD
McMaster University
FINA Sport Medicine
IOC Medical Commission Games Group
ASOIF Medical + Scientific Working Group

mmsportdoc@mcmaster.ca
@margo.mountjoy
Athlete Centred Policies & Procedures

Mark Mungal
Director and Co-founder – Caribbean Sport and Development Agency
Athlete Centred Policies and Procedures

IOC Athlete Safeguarding Webinar Series for National Olympic Committees 2020

Mark Mungal
Caribbean Sport and Development Agency
Athlete Centred
Respecting athletes as human beings
Policy does not stand alone.
Challenges
Recommendations

1. International Safeguards
2. Mandatory Compliance
3. SafeStamp Registry
Regional registry of organizations and individuals who work with children in sport

http://www.safestamp.org
Criteria For Individuals

- Coaching Certification
- Safeguarding Training
- Background Check
- Self-Declaration
Criteria For Organizations

- Safeguarding Policy
- Code of Conduct
- Designated Safeguarding Lead
- Trained Staff
- Reporting System
Thank you
NOC Athletes’ Commission Grant

Kirtie Algoe
Chair – Athletes’ Commission from the NOC of Suriname
Safeguarding Athlete Commission Suriname NOC
Kirtie Algoe

IOC Athlete Safe Sport Webinar Series for National Olympic Committees 2020
November 5th, 2020

#SafeSport4All
Background

• Three members:
  ▪ Sandrina Hunsel (volleyball)
  ▪ Sunayna Wahi (athletics)
  ▪ Kirtie Algoe - Chair (taekwondo)

• Activities beginning: February 2019
Athletes’ Commission Suriname NOC (ACSOC)

In person meetings January 2020

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Safeguarding ACSOC: How did it start?

Interaction with other parties

• Experiences at CdM Youth Olympics 2018

• Miami Athlete Forum

• Gender & Sport NOC:
  IOC Safeguarding Toolkit, local cases of abuse of athletes, development of Code of Ethics
Safeguarding: What do we do? (1)

Early stage: Workshops review IOC Safeguarding Toolkit

March 2019 (athletes only)

April 2019 (coaches, admins, & athletes)

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Safeguarding: What do we do? (2)

Contribute to development code of ethics in sports

- Workshops & seminars, review draft documents
- Safeguarding central theme
- Relationship with other parties (NGO’s, Ministries, Universities, Association of Sport Journalists)
- Establish institutions for implementation code of ethics: problem awareness!

ACSOC Focus: Organize awareness campaigns

- What is safety? - elements of code of ethics, emphasis on sexual harassment (NGO)
- Mental health (Head former Sports Office University, Regional Sports Academy)
ACSOC Board Meetings

- June 2019
- Aug 2019
- Jan 2020
- Feb 2020
- April 2020
- June 2020
- July 2020
- Aug 2020
- September – November…

...virtual sessions financed by IOC AC Grants!

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Zoom Session: Safeguarding
October 9th, 2020
Note: restricted number of participants (15 max)
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Safeguarding: Evaluation

- **Major challenge: Mobilize athletes (time & energy consuming)**
  - ✓ Invitations to NF’s (weak response)
  - ✓ Contact key-persons (athletes, coaches, other partners: some response)
  - ✓ Social media (FB page, young)
  - ✓ Target group (NF’s, but with social media, also other athletes)

- **Development Dbase Athletes: Extremely challenging**

- **Overview sessions (Zoom)**
  - ✓ Four safeguarding sessions: September - November
    - Different age groups; more engagement with older athletes & very appreciated by coaches
  - ✓ Three mental health sessions: October - November
Concluding Remarks

ACSOC is at a pioneering stage
  • Own organization

Safeguarding programs is a result of:
  • Collaboration with other commissions of NOC
  • Strong support from IOC infrastructure: Safeguarding Toolkit, Athlete 365, Women & Sport Commissions, grants that give us huge flexibility and autonomy!
  • Partnership with NGO’s, University

Dedication & skills of small team
  • Positive mindset, forward moving despite setbacks
Athlete Commission Suriname NOC

Thank you!

IOC Athlete Safeguarding Webinar Series for
National Olympic Committees 2020
November 5th, 2020

#SafeSport4All
Safe Sporting Events

Darron Turnquest
Former Deputy Permanent Secretary at the Ministry of Youth, Sports & Culture - Bahamas
CHILD SAFEGUARDING
COMMONWEALTH YOUTH GAMES
BAHAMAS - 2017

SAFE SPORTING EVENTS
The profile of child safeguarding in sport has risen around the world as a result of numerous incidents involving young people across many different countries.

Research is clear that sport does not always take place with a focus on children’s rights at its centre, and sometimes fails to fully consider the risks to children, leading to organisational cultures that don’t allow for the discussion of harm and abuse (Brackenridge, Kay & Rhind, 2012).

Sport, Children’s Rights and Violence Prevention: A Sourcebook on Global Issues and Local Programmes. Brackenridge, Kay and Rhind (Editors) 2012
The Path

ATHLETE PROTECTION  ADVOCACY  TIMELY RESPONSE
Action Plan

POLICY DEVELOPMENT
COALITION OF VOLUNTEERS
CROSS FUNCTIONAL TIGER TEAM
ESTABLISHED PARTNERSHIPS
TRAINING & DEVELOPMENT
ONBOARDING & EXECUTION
Organizations Involved

- Bahamas Commonwealth Youth Games 2017 Organising Committee
- Bahamas Crisis Centre
- Commonwealth Games Federation
- Ministry of Foreign Affairs
- Ministry of Social Services and Urban Development
- Ministry of Youth, Sport and Culture
- National Committee for Families and Children
- UNICEF UK
- Office of the Attorney General
Safeguarding Policy

Codes of Conduct

a) Code of conduct for coaches and officials
b) Code of conduct for child athletes
c) Code of conduct for adults involved

Supporting Documents

- Supporting Organisations Roles and Protocols
- Security
- Welfare of Child
- Safeguarding Incident Reporting Form
- Breezes Code of Conduct (to follow)
- Anti-Doping Standard - Modifications for athletes who are minors

• Hotel Policy
• Transportation of Athletes Policy
• Medical Provision
• Missing Persons Policy
• Social Media
• Photography Policy
<table>
<thead>
<tr>
<th>Practical Arrangements</th>
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<tbody>
<tr>
<td><strong>Multiple Uses</strong></td>
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<tr>
<td>1. Ensure the capacity of the venue is adequate</td>
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<tr>
<td>2. Ensure the event is accessible to all</td>
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<tr>
<td>3. Ensure the event is inclusive</td>
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<tr>
<td>4. Ensure the event is safe</td>
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<tr>
<td><strong>Transport</strong></td>
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<tr>
<td>1. What is the plan for transporting attendees and their belongings?</td>
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<tr>
<td>2. What is the plan for transporting equipment?</td>
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<tr>
<td><strong>Disability Access</strong></td>
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<tr>
<td>1. What are the accessibility features of the venue?</td>
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<tr>
<td>2. What are the accessibility features of the event?</td>
</tr>
<tr>
<td><strong>Use of Public Spaces</strong></td>
</tr>
<tr>
<td>1. What spaces are available for public use?</td>
</tr>
<tr>
<td>2. What is the plan for using public spaces?</td>
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</tbody>
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**Notes:**
- Security officers will be in place to ensure the safety of all attendees.
- All attendees will be required to wear event-specific badges.
- No alcohol will be served.
- Volunteers will be on hand to assist attendees.
- Only those with event-specific badges will be allowed entry.
Protocols

Important Notes:

- Ensure support is provided for the child throughout the entire process.
- Document what steps have been taken and the outcomes of those steps.
- Information should be shared on a need to know basis only and should remain confidential other than where it is necessary to share information to protect the child.
- Do not share information with the child’s team without guidance.
- Always advise Safeguarding Office of any matters or new developments of a new or existing case.
“No one outranks the safeguarder!”
Questions

K. Darron Turnquest BSc, MA, CHRA, CHRM, CIPM
Counseling Psychologist & HR Professional
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• Instagram: kdturnquest
• LinkedIn: K. Darron Turnquest
Ending Abuse Within Sport

Ju’Riese Colón
Chief Executive Officer – US Center for Safe Sport

#SafeSport4All
Ending Abuse Within Sport

Safe Sport Webinars for National Olympic Committees

Ju’Riese Colón
Chief Executive Officer
November 10, 2020
Who We Are

• **Independent** nonprofit

• Headquartered in Denver

• **First** and **only** national organization of its kind.

• Focus is on ending **ALL** forms of abuse in sport.
Federal Laws

- S. 534, or the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017

- The Empowering Olympic, Paralympic, and Amateur Athletes Act of 2020
Our Mission

To make athlete well-being the centerpiece of our nation’s sports culture through prevention, education and accountability.
All ages and types of athletes are susceptible to abuse

Research has shown that:

- Athletes with Disabilities
- Child Athletes
- LGBTQ Athletes
- Elite Athletes

are at the highest risk
Two Essential Guiding Documents
Education & Outreach

Response & Resolution

Audit & Compliance
Online Trainings

• Adult Athlete Training
• Parents Guide to Misconduct in Sport
• Age-appropriate online training
  • Pre-school
  • Elementary school (K-2 and 3-5)
  • Middle school
  • High school

Coming soon!
• Athletes with Disabilities
• Medical Professionals
• Mandatory Reporting

AthleteSafety.org
Total Reports to the Center

Number of Reports

Quarter


Number of Reports

85 | 70 | 126 | 374 | 414 | 510 | 550 | 704 | 700 | 691 | 675 | 714 | 600 | 617

Total Reports

6,630

1,731 Cases in 2020
Centralized Disciplinary Database

The U.S. Center for SafeSport's Centralized Disciplinary Database is a resource designed to keep the public informed when individuals connected with the U.S. Olympic & Paralympic Movements are either subject to certain temporary restrictions pending investigation by the Center or are subject to certain sanctions after an investigation found them in violation of the SafeSport Code. The database also contains certain eligibility decisions made by the National Governing Bodies (NGB), their Local Affiliated Organizations (LAO), or the U.S. Olympic & Paralympic Committee (USOPC), including those rendered prior to the establishment of the Center.

Users can search the database by Name, City, State, and/or Sport Affiliation(s). Enter as much (or as little) information as you know. Search results will include the Participant's Name, City, State, Sport Affiliation(s), Decision Date, Misconduct, and Action Taken.

Learn more about the types of records published and the information included within the Centralized Disciplinary Database.

Read about the types of misconduct handled by the NGBs, LAOs, and USOPC, and what's included in the Centralized Disciplinary Database.

IMPORTANT: By accessing and using the Centralized Disciplinary Database, you agree to accept the U.S. Center for SafeSport's Terms and Conditions.

Having trouble viewing the database? Viewing on a mobile device? Click here.
The audit covers:

1. Administrative Audits
2. Event Audits
Thank you

WWW.USCENTERFORSAFESPORT.ORG
USOPC
Athlete Safety Best Practices

Nicole Deal
Chief Security and Athlete Safety Officer - USOPC
Our Role

Athlete Safety leads the USOPC’s efforts to promote a healthy culture, free of emotional, physical and sexual abuse by furthering both prevention and response and resolution efforts.

- USOPC Internal Operations
- Liaison with the U.S. Center for SafeSport
- NGB Oversight
Common Language

• Sexual Misconduct
• Physical Misconduct
• Emotional Misconduct
• Hazing
• Harassment
• Bullying
Education and Engagement

- Annual Training
- Training Centers & Events
- Webinars
Reporting Allegations

- Online
- In-person
- Hotline
Complex Environment

- New Frontier
- Jurisdiction
- Governance
THANK YOU
Focus on Education

Vaneisha Cadogan

Director – National Olympic Academy of Barbados
Focus on Education
IOC Safe Sport Webinar Series for NOCs
10 November 2020

Vaneisha Cadogan
Director, National Olympic Academy of Barbados

#SafeSport4All
Target audience

Safeguarding is everyone’s business, and everyone must be educated.

**Accountable**
- Administrative staff
- Referees/Umpires
- Volunteers
- Athlete entourage*
- Athletes
- National Federations

**Other**
- Media
- Photographers
- Venue staff
- Spectators
- First responders

Education includes all the activities designed to share knowledge, raise awareness, sensitize.
Differentiate

Content examples
- Understanding safeguarding
- Risk management
- Identifying, reporting and acting on concerns
- Building a safeguarding culture

Differentiated training
- All will learn basic content
- Some will need additional training
- Some will need additional and specialist training

Differentiated modes of delivery
- Workshops
- Webinars
- Panel discussions
- Lectures
- Advocacy efforts
  - Public announcements
  - Sharing literature/links
Context

Need for regional/local research

- Cultural context should shape approach to education efforts
- Be aware of context in which materials being used were developed
- Use culturally relevant examples
Training plan

- Who must we educate?
- What do we want them to learn?
- When do we want to train them?
- How do we want to train them?
- How much information do we want to disseminate?

- Will a one-off educational workshop be sufficient in every instance?
- Are there some groups that we want to complete longer and/or higher levels of training?
- Do we want to certify any aspects of our educational programme?
Integrate

Build training into existing structures and activities

What did we do?

◎ Student-athletes (11-16 years)
  Teams preparing for regional competitions; youth programmes in various sports; secondary schools during OD activity; WISC workshops

◎ Community coaches
  Collaboration with government department preparing for community sport development programme

◎ Administrators
  Included as a module in the SAC 2020 course

Use available opportunities and audiences

Does not have to be a stand-alone event.

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Challenges

Cultural Norms

- Perceptions about harassment and abuse
  - only sexual form readily considered
  - reluctance to consider some acts as abuse due to custom and practice
- Cultural norms determining factor in attitudes/responses
- Culture has major impact on acceptance/receptiveness
- It is not necessary to reach an agreement on every issue; leave room for soul searching.

The culture within the organization will promote or hinder best safeguarding practice.
Challenges

Beliefs

- We don’t have that problem in our sport
- That cannot happen in my organization
- We don’t tolerate those behaviours
- We have structures in place to deal with such behaviours
- We should leave well alone – this will just stir up trouble
- If we keep quiet, it may stay away
Safeguarding in action

The International Olympic Committee (IOC)’s mission is to place athletes at the heart of the Olympic Movement

◎ Much attention given to preparing athletes to avoid physical injury during performance – e.g. training programmes, nutritional advice, warm up routines
◎ Does not guarantee athlete will not get injured, but **PREVENTION** efforts are consistent
◎ Well structured response/support systems
◎ Approach to broader issue of safeguarding differs
OLYMPIC AGENDA 2020 – RECOMMENDATION 18: STRENGTHEN SUPPORT TO ATHLETES

#SafeSport4All
Knowledge

Safeguarding includes the policies, procedures and actions that an organization puts in place to ensure that no one suffers harm.

Focusing on education allows us to:

- Be proactive
- Foster good governance
- Protect the integrity of sport
- Promote the values of safe sport
- Protect health and well-being of athletes
- Human rights
Final words

◎ Emphasize the issue of responsibility
  ✓ to the athlete
  ✓ the sport (NF/IF)
  ✓ sport (global sporting fraternity),
  ✓ the Olympic Movement
  ✓ and also self

◎ Dispel the thinking that we are looking for a monster that does not exist

◎ Skillfully bring attention to the fact that monsters do and might exist

◎ Everything must be done to withstand the threat of the monster. Education is a powerful weapon in that offensive. It gives everyone something to think about (develops conscience)
Thank you
vdcadogan@olympic.org.bb
www.olympic.org.bb
Q&A Session
Thank you

safeguardingofficer@olympic.org

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