IOC Safe Sport Webinars for National Olympic Committees

Webinar 8:
Olympic Council of Asia (focus on Central, South & West Asia)
24 February 2021
10.00 AM – 12.00 PM CET

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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
# Agenda

1. IOC Welcome and Introduction
2. OCA Women in Sports Committee Welcome
3. Prevention of Harassment and Abuse in Sport
4. An Athlete-centred Approach to Safe Sport
5. A Survivor’s Story
6. NOC Pakistan - Five Steps to Safeguard Athletes from Harassment and Abuse in Sport
7. Q & A

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HRH Prince Feisal al Hussein

IOC Prevention of Harassment and Abuse in Sport Working Group - Chair
OCA Peace through Sport Committee - Chair
Jordan Olympic Committee - President
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

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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

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IOC Safeguarding Webinar Series for NOCs

Commenced in October 2020

9 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

26/02/2021
Feel free to take a break.
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

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HE Shaikha Hayat Alkhalifa
Chair – OCA Women and Sports Committee
Vice President – Union of Arab National Olympic Committees
IOC Women in Sport Commission member
Prevention of Harassment and Abuse in Sport

Susan Greinig
IOC Medical Programmes Senior Manager
IOC Safeguarding Officer
Prevention of Harassment and Abuse in Sport
All athletes have the right to Safe Sport; sport which is fair, equitable and free from harassment and abuse.
Everyone has a right and a responsibility when it comes to protecting athlete welfare

In becoming coaches we accept a duty of care to help athletes become the very best they can be. That means empowering and protecting them in every sense of the word.

Sir Clive Woodward, OBE
IOC Athletes’ Entourage Commission Member and Rugby World Cup Winning Coach

The welfare of the athletes both on and off the field of play is paramount for an international sports federation. Developing athlete safeguarding policies to this effect should be a concern at all levels of organised sport.

Sarah Lewis
Secretary General of the Association of International Olympic Winter Sports Federations and Secretary General of the International Ski Federation
What is harassment and abuse?
Harassment and Abuse: What does it mean?
Harassment and abuse is on a continuum

- We must recognise early signs of abuse and educate others
- A crime should not have to have been committed before a case is investigated
What is the root cause of harassment & abuse?

The cultural context of harassment and abuse is rooted in discrimination based in power differentials across a range of social and personal factors...

<table>
<thead>
<tr>
<th>Sex</th>
<th>Gender</th>
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<tr>
<td>Sexual Orientation</td>
<td>Race</td>
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<td>Ethnicity</td>
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<td>(Dis)ability</td>
<td>Age</td>
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<td>Athletic ability</td>
<td>Athletic longevity</td>
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<td>Faith</td>
<td>Socio-economic/Financial status</td>
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...or a combination of the above

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Bystander Effect

- Passive attitudes/non-intervention,
- Denial or silence by people in positions of power
- Lack of formal accountability

Create the impression for victims that such behaviours are legally and socially acceptable, and that those in sport are powerless to speak out.
IOC PHAS Initiatives
Background information

The IOC Prevention of Harassment and Abuse in Sport Working Group was established in 2014

◎ 4 IOC Commissions support the PHAS initiatives, including the IOC Athletes’ and Entourage commissions.

◎ Each of these Commissions are represented in the IOC PHAS Working Group, Chaired by HRH Prince Feisal al Hussein

The International Olympic Committee’s mission is to place the athlete at the heart of the Olympic Movement
**Timeline**

<table>
<thead>
<tr>
<th>Year</th>
<th>Events</th>
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<tbody>
<tr>
<td>2004</td>
<td>PHAS projects commenced</td>
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<tr>
<td>2007</td>
<td>1st IOC Consensus Statement, SHA educational tools</td>
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<tr>
<td>2016</td>
<td>2nd IOC Consensus Statement, IOC Games-Time Framework</td>
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<tr>
<td>2017</td>
<td>Release of IOC Toolkit, IOC Athlete Safeguarding Course</td>
</tr>
<tr>
<td>2018</td>
<td>IOC YOG Games-Time Framework, Youth-specific education, Toolkit implementation</td>
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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
Key safeguarding initiatives

The IOC Olympic Games and Youth Olympic Games-time Frameworks
- Implemented in Rio, PyeongChang, Buenos Aires and Lausanne. Cases of harassment and abuse can be reported to the IOC Safeguarding Officer who will be present at every edition of the Olympic and Youth Olympic Games.

IOC Athlete Safeguarding Toolkit
- Created to assist IFs and NOCs in implementing their own athlete safeguarding policies and procedures - download on Athlete365

Educational courses, materials and apps
- The Athlete365 Safe Sport pages provide athlete-centred, interactive online courses, educational videos, and the Safe Sport directory where it is possible to find details on protection policies and complaint procedures for IFs and NOCs
Key safeguarding initiatives

Safe Sport Webinar Series

- Two successful separate webinar series have been produced focusing on safe sport. The first for International Federations (2019) and the second for NOCs (2020/2021), educating members on the importance of safe sporting environments.

IOC Certificate: Safeguarding Officer in Sport

- Currently in development, this 5-month course will certify those who pass the final exam as Sport Safeguarding Officers. Inaugural course to commence in September 2021.
The Science of Harassment and Abuse: What we know
The Science: What are the mechanisms for harassment and abuse?

Contact mechanisms
Close proximity or rough-and-tumble handling may be used by perpetrators as a pretext to perpetuate abuse

Non-contact mechanisms
Verbal harassment (sexual and non sexual), trash talk

Cyber mechanisms
Bullying, harassment and abuse on social media or via texts or email. Cyber harassment comes in many forms such as online sexual grooming, “sexting”, illicit photographs, hate messaging, creation of fake profiles on social media, grooming for corruption or cheating, identity theft

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Who are the perpetrators?

Anyone can be a perpetrator, including:

- Athlete entourage members
- Sports administrators
- Athletes themselves
- People outside the sporting movement
Who are the victims?

Similarly, anyone can be a victim of harassment and abuse.

For this reason we recommend that IFs, NOCs and NFs have:

- Organisational policies applying to athletes
- Internal policies applying to staff members
- Guidance to stakeholders
Harassment and abuse occurs worldwide...

◎ In **all** sports disciplines
◎ At **all** levels of participation

**Why is this?**

✗ A lack of education/understanding, such as what constitutes harassment and abuse?
✗ The hierarchical nature of sport
✗ A win at all costs mentality
✗ A lack of safeguarding policies and procedures
There is an increased risk when:

- High Perpetrator inclination or motivation
- Low Sport protection
- High Athlete vulnerability
Impacts of harassment and abuse on athletes

All forms of harassment and abuse breach human rights and may constitute a criminal offence.

Experiences of harassment and abuse can have long-term negative consequences for athletes including:

- Physical: injuries, performance loss, eating disorders
- Cognitive: low self esteem
- Emotional: volatile moods
- Behavioural: dropping out, more likely to cheat
- Mental health: depression, anxiety, suicide
- Relational: social exclusion
- Economic losses
Impact of harassment and abuse on organizations:

The research also shows that there are also long lasting effects to sport organizations:

- Reputational damage
- Loss of players and fans
- Loss of sponsorship
- Reduced medal tally
- Reduced public confidence
- Loss of trust
- Asset depreciation

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Barriers to reporting:

Reasons for not reporting include:

- Inadequate support systems
- Shame
- Fear or risk of retaliation
- Fear or risk of being blamed
- Fear or risk of not being believed
- Fear or risk of being mistreated and/or socially ostracized

Source: World Heath Organisation
How can we support athletes to report abuse?

✓ Creating the pathways and policies
✓ Creating the culture
✓ Education and awareness
✓ Reducing/eliminating conflicts of interests
✓ Never undermining the system
✓ Recognising that reports of abuse are a not a failure to be hidden. Because:
  • Abuse IS happening
  • Reports mean there is trust in the system

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What’s happening during Games-time?

- **#SafeSport Educational Booth**
- **IOC Safeguarding Officer & Deputy Safeguarding Officer available on-site**
- **Education** - Interactive educational video tools & learning materials
- **Communication & Messaging** Available through the Athlete365 app
- **Games-time safeguarding policy**
- **Reporting mechanisms and athlete helpline available 24/7**
Resources for Athletes

Safeguarding Athletes from Harassment and Abuse
Who? Athletes & Entourage
- Led by experts and athletes
- Free to take and to share
  https://www.olympic.org/athlete365/learning

Draw the Line
Who? Athletes
- Scenario based education
- Educating on different forms of harassment and abuse
  http://drawtheline.olympic.org

IOC Sexual Harassment & Abuse
Who? Athletes, Entourage & Sports Organisations
- 9 interactive video clips
- Free to take and to share
  http://sha.olympic.org/home.html

IOC Female Athlete Health
Who? Female Athletes & their Entourage
- 13 interactive modules
- Free to take and to share
  https://www.olympicresources.com/Home/Welcome
The IOC Toolkit
What do the terms “policies” and “procedures” mean in this context?

**Policies:** The outlining of your organisation’s principles and approach to safeguarding athletes from harassment and abuse in sport.

**Procedures:** The detailing of the series of specific steps or actions which should be followed to achieve the objective of the policy, i.e. safeguarding athletes from harassment and abuse in sport.
Why are they important?

Policies and procedures

- Safeguard athletes
- Protect the integrity of sport
- Protect those working within sport
- Promote the value of safe sport
General terms

Some of these terms may be considered as general terms that may apply to wider issues, while others are specific to certain target groups or forms of harassment and abuse. These terms include, but are not limited to:

- Athlete protection
- Athlete welfare
- Athlete safeguarding
- Prevention of harassment and abuse
- Non-accidental violence
- Gender-based violence
- Sexual harassment and abuse [and exploitation]
- Safe sport

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Who to Involve?

It is strongly recommended that athletes be involved in the development of your athlete safeguarding policies. It is also recommended you consider informing the following:

- Medical Commission
- Athletes’ Commission
- Athletes’ Entourage Commission
- Women in Sport Commission
- Ethics Commission
- National agencies and NGOs
- National Federations
- Continental Association

Support:
- IOC
- IPC

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Outlining the scope of your athlete safeguarding policy

When does your policy apply?
- General organisational safeguarding policy
- Policy which applies during competitions which are sanctioned by your organisation

Is your policy targeted at the protection of a specific group?
This may include:
- Young Athletes
- Athletes with impairments
- Women and girls
- Men and boys
Communication of an organisational & competition policy

- People within your organisation who do not have a direct role in the execution of the policy.
- Operations based communication
- Communication to raise awareness

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Diagram:
- Organisational Policy
  - Internal Staff
  - Other Involved Organisations
  - Key Stakeholders

Diagram:
- Competition Policy
  - Federations
  - Admin staff
  - Organising committees
  - Delegations
  - Athletes'
    - Athletes' Commission
Education

Barriers to address

◎ Fear of reporting;
◎ Lack of understanding of what constitutes harassment and abuse;
◎ Assumptions that the responsibilities related to athlete safeguarding apply to someone else;
◎ Aspects of sports culture, which research suggests may facilitate harassment and abuse; and
◎ Mistrust in the reporting procedure.

IOC prevention of Harassment and abuse in sport educational tools

1. Athlete Learning Gateway: Athlete Safeguarding Course
2. Female Athlete Health Tool: Interactive tool
3. Sexual Harassment and Abuse in Sport: Interactive tool
4. Harassment and abuse in Sport: Factsheet

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Education cont.

Developing athlete-safeguarding educational materials: Key considerations

- Target audience
- Mode of delivery
- Content objective and focus
- Depth of the content: short course or long education programme
- Frequency of the programme: once or multiple times
- Optional or mandatory for completion?
- Affiliations of advocacy
Factors affecting implementation of policies and procedures

There are 3 identified main factors that affect implementation:

**Negative view of prevention**
- Cause fear within organisation for negative perception that abuse is rife in organisation or sport
- Communication paramount to combat this perception

**Lack of competence and resources**
- Insufficient financial resources or training
- Insufficient time or staff to devote to safeguarding

**Actual Cases of Abuse**
- Reports of actual sexual abuse cases within sports organisations. Such measures were mainly noted as being case management measures, including complaint procedures, rather than preventative measures.
Where do we go from here?

- Awareness raising and education
- Development and implement policies and procedures
- Ensure top-level buy-in at your organisation
- Send the right messages
- Continue to make safe sport a priority within your organisation
Thank you
safeguardingofficer@olympic.org

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An Athlete-centred Approach to Safe Sport

Abhinav Bindra
IOC Athlete’s Commission member
A Survivor’s Story

Jessica Shuran Yu
Five Steps to Safeguard Athletes from Harassment and Abuse in Sport

Ada Jaffery
Deputy Secretary – Women and Sports Commission, Pakistan Olympic Association (NOC PAK)
Thank you!

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