The IOC Athlete Safeguarding Toolkit
FEI Sports Forum

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Background

Evidence demonstrates that harassment & abuse occur:

- Across all sporting disciplines

- At all levels (elite higher risk)

- Worldwide

Compounded by lack of regulatory policies in sports organisations

"Harassment and abuse in sport only occur in certain countries."

✖ False

"If we have never had a reported case of harassment and abuse, this issue doesn't concern us."

✖ False

"Athlete safeguarding should concern everyone working in sport."

✔ True

Underpinned by evidence

Table 1 — Grouping of sports across the four criteria

Sport	Formation		Extent of sport clothing			Gender structure			Gender culture*		
	Team	Indiv	Little	Mod	Lot	Male	Neut.	Fem	Masc	Neut.	Fem
Aerobics		♦	♦				♦				♦
Alpine skiing		♦		♦			♦			♦	
Archery		♦			♦		♦			♦	
Badminton		♦					♦			♦	
Bandy	♦				♦	♦			♦		
Basketball	♦			♦			♦			♦	
Biathlon		♦					♦			♦	
Climbing		♦	♦				♦			♦	
Curling	♦				♦		♦			♦	
Cycling		♦		♦		♦				♦	
Dance		♦					♦				♦
Discus		♦		♦			♦			♦	
Distance running		♦	♦				♦			♦	
Dog sledding		♦		♦			♦		♦		
Equestrian		♦			♦			♦		♦	♦
Fencing		♦			♦		♦			♦	
Football	♦				♦		♦		♦		
Freestyle skiing		♦			♦		♦			♦	
Golf		♦					♦			♦	
Gymnastics		♦	♦				♦				♦
Hammer throw		♦		♦			♦			♦	
High jumping		♦	♦				♦			♦	
Hurdling		♦	♦				♦			♦	
Ice hockey	♦				♦	♦			♦		
Ice skating		♦	♦				♦				♦
Judo		♦			♦		♦		♦		
Kayaking		♦		♦			♦		♦		
Karate		♦			♦		♦		♦		
Kick boxing		♦		♦		♦			♦		
Long distance skating		♦	♦				♦			♦	
Long/triple jump		♦	♦				♦			♦	
Orienteering		♦			♦		♦			♦	
Pole vaulting		♦	♦				♦			♦	
Power lifting		♦	♦			♦			♦		
Race walking		♦	♦				♦			♦	
Rhythmic gymnastics		♦	♦					♦			♦
Rowing		♦			♦		♦			♦	
Sailing		♦			♦	♦				♦	
Shooting		♦			♦					♦	
Shot putt		♦		♦			♦			♦	
Ski orienteering		♦		♦						♦	
Snow boarding		♦				♦				♦	
Sprinting		♦	♦				♦			♦	
Sprint skating		♦	♦				♦			♦	
Squash		♦		♦		♦				♦	
Swimming		♦	♦					♦		♦	
Taekwando		♦			♦		♦		♦		
Team handball	♦				♦		♦		♦		
Telemark skiing		♦			♦		♦			♦	
Triathlon		♦	♦				♦		♦		
Underwater rugby	♦		♦				♦		♦		
Volleyball	♦			♦				♦		♦	
Water skiing		♦		♦			♦			♦	
Weight lifting		♦	♦			♦			♦		
Wrestling		♦	♦				♦		♦		
X country skiing		♦			♦		♦			♦	

* Based on Koivula (1995) 'Ratings of Gender Appropriateness of Sports Participation: Effects of Gender-Based Schematic Processing', *Sex Roles*, 33(7/8):543-557.

"Our main finding is that sexual harassment occurs in all sport groups."

Fasting, K., Brackenridge, CH, Sundgot-Borgen, J. (2004) "Prevalence of sexual harassment among Norwegian female elite athletes in relation to sport type" International Review for the Sociology of Sport, 39(4) pp. 373–386.

Safeguarding Policies…

✓ Safeguard athletes

✓ Protect the integrity of sport and sports organisations

✓ Protect those working within sport

✓ Promote the value of safe sport

Foundation

Olympic Agenda 2020
- Recommendation 18

IOC Code of Ethics
- Article 1.4

Basic Principles of Good Governance
- Article 6.2

Olympic Movement Medical Code
- Article 1.1.1

7th International Athletes Forum
- Recommendation 2d

The IOC Toolkit

Process

Four IOC
Commissions

IOC
Working Group

Virtual Task
Force

Safeguarding athletes from
harassment and abuse in sport
IOC Toolkit for IFs and NOCs

Five sections

Preparation

Positioning

Core Components

Implementation

Preventative measures

- Competition
  - For events sanctioned by the organisation
- Organisational
  - Applicable for all stakeholders of your organisation

Two policy types:

A step-by-step guide

To Do List

☐ Ascertain if your organisation includes the rejection of harassment and abuse in your organisations' Code of Ethics or Statutes.

At this point, as well as understanding the normative framework for athlete safeguarding policies, it is important to ascertain your organisations position related to the rejection of harassment and abuse within sport. This may be in the form of:

— Rejection of harassment and abuse clearly stated within your organisations code of ethics or similar document

— Rejection of harassment and abuse in your organisations statutes

— A position statement, rejecting harassment and abuse (an example from the International Paralympic Committee may be found here)

It is strongly advised that if rejection of harassment and abuse in sport is not stipulated in your organisations code of ethics or statutes, that you consider adding this. The rejection of harassment and abuse in your Code of Ethics and/or Statutes may not only be considered as good governance, but would also add weight to your athlete safeguarding policy: A contravention to the regulations by any stakeholder bound to them requires investigation and may empower your Disciplinary Commission or similar body to act, to safeguard athletes.

Rejection of harassment and abuse in statutes / Code of Ethics or similar document
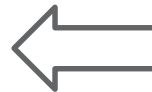
Inclusion of case studies and reference materials from across the Olympic Movement
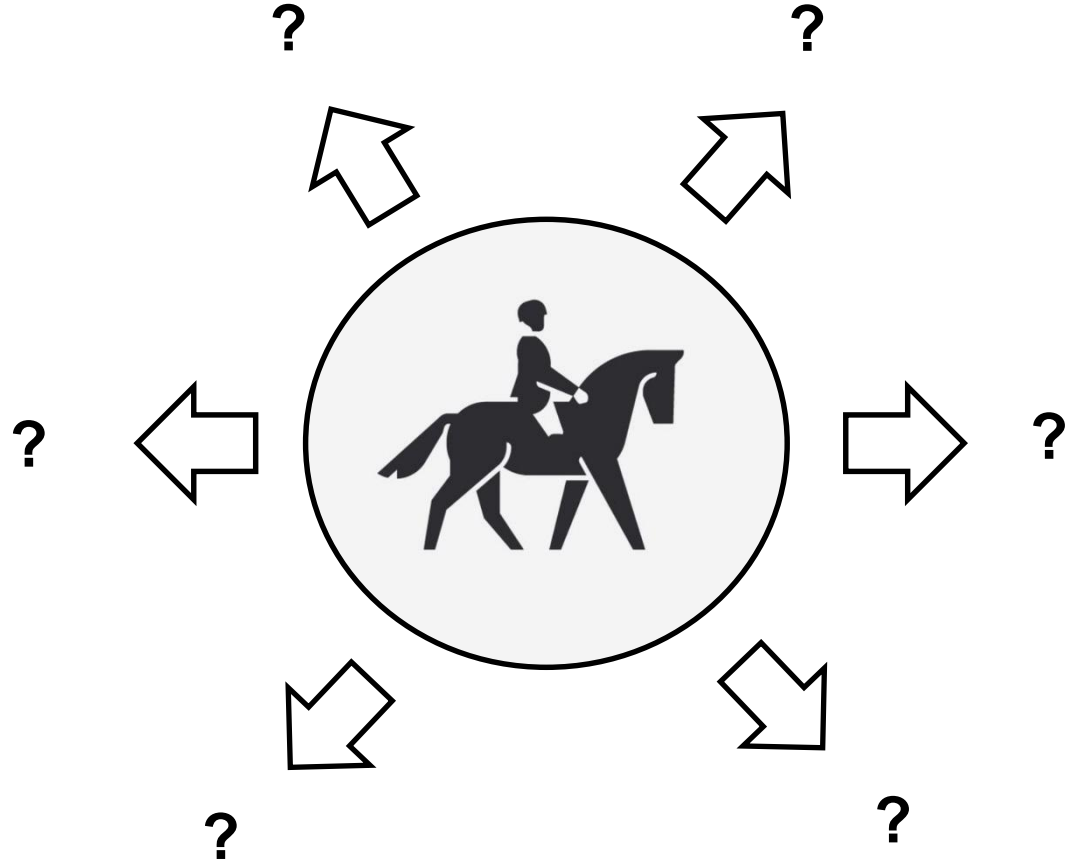
What is our role?

National Federations

- Are to key to athlete safeguarding
  - Apex of a network of organisations
  - Leadership
  - Promotion of sport
  - Protection of the image of sport
  - Vicinity to athletes
  - National knowledge

Reporting

Tools for assistance

IOC PHAS initiatives

Educational Materials

- IOC Athlete Safeguarding course
- SHA interactive videos
- Female Athlete Health Tool

Consensus Statements

- Harassment and Abuse in Sport (2007)
- Harassment and Abuse in Sport (2016)

IOC Games-Time Framework:

- Olympic Games
- Youth Olympic Games

Where to access the IOC PHAS tools?

https://www.olympic.org/athlete365/library/safe-sport/

Thank you