

Prevention of harassment and abuse in sport

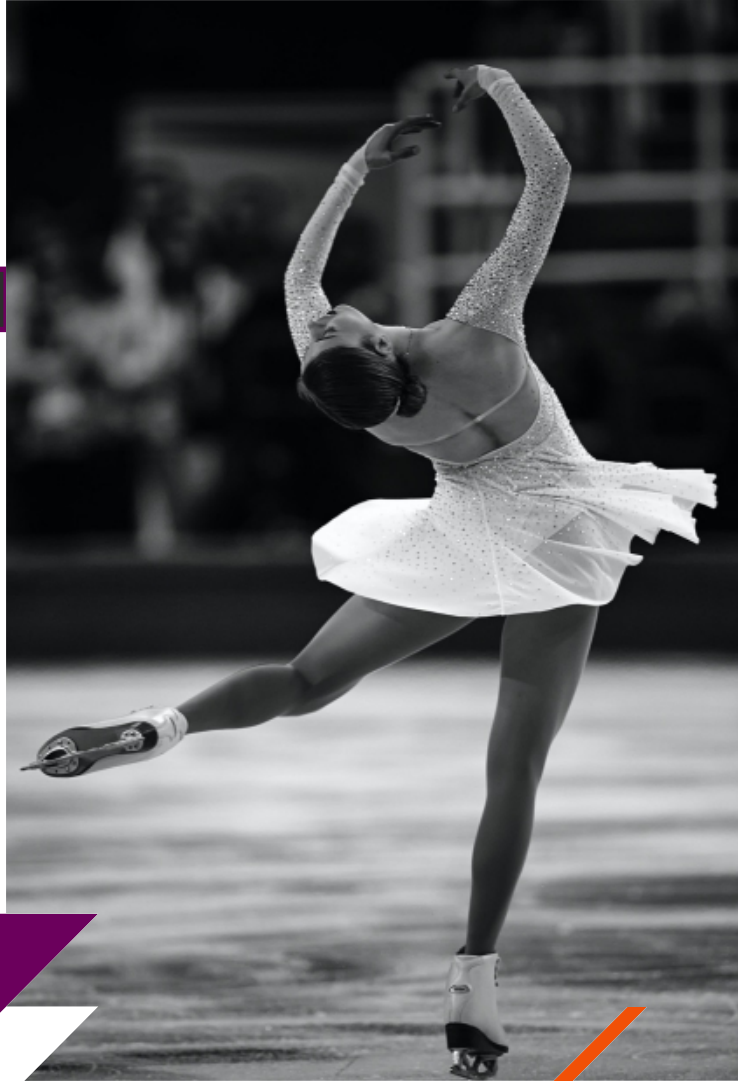
IOC Guidelines for IFs and NOCs

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Agenda

1. Background
2. IOC PHAS initiatives: An Overview
3. The IOC Guidelines
4. IOC Toolkit for IFs and NOCs



Background

- Olympic Agenda 2020, Recommendation 18
- 2015 7th IOC International Athletes' Forum
- Four IOC Commissions
- IOC Steering Group



Structure

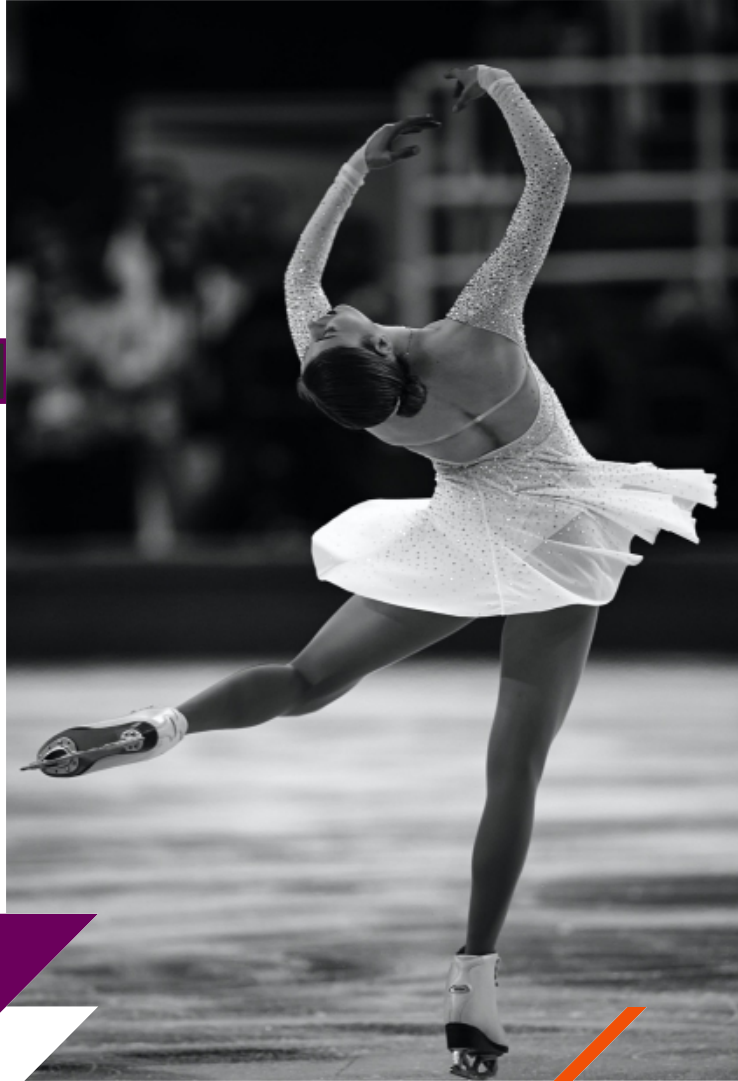
“It is incumbent upon all stakeholders in sport to both adopt general principles for safe sport... and to implement and monitor policies and procedures for safe sport... which state that: all athletes have a right to be treated with respect, protected from non-accidental violence”

IOC Consensus Statement 2016



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IOC PHAS initiatives

Internal Policy

- IOC Code of Ethics
- IOC Games Time Framework
- YOG Framework
- IOC Consensus Statements

IF & NOC Guidance

- IF and NOC Guidelines
- IOC Toolkit
- Educational materials
- Raise Awareness

IOC PHAS initiatives

Internal Policy

- IOC Code of Ethics
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IF & NOC Guidance

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IOC Guidelines

- Intended to serve as minimum standards for IFs and NOCs;
- It is the responsibility of each IF and NOC to adopt and implement such safeguarding policies;
- Approved by IOC Executive Board in July 2016.

IOC GUIDELINES FOR INTERNATIONAL FEDERATIONS (IFs) AND NATIONAL OLYMPIC COMMITTEES (NOCs) RELATED TO CREATING AND IMPLEMENTING A POLICY TO SAFEGUARD ATHLETES FROM HARASSMENT AND ABUSE IN SPORT

(HEREAFTER THE "GUIDELINES")

PREAMBLE

The International Olympic Committee ("IOC") Consensus Statement: Sexual Harassment and Abuse In Sport (2006) states that *"Sexual harassment and abuse occur worldwide. In sport, they give rise to suffering for athletes and others, and to legal, financial and moral liabilities for sport organisations. No sport is immune to these problems which occur at every performance level. Everyone in sport shares the responsibility to identify and prevent sexual harassment and abuse and to develop a culture of dignity, respect and safety in sport. Sport organisations, in particular, are gatekeepers to safety and should demonstrate strong leadership in identifying and eradicating these practices."*

According to the IOC Consensus Statement: Harassment and Abuse In Sport (2016), *"[I]t is incumbent upon all stakeholders in sport to both adopt general principles for safe sport... and to implement and monitor policies and procedures for safe sport... which state that: all athletes have a right to be treated with respect, protected from non-accidental violence..."* and that *"the welfare of athletes is paramount."*

These Guidelines have been established by the Athletes', Athletes' Entourage and Medical and Scientific and Women In Sport Commissions of the IOC pursuant to Olympic Agenda 2020, Recommendation 18: Strengthen support to athletes, and the 2015 7th IOC International Athletes' Forum, Recommendation 2d: Development of education materials on all issues of athlete welfare, including non-discrimination, prevention of harassment and abuse in sport.

The IOC, which has adopted and implemented the *"IOC Framework for safeguarding athletes and other participants from harassment and abuse in sport (Games-time period)"*, recommends that IFs and NOCs adopt and implement a similar policy to safeguard athletes from harassment and abuse in sport.

In an effort to assist IFs and NOCs, the IOC has prepared these Guidelines, which are intended to serve as minimum standards when adopting and implementing safeguarding policies related to harassment and abuse in sport. It is the responsibility of each IF and NOC to adopt and implement such safeguarding policies. The IOC will also develop and make available educational material, best case studies as well as other practical information to further assist IFs and NOCs.

Key sections

Section 1: Definition

Section 2: IF/NOC Safeguarding Policy

2.1	Definition of Harassment and Abuse
2.2	Scope of Application
2.3	Education and Prevention
2.4	Reporting Procedure
2.5	Investigation Procedure
2.6	Support of Concerned Persons
2.7	Disciplinary Procedure
2.8	Measures and Sanctions
2.9	Fair Process
2.10	Involvement of Relevant Public Authorities & Other Organisations
2.11	Confidentiality
2.12	Involvement of athletes



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Objective

- To provide IFs and NOCs with expert information, educational resources, guidance and support, in order to assist IFs and NOCs to implement a safeguarding policy within their organisations, related to the prevention of harassment and abuse in sport



IOC Toolkit for IFs and NOCs

- Considers safeguarding all athletes
- Available online and via Interactive PDF
- Step-by-step guide for policy development

Due – Q4 2017



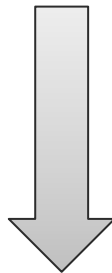
Scaled Recommendations

- In recognition of the fact that the same recommendations may not be implementable across all organisations, the recommendations in the toolkit, where applicable, shall be scaled, with indications as to what may be considered best practice, and what is considered minimum requirements.

A. Best practice

B.

C. Minimum requirement



Supporting Resources



[Take the course](#)

Athlete Learning Gateway Course:

Athlete Safeguarding

To be delivered in 2017, this course will be free and available for all. The target audience will be Athletes Entourage and Sports Administrators.



[Forum discussion](#)

Olympic Athletes' Hub Toolkit Forum

This forum is intended to promote the sharing of ideas and promote collaboration. It will also be an area in which advice may be given to organisations implementing a safeguarding policy.



[Templates and resources](#)

Resources library and templates

This section will include case studies of policy types, best practice examples, research materials and templates. It is intended that IFs and NOCs, if they wish could upload their policies here as examples.

Basic Universal Principles of Good Governance

- Defined in 2008;
- Made compulsory by Recommendation 27 of Olympic Agenda 2020
- IOC monitors such compliance, and develops supporting tools to assist organisations with the implementation;
- PHAS: Encompassed under the “Protection of athletes” banner



Thank you

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Useful Links – PHAS documents

IOC Guidelines: IFs and NOCs

https://hub.olympic.org/wp-content/uploads/2015/11/Guidelines_-_IFs_and_NOCs.pdf

IOC Games Time Framework

<https://hub.olympic.org/>

Consensus Statement

<http://bjsm.bmj.com/content/early/2016/04/26/bjsports-2016-096121>



Useful Links – IOC Platforms

Athlete Learning Gateway

<http://onlinecourse.olympic.org/>

Olympic Athletes' Hub

<https://hub.olympic.org/>

Educational Tools

