

Funded
by the European Union
and the Council of Europe



COUNCIL OF EUROPE



Implemented
by the Council of Europe

Child Safeguarding in Sport

www.coe.int/CSiS

Title of the practice	Code of conduct for the prevention and handling the cases of abuse and harassment for coaches and support personnel
Country	Estonia
Organisation(s) responsible	Estonian Centre for Integrity in Sport in co-operation with Ministry of Justice, Social Insurance Board, Ministry of Culture, Estonian Olympic Committee, Sports Training and Information Foundation and sports psychologists.
Main topic addressed	Code of conduct for the prevention and handling cases of abuse and harassment for coaches and support personnel
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s)	Employees of sport organisations, coaches
Timing	2021 ongoing
Language	Estonian, Russian, English
Brief description of the practice	Code of conduct for the prevention and handling cases of abuse and harassment for coaches and support personnel consists of an overview of the different types of abuse (physical, sexual, verbal/emotional) and how to prevent these actions occurring at training and in non-training environment. Moreover, the named code of conduct provides practical guidelines to handle harassment and abuse cases for sport organisations.
Context and objectives	Before 2019 harassment and abuse in sport has not been thoroughly addressed in Estonia. Over the following years, a few harassment/abuse cases in Estonia's sport sector received wide public attention through media coverage and specific guidelines for sport organisations to prevent such actions did not exist. Also, the number of harassment and abuse cases which happen in public is estimated to be similar to the number of cases which take place at sporting/training environment. ¹ With this in mind the prevention harassment and abuse in sport has to be highly effective.
Steps/activities of the practice	We developed the Code of Conduct based on other countries Code of Conduct (e.g. Norway, The Netherlands). We participated in the EU-COE joint project "Child Safeguarding in Sport (CSiS) webinars "Up your game, strengthen your squad!," where several European countries (Ireland, United Kingdom, Finland, The Netherlands, Germany) shared their inputs and practices. In November 2019, we organised an international seminar "For Healthy Sport" in Estonia, where domestic and international experts in this field shared good practices (e.g. Caroline Jannes from Belgium, Havard B. Ovregard from Norway). ESTCIS in co-operation with the Ministry of Justice prepared a draft for the Code of Conduct. After that many experts were involved (Ministry of Culture, Ministry of Social Affairs, Estonian Police and Border Guard Board, Social Insurance Board

¹ Lahti A, Kyllönen M, Pusa S, Tolvanen A, Nina L. 2020. Häirintä suomalaisessa kilpaurheilussa. Suomen urheilun eettinen keskus SUEK. <https://suek.fi/wp-content/uploads/2020/09/Ha%CC%88rinta%CC%88-suomalaisessa-kilpaurheilussa.pdf>.

	<p>and Child Protection, Sports Psychologists Association) in designing the final guidelines. Finalising the Code of Conduct was preceded by highly intense discussions over several months between all parties.</p> <p>In May 2021, a round table discussion with the Ministry of Culture took place to discuss the Code of Conduct. On 1st of June, International Children's Day, the Code of Conduct was published and shared with sport organisations and the public. In co-operation with our partners, it was initially planned to have two separate Code of Conducts – one for the prevention and the other for handling cases. During our work and discussions, we unanimously decided to combine them into one comprehensive guideline.</p>
Resources required	<p>Estonian Center for Integrity in Sports (ESTCIS) Education Manager and Member of the Management Board (CEO) were involved with the preparation and creation of the Code of Conduct. No additional resources (financial or human) were involved. We mostly relied on the materials from the "For the Healthy Sport" conference and other countries practices.</p>
Achievements and outcomes	<p>The outcome of this project was to create the Code of Conduct for the prevention and handling the cases of abuse and harassment for coaches and support personnel. An 11-page document was forwarded to all Estonian Olympic Committee's member organisations. Moreover, step-by-step we started to introduce the basis of these guidelines to the sport organisations at our educational sessions. Based on the Code of Conduct, we strongly suggested to all sport organisations that they develop their own guidelines considering sport-specific aspects. Detailed educational sessions about the implementation of the Code of Conduct for coaches takes place in November 2021 with a separate one for the leaders of sports organisations.</p>
Challenges and limitations	<p>Targets response about the Code of Conduct has been quite varied depending on the coaches' age and experience. The rules we pointed at the Section III "Preventive rules of conduct for sports staff" are new and unfamiliar for many coaches and it will take time and education to adopt these properly.</p> <p>This named chapter has caused the most discussions and requires further clarification, so coaches and other sport staff members fully comprehend what needs to be implemented.</p>
Follow-up ideas and future plans	<p>Our sport organisations often have employees who do not have much experience about how to notice and react to possible harassment and abuse cases/incidents. Most cases are revealed through media or police investigations. Currently, sport organisations in Estonia do not have internal rules for handling possible cases. Despite that there have been discussions about the creation of an overall sport Ethics Committee (similar to Finland), to better help sport organisations with the expertise they need.</p>
Any other comment	<p>For further information, please look through the English version of this Code of Conduct:</p> <p>https://eadse.ee/wp-content/uploads/2021/10/Code_of_Conduct_Harassment_ENG-1.pdf.</p>
Further information	<p>www.eadse.ee</p> <p>https://eadse.ee/wp-content/uploads/2021/06/kaitumisjuhend.pdf</p>