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Enlarged Partial Agreement on Sport

## **Expert Conference on Sexual Violence against Women and Children in Sports**

A conference bringing together experts, policy-makers, practitioners, researchers/academics and victim support specialists to scale up actions to tackle sexual violence against women and children in sports.

Monday, 29 April 2019, 12:00 – 17:00

Tuesday, 30 April 2019, 9:00 – 17:00

**Conference venue:** The National Museum of Finland (Mannerheimintie 34, Helsinki, Finland)

**Working languages:** English, French

## **Report**



## Summary report on and recommendations from the expert conference<sup>1</sup>

Violence against women and violence against children are different phenomena. Each has its own specificities that must be understood and taken into account when designing prevention and protection strategies. They also have many issues in common and are often part of the same continuum of violence. This means that measures to address violence against women will benefit children and measures to address violence against children, will also benefit women.

Unfortunately, violence against women and children is still widespread and often socially tolerated, despite the fact that violence is a violation of the victim's human rights and dignity and should not be "part of the game".

There was agreement that sport can be used as a powerful tool to empower women and children alike, to further equality between women and men, and to challenge gender stereotypes and the devaluation of women and girls. Sport can provide girls and boys with key values for life in democratic societies, such as fair play, respect for others and respect for rules, team spirit, tolerance and responsibility, which responsible citizens are expected to embrace.

Sexual violence is largely under-reported. There are many reasons why victims do not talk. The omerta around this issue leaves millions of victims without support and their aggressors free to re-offend, with one single person sometimes causing hundreds of victims.

Stopping sexual violence against women and children is one important objective of the Council of Europe's activities in the field of sport. Several Council of Europe human rights' treaties protect women and children from violence, including the European Convention on Human Rights, the European Social Charter and the Convention on Action against Trafficking in Human Beings. In addition, two other treaties provide detailed guidance on how to prevent and respond to sexual violence:

- The Convention on Protection of Children against Sexual Exploitation and Sexual Abuse (the Lanzarote Convention) and
- the Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention).

These treaties also apply in the field of sport.

Although we lack data on the prevalence of sexual violence in sport, research shows that many women reporting sexual violence in sport refer to experiences that happened when they were children. Breaking the silence is the first step to overcoming denial and starting to take positive steps to prevent and report abuse, protect the victims and put an end to impunity.

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<sup>1</sup> Presentations and further documents on the conference can be downloaded from the following website:  
<https://www.coe.int/en/web/sport/sexual-violence-against-women-and-children-in-sports>

With the Start to Talk initiative, the Council of Europe breaches the gap between the normative framework and its concrete implementation. “Start to Talk” is a Council of Europe call for action to public authorities and the sport movement to stop child sexual abuse. By joining this call, governments, sports clubs, associations and federations, as well as athletes and coaches, pledge to take concrete measures to prevent and respond to abuse. Start to Talk aims at supporting capacity-building and at providing technical assistance for stakeholders on developing and implementing concrete, practical actions to:

- raise awareness and implement a campaign;
- develop or improve safeguarding and protection frameworks;
- organise training sessions/ workshops

So far, five European countries (Spain, the Netherlands, Portugal, Norway and Finland) have launched their national Start to Talk campaign to fight sexual violence against children in sport. In many others, public authorities and sports organisations are using the campaign messages and tools to raise awareness and move people into action.

Although Start to Talk was devised for children and under 18s, the same approach can be adapted and also used to address sexual violence and abuse against women in sport.

Public authorities responsible for sport, sports organisations and other relevant stakeholders are called upon to join in this initiative and to develop and implement an integrated approach and strong frameworks that will promote (further) prevention, protection, prosecution and co-operation to stop sexual violence and harassment in sport. Only a safe and healthy sport environment free from violence and harassment can promote the positive values and functions of sport in European societies.

While it is crucial to include the various relevant stakeholders in the fight against sexual violence and abuse in sport, the conference underlined the importance of also involving survivors in any activity that aims to combat abuse and harassment in sport.

When developing relevant policies, programmes, projects and procedures, the conference found that the following challenges have to be taken into consideration:

- sexual harassment and abuse (SHA) in sport is still often taboo. Therefore, it is sometimes difficult to address the issue;
- related to this taboo subject, a cultural change in people and organisations is needed to effectively combat SHA in sport;
- SHA is a multi-faceted problem requiring a multi-faceted and integrated approach in combating it within sport;
- the production of effective and practical tools and the financing of relevant projects/ activities are crucial when raising awareness and instigating cultural change.

When developing relevant policies, programmes, projects and procedures, the conference developed the following recommendations:

- Act now: the time is now for public authorities responsible for sport and sports organisations to act against sexual harassment and abuse in sport.
- Help now: each young athlete (children, youth) should be informed and know from the very start of their involvement in sport where help is available and who to turn to. Child helplines such as “you are not alone” of Finland reachable via phone, e-mail, etc. or designated persons are practical examples how this can be implemented.
- Join in the (Start to Talk) campaign: there are many good practices such as the Start to Talk initiative available. Make use of the existing tools and materials from these initiatives, get active and roll out a campaign to stop SHA in sport.
- Promote cultural change from the top-down: challenge sporting cultures of fear and intimidation by condoning misbehaviour. Widely and openly, communicate the no-tolerance policy on SHA.
- Adopt relevant policies/codes of conduct: establish strong frameworks such as relevant policies and codes of conduct for stakeholders such as
  - coaches;
  - athletes;
  - leaders;
  - volunteers;
  - parents.

These frameworks shall also include possible responses/reactions/sanctions/measures for investigation.

- Set up procedures: develop a case management system to deal swiftly and effectively with cases relating to SHA in sport by providing protocols/manuals/guides.
- Create responsibility: create the position of an (independent), duly trained child welfare officer or ombudsman on a voluntary/professional basis who is the contact point for any matter relating to abuse and harassment and the promotion of a safe and healthy sport environment.
- Provide relevant information and organise training programmes: develop and run values-based education and training programmes to raise awareness about abuse and harassment and the negative consequences they have on different target groups such as athletes and their entourage (coaches, etc.). These training programmes share good practices and include technical assistance on how to develop and to implement sound policies, effective codes of conduct as well as swift case management systems to stop SHA.

- **Minimise risks:** sports organisations shall aim to proactively reduce risks for SHA in sport by:
  - conducting thorough screenings (background checks) of people (professionals and volunteers) working/dealing with children/youths;
  - employing a safeguarding officer (professional/volunteer);
  - adopting and effectively implementing relevant policies, codes of conduct, case management systems;
  - organising meetings and training programmes to raise awareness and to empower people to act;
  - using practical relevant tools to train people such as the training kit provided by Start to Talk.

Table 1: Minimise risk for SHA in sport



- **Enhance co-operation:** set up/join a national platform with all relevant stakeholders from sport, public authorities and NGOs to be able to develop and implement an integrated and holistic approach to fight SHA in sport.
- **Share good practices:** the exchange of information and the sharing of good practices across Europe is considered crucial to enhancing the fight against SHA in sport. Furthermore, a virtual pledge board on, for example, the Start to Talk action page highlighting the activities of countries and stakeholders could spur and inspire further activities in Europe.
- **Stop cyber-abuse:** cyber-abuse can involve a range of behaviour such as cyber grooming, trolling, etc. and can take place in various online spaces such as message boards and services, social media and other virtual channels. Sports organisations have to be aware of this new platform for abuse and take it into consideration when developing and implementing relevant policies.

- Evaluate projects: initiatives to stop SHA in sport, have to be evaluated to see whether the objectives, activities and intended outcomes have been achieved. The evaluation will ensure the proper funding of relevant initiatives.

Act now!  
Help now!

## Appendix 1: Agenda

### Monday, 29 April 2019

**11:00-12:00** Arrival and registration of participants at the conference venue

**12:00** Buffet lunch at the conference venue

**13:00 WELCOME AND OPENING SESSION**

Opening speeches by

- Esko Ranto, Director General, Ministry of Education and Culture, Finland
- Elda Moreno, Head of the Children’s Rights and Sport Values Department, Council of Europe

**13:15 ADVOCATING CHILDREN PROTECTION IN SPORT**

- Tineke Sonck, “Voices in Sport”

**13:30 PANEL DEBATE**

**WHICH MEASURES TO TAKE TO END SEXUAL VIOLENCE AGAINST WOMEN AND CHILDREN IN SPORT?**

Live streaming of the session (link available on <https://live.kansallismuseo.fi/?live=starttotalk>)

The audience is encouraged to tweet comments, questions and information to [start.to.talk@coe.int](mailto:start.to.talk@coe.int)

**Participants**

- Sylvain Croteau, Sport’Aide, Canada
- Gerda Katschinka, ENGSO Youth
- Baroness Doreen Massey, Parliamentary Assembly of the Council of Europe
- Paola Ottonello, Sport Unit, European Commission
- Tineke Sonck, “Voices in Sport”
- Emma Terho, Member of the IOC and WADA Athletes Committee

The panel debate will be moderated by Elda Moreno.

**15:00** *Coffee break*

**15:30 UPDATE ON THE FLAGSHIP INITIATIVE OF THE COUNCIL OF EUROPE: START TO TALK**

- Elda Moreno, Head of the Children’s Rights and Sport Values Department, Council of Europe
- Sylvain Croteau, Sport’Aide, Canada

**16:00 TACKLE IT IN SPORT: COUNCIL OF EUROPE ACTIONS AGAINST SEXUAL VIOLENCE AGAINST WOMEN AND CHILDREN**

- Liri Kopaçi-Di Michele, Head of Violence against Women Division, Executive Secretary of GREVIO, Council of Europe
- George Nikolaidis, Chair of the Council of Europe Lanzarote Committee

**16:30 CLOSING OF DAY 1**

**EVENING PROGRAMME:** (2 options)

**17:30 -19:00** Option 1: Helsinki -tour & sightseeing

**17:30 – 19:30** Option 2: Sauna & Swim at Allas Sea pool (*Katajanokanlaituri 2a, 00160 Helsinki*)

**19:15 – 22:00** Welcome cocktail & Dinner @ Allas Sea Pool

**Tuesday, 30 April 2019**

**9:00 WELCOME AND SUMMARY OF DAY 1**

**9:15 MAPPING THE FIELD: HOW BIG IS THE PROBLEM? FACTS AND FIGURES ON SEXUAL VIOLENCE AGAINST WOMEN AND CHILDREN**

- Focusing on children: Mike Hartill, Reader, Edge Hill University, UK
- Focusing on women: Kari Fasting, Professor Emerita – expert consultant, Norwegian School of Sport Science and Equal Rights in Sport, Norway

**10:15 PREVENTION: HOW TO PREVENT INCIDENTS SUCCESSFULLY?**

- Marja Kokkonen, Certified sport psychologist, Sport Pedagogy, University of Jyväskylä

**10:35 *Coffee Break***

**11:00 PROTECTION: WHICH POLICIES/ MEASURES TO TAKE?**

- Håvard B. Øvregård, Senior Advisor, Norwegian Olympic and Paralympic Committee and Confederation of Sports (NIF)
- Jaakko Luumi, Finnish Ice-Hockey Federation, Et ole yksin (You are not alone) - helpline

**11:40 PROSECUTION/ SANCTION: HOW TO SANCTION BEHAVIOUR?**

- Pekka Hätönen, Helsinki Police Department

**12:00 *Lunch + tour in the National Museum of Finland (in two separate groups at 12:45 and 13:00)***



**14:00 WORKSHOPS**

Parallel workshops on policies, procedures and good practices relating to sexual violence against women and children in sport

- *The parallel workshops are organised according to the [World Café method](#)<sup>2</sup>;*
- *Each participant can join in rounds up to 4 workshops;*
- *Each workshop session will last for 30 minutes.*

The workshops will be facilitated by Heidi Pekkola, Deputy Director, EOC EU Office

- PROTECTION STRATEGIES
- SUPPORT SYSTEMS AND CASE MANAGEMENT
- EDUCATIONAL PROGRAMMES
- CODES OF CONDUCT AND CODES OF ETHICS
- MINIMISING RISKS

*Coffee is served during the workshops*

**16:15 REPORT OF THE WORKSHOPS****16:45 CONCLUSIONS AND CLOSING**

- Tiina Kivisaari, Director, Ministry of Education and Culture Finland
- EPAS Representative, Council of Europe

**17:00 DEPARTURES****Objectives of the conference**

- To raise awareness on the importance of the topic;
- To inspire people to scale up measures to tackle sexual violence against women and children in sport;
- To share and exchange relevant know-how;
- To support capacity building to fight sexual violence against women and children in sport;
- To discuss follow-up actions.

<sup>2</sup> <http://www.theworldcafe.com/key-concepts-resources/world-cafe-method>

**Appendix 2: List of participants**

<b>SURNAME</b>	<b>FIRST NAME</b>	<b>JOB TITLE</b>	<b>MINISTRY/ORGANISATION</b>	<b>COUNTRY</b>
Aalto-Nevalainen	Paivi	Senior Ministerial Adviser	Ministry of Education and Culture	Finland
Ahlefeldt	Anne	Project leader	Luckan rf, På samma linje - projektet	Finland
Antlalainen	Kati		Ministry of Education and Culture	Finland
Baze	Elvira	Head of Drafting and Feasibility Projects in Sport	Ministry of Education, Sport and Youth	Albania
Bjarnadottir	Jona	Reykjavik Sport Union Project Manager - Gender Equality	Ministry of Education	Iceland
Boux	Sylvie	Interpreter	Council of Europe	France
Crnkovic	Marija	Head of Service for International Affairs and EU Funds	Central State Office for Sport	Croatia
Croteau	Sylvain	Executive Director	Sport'Aide	Canada
Eloyan	Vahe	General Secretary	Ministry of Sport & Youth Affairs	Armenia
Fasting	Kari	Professor/Expert consultant	Norwegian school of sport science	Norway
Gautier	Christele	Cheffe de bureau	Ministère des sports - Direction des sports	France
Hartill	Mike	Reader: Sociology of Sport	Edge Hill University	United Kingdom
Hassinen	Terhi	Specialist in EU Affairs	Ministry of Education and Culture	Finland
Heikkinen	Satu	Senior ministerial adviser	Ministry of Education and Culture	Finland
Humalamäki	Henny		MFA of Finland	Finland
Husting	Alexandre	Adviser	Ministry of Sport	Luxembourg
Ikonen	Jouko	Chief Investigative Officer	Finnish Center for Integrity in Sports	Finland
Japisson	Teemu	Secretary General	SUEK ry	Finland
Juhola	Markus	Executive Manager	Jalkapallon pelaajayhdistys	Finland
Kainu	Katariina	Senior Officer	Ombudsman for Equality	Finland
Karadza	Roberta	Expert advisor in the service for international affairs and EU funds	Central State Office for Sport	Croatia
Katschinka	Gerda	Project Manager	ENGSO Youth	Austria

Kervinen	Birgitta	Honorary President	ENGSO	Finland
Kivisaari	Tiina	Director	Ministry of Education and Culture	Finland
Knorre	Nadezda	Teacher	Czech Olympic Committee	Czech Republic
Kokkonen	Marja	Senior Lecturer in Sport Pedagogy - Faculty of sport and health sciences	University of Jyväskylä	Finland
Kopaci-Di Michele	Liri	Head of Violence against Women Division	Council of Europe	France
Korsberg	Minttu	General Secretary	Ministry of Education and Culture	Finland
Krum	Tarja	Project coordinator	På samma linje / Finlands Svenska Idrott	Finland
Laine	Elina	Sustainability manager	Finnish Olympic Committee	Finland
Laitinen	Hanna-Leena	Advisor	Save the Children Finland	Finland
Lara Martinez	Maria Belen	Head of International Cooperation	High Council for Sport	Spain
Larghi	Caroline	EPAS Administrative Assistant	Council of Europe	France
Lempinen	Miko	Senior Officer	Office of the Ombudsman for Equality	Finland
Liparteliani	Vasil	Head of sport development division	Ministry of Education science culture & sport	Georgia
Ludewig Quaine	Bettina	Interpreter	Council of Europe	France
Luumi	Jaakko	CFO	Finnish Ice Hockey Association	Finland
Malkki-Karttunen	Kati	Coordinator	Ministry of Education and Culture	Finland
Massey of Darwen	Doreen	Baroness / MP	House of Lords	United Kingdom
Matos Almeida	Cristina	Senior Official	Portuguese Institute of Sport and Youth	Portugal
Missi	Mikko	Senior Ministerial Adviser	Ministry of Education and Culture	Finland
Moreno Villanueva	Elda	Head of the Children's Rights and Sport Values Department	Council of Europe	France
Nestor	Kaarel	Adviser in the Sports Department	Ministry of Culture	Estonia
Nikolaidis	Georgios	Psychiatrist, Research Director, Chairperson of Coe's Lanzarote Committee	Institute of Child Health	Greece
Oevregaard	Haavard	Senior advisor	Norwegian Olympic and Paralympic Committee and Confederation of Sports	Norway

Opanasenko	Olga	Counsellor	Ministry of Foreign Affairs	Russia
Ottonello	Paola	Policy Officer	European Commission	Belgium
Pekkola	Heidi	Deputy Director	EOC EU Office	Belgium
Ranto	Esko	Director General	Ministry of Education and Culture	Finland
Rasila	Samuli	Senior Advisor	Ministry of Education and Culture	Finland
Rittgasser	Natalie	Officer Education and Equal Opportunities/Diversity	German Olympic Sports Confederation (DOSB)	Germany
Ruotsalainen	Saara	Asiantuntija	Väestöliitto Ry	Finland
Sainio	Alina	Administrative assistant	Ministry of Education and Culture	Finland
Sandstrom	Sofie	Desk Officer	MFA Finland	Finland
Sistonen	Satu	Legal Officer	Ministry for Foreign Affairs	Finland
Skuladottir	Ragnhildur	Director of Education and Development	National Olympic and Sport Association of Iceland	Iceland
Sonck	Tineke	Founder	Voices in Sport	Belgium
Spindler-Oswald	Barbara	European and International Sport Affairs	Ministry for the Civil Service and Sport	Austria
Stefanicova	Blanka	Coordinator of Gender Equality	Ministry of Education, Youth and Sport	Czech republic
Steinkellner	Carina	Sports Officer	Federal Ministry for Civil Service and Sport	Austria
Sulander	Heidi	Councillor	Permanent Representation of Finland to the EU	Belgium
Tapov	Asker	Counsellor	Ministry of Foreign Affairs	Russia
Terho	Emma	Athlete	NOC Finland	Finland
Tiesnesyte	Kornelija	Acting Director General	Department of Physical Education and Sport	Lithuania
Toroi	Niina	ENSGO EWS Chair	ENGSO Equality Within Sport Committee	Finland
Tricarico	Francois	Attaché	Federation Wallonie-Bruxelles	Belgique
Trinker	Michael	EPAS Deputy Executive Secretary	Council of Europe	France
Tuunainen	Sari	Executive Director	Finnish Coaches Association	Finland
Vallimae	Henn	Executive Director	Estonian Anti-Doping Agency	Estonia
Van Coppenolle	Evy	Coordinator	Center Ethics in Sport	Belgium

Varga	Kitti	Advisor of legal affairs	Ministry of Human Capacities, State Secretariat for Sport	Hungary
Viljanen	Anu-Eerika	Councillor	MFA of Finland, Embassy of Finland in Paris	Finland
Zammit Southernwood	Karen	Director Regulatory Affairs	SportMalta	Malta
Zeitler	Sandor	Member	Voices in Sport	Belgium