

3rd annual meeting of the Pool of International Experts on Safe Sport

Seminar on trauma-informed child safeguarding practices in sport

Strasbourg, 3 December 2024

Speakers' biographies

Hanne Juncher

Director of Security, Integrity and Rule of Law, Directorate General: Human Rights and Rule of Law, Council of Europe



Before becoming Director of Security, Integrity and Rule of Law, Hanne was the Executive Secretary of the Council of Europe's Group of States against Corruption (GRECO) and in charge of the Council of Europe's action against economic crime, including MONEYVAL and large-scale technical assistance programmes on economic crime.

Before that she headed the Council of Europe's work on justice and legal co-operation, including the European Commission for the Efficiency of Justice (CEPEJ), on private and public law, and on judicial reform.

Prior to that, she worked for the European Committee for the Prevention of Torture (CPT), represented the Council of Europe in North Macedonia, and headed the Council of Europe's human rights support and awareness-raising work.

Hanne joined the Council of Europe as a legal adviser in 1997. She also worked for the Ministries of Defence of Denmark and the United Kingdom. She has postgraduate degrees in law from Copenhagen and Essex Universities.

[Opening statement](#)

Georges Mischo

Minister of Sport, Luxembourg



Georges Mischo was born on 18 September 1974 in Esch-sur-Alzette.

After attending secondary school at the Lycée Hubert Clément in Esch-sur-Alzette, Georges Mischo started studying sports in Saarbrücken. He completed his teaching internship at the Lycée Aline Mayrisch before becoming a teacher at the Lycée technique pour professions éducatives et sociales (LTPES). He then joined the Lycée Bel-Val, where he taught physical education until he was sworn in as mayor of Esch-sur-Alzette in 2017.

Following the legislative elections of 8 October 2023, Georges Mischo was appointed Minister of Sport and Minister of Labour on 17 November 2023 in the coalition government formed by the Christian Social People's Party (CSV) and the Democratic Party (DP).

In 2011, he stood in the municipal elections for the first time. Three years later, in 2014, he became a municipal councillor before being elected mayor in October 2017 following the local elections. After the legislative elections, Georges Mischo became a member of Parliament in October 2018.

[Opening statement](#) (only available in French)

Delphine Costantini

Chargée de Mission, Directorate of National Education, Youth and Sport, Monaco



Delphine Costantini has spent much of her career working for the Government of Monaco. She has held highly technical positions at the Monegasque Institute of Statistics and Economic Studies (including the development of a legal framework for statistics and personal data protection), and has also tackled major issues relating to young people, school life and cultural education for all schoolchildren in Monaco as policy officer at the Department of Education, Youth and Sports.

A strong believer in the values of leadership, solidarity and justice, she is particularly committed to the promotion and protection of women's rights. She is also keenly aware of the need to combat all forms of violence in schools and families and to protect those affected.

Her training as a lawyer enables her to approach difficult issues in a structured and demanding way, but also to be open to contemporary problems, particularly in relation to the protection of children and minors.

At Monaco's Department of Education, Youth and Sports, she is the main contact person for all matters relating to policies and measures to prevent and combat bullying in schools and online, violence against minors and situations involving pupils who are or may be at risk, including minors who are victims of sexual offences.

[Opening statement](#) (only available in French)

Francine Hetherington Raveney

Deputy Executive Secretary, EPAS, Council of Europe



Francine Hetherington Raveney is an expert in the fields of: sport policy, gender equality, diversity, project management, script analysis, audiovisual co-productions, and communication, amongst others. She obtained a Masters Degree in English and French Literature at The Queen's College, Oxford University (1992-1996), a Masters Degree in Women's Studies at The Queen's College, Oxford University (1996-1997) and then carried out doctoral studies in France in politics and literature at Strasbourg University (1997-1998).

Since 2000, she has worked in a number of international organisations, including the Council of Europe, where she was a project manager for the Eurimages film fund for 11 years (2009-2020), and WHO Europe (2004-2005) where she was a Managing Editor. She is the founder, former Executive Director and currently an Honorary Member of the European Women's Audiovisual (EWA) Network. She is also a member of the New Dawn Film Fund jury and regularly teaches pitching and gives presentations at festivals and universities throughout Europe.

Since April 2021 she has worked as the Deputy Executive Secretary of the Enlarged Partial Agreement on Sport (EPAS), where she oversees resources, works with the Governing Board and partner organisations to ensure that topical thematic activities (such as gender equality, diversity, integrity and good governance in sport) and conferences (e.g. on combating gender-based violence in sport) are dealt with smoothly and effectively.

Catherine Moyon de Baecque

President, Commission for the Fight against Sexual Violence and Discrimination in Sport, French National and Olympic Sports Committee



Prominent figure – Ambassador and expert – Ethics, education, Olympism: Culture and sport.

Described as “The Marianne of Sport”.

The embodiment of the values of Olympism for France.

President of the Commission to combat Sexual Violence and Discrimination in Sport of the French National Olympic and Sports Committee (CNOSF).

Member of the Plenary Societal Engagement Committee of the French Football Federation (FFF).

First elite athlete in France, Europe and worldwide to break the law of silence in sport (having been the victim of aggravated sexual abuse by members of the French athletics team at a national training camp) and – very much as a lone voice for 20 years – wage a historic battle that set a precedent and paved the way for others to follow.

Made a Knight of the National Order of the Legion of Honour by the President of the French Republic on 1 January 2023.

Author and speaker in France and abroad.

[Statement](#) (only available in French)

Alexandre Husting

Adviser, Ministry of Sport of Luxembourg, Permanent representation of Luxembourg to the EU, President of the Enlarged Partial Agreement on Sport (EPAS), and member of the Council of Europe Pool of International Experts on Safe Sport



Attaché Education, Youth, Culture and Sport to the Luxembourg Permanent Representation to the European Union and adviser International and European affairs for the Luxembourg Ministry of Sports. Chair of EPAS (Enlarged Partial Agreement on Sport) and of CAHAMA (Ad hoc European Committee for the World Anti-Doping Agency). Member of the Council of Europe Pool of International Experts on Safe Sport.

[Statement](#) (only available in French)

Mathilde Grenet

Founder, En Garde, member of the Council of Europe's Pool of International Experts on Safe Sport



Mathilde Grenet is a Safe Sport specialist and founder of the safeguarding consultancy [EN GARDE](#) whose mission is to eradicate interpersonal violence in sport. EN GARDE works with several international and national sports governing bodies (FIFA, European Athletics, UCI, FIS, Imoca Class, Play International, etc..) on their safeguarding programmes and initiatives.

Mathilde is passionate about sport and has a strong athletic background having formerly been a NCAA tennis player for the University of South Carolina.

Child Safeguarding in Sport is a topic which resonates very profoundly with her as she is a survivor of sexual abuse having been abused by her tennis coach in her youth.

While she was going through a legal battle against this coach from 2014 to 2021, together with three other victims, she created the association Rebond aimed at preventing sexual violence in sports and providing holistic support to victims. Rebond is now partnered with the French Tennis Federation (FFT) in its drive towards safeguarding in tennis.

Mathilde Grenet is also a member of the Pool of International Experts on Safe Sport at the Council of Europe and certified IOC Safeguarding Officer in Sport.

Claudia Villa

Safeguarding Specialist, Centre for Sport and Human Rights (CSHR), member of the Council of Europe's Pool of International Experts on Safe Sport



Claudia is an International Safeguarding Specialist & Consultant with experiences working with International Sport Federations and National Governing Bodies to develop and implement safeguarding best practices.

As former Head of Safeguarding for Commonwealth Sport, Claudia has driven the Commonwealth Sport Movement's Safeguarding Agenda, developing their first ever Global Safeguarding Policy and Commonwealth-wide safeguarding training programme. In this role, Claudia has led the development and implementation of the Safeguarding Framework for Birmingham 2022 Commonwealth Games and Trinidad & Tobago 2023 Youth Games using a multi-agency approach that sees local and international organisations embedded in the response mechanisms.

Claudia's safeguarding approach has been shaped by over a decade of leading services to support children who were trafficked and suffered abuse and exploitation. Working closely with Local Governments, Law Enforcement Agencies, and Education, Claudia covered strategic advisory roles for Safeguarding Children Partnerships where she has been able to influence and support the development of local governments' policies and procedures on child sexual abuse and exploitation, including criminal exploitation.

Claudia is also a recognised humanitarian sector expert; leading and developing support services for refugees and asylum seekers at both the UN Migration Agency (IOM) and British Red Cross where she still volunteers as a member of the Psychosocial Support Team to support people in crisis. Her passion and dedication in this field has been recognised with the Queen's Award.

Statement

Katie Fudakowski

Partner Farrer & Co, member of the Council of Europe's Pool of International Experts on Safe Sport



I am a practicing Barrister with over ten years of experience in safeguarding law built up while a tenant at Old Square Chambers. I am currently a Partner in the market leading Safeguarding Unit at London law firm Farrer & Co. My practice spans Employment, Education and child Safeguarding law.

I advise every type of sports club and their governing bodies in safeguarding matters. My clients include premiership football clubs and national sports governing bodies. I run a 'safeguarding queries helpline' for a major sports governing body, co-ordinating the firm's advice on child protection, data protection and governance and I advise on key areas for example, peer on peer abuse and transgender inclusion.

I am recognised as a Next Generation Partner in the Legal 500 2022 guide and rated for my wealth of experience in discrimination and SEND litigation and advice on peer-on-peer abuse and gender-based violence matters.

[Presentation](#)

Emily Austin

Senior Policy & Advocacy Specialist, The Army of Survivors



Emily Austin, J.D., is the Senior Policy & Advocacy Specialist for The Army of Survivors, a global leader in advocating for survivors of sexual assault in sport founded by a group of athlete survivors of sexual assault that was enabled by Michigan State University, USA Gymnastics, and the U.S. Olympic Committee. Their mission is to bring awareness, accountability, and transparency to sexual violence against athletes everywhere, with all activities and engagements being done through a trauma-informed, athlete-led and centered way. She is also the Founder and President of Pivot Advocacy, PC, a social justice organization dedicated to community and institutional change for ending gender-based violence and promoting

social justice through educating people within systems, developing supportive and in-house methods to confront and end oppression and harassment, and creating tools for the promotion of healthy communities, workplaces, and families. She works as a consultant and specialist to bring thoughtful, authentic change to systems, organization, and individuals to end gender-based violence. She graduated from UCLA with a BA in Women's Studies and English. Emily received her law degree from USC, Gould School of Law.

She has developed trainings and workshops on responding to sexual violence and domestic violence for law enforcement officers, businesses, wardens and incarcerated settings, sports organizations and teams, as well as K-12 schools, colleges, and universities. She is an international educator on trauma-informed care and approaches for systemic change for schools/universities, businesses, unions, law enforcement, legal advocates, and parents/guardians, and community organizations.

Following law school, Emily worked at the California Women's Law Center, Peace Over Violence and ValorUS to improve school responses to gender-based violence including direct representation of survivors and policy development, develop state legislation, research child sexual abuse, create prevention curricula, and built community collaborations. She currently works on projects around trauma-informed support and advocacy from a survivor-driven lens, campus training for Title IX and response to sexual violence, community organizing, engaging survivor voice in policy advocacy, international and national systems reform to support athlete survivors of abuse, and strategy development for responses to sexual assault and gender-based violence. For the past three years, she has been working in the intersection of ending sexual abuse in sport through the centering of survivor athlete voice and trauma-informed approaches. With The Army of Survivors, she has worked with athlete survivors to build recommendations and advocate for local and federal policy changes to make sport safer. She has also worked with international sports organizations to improve their trauma-informed care approach and engaged in advocacy efforts that center survivor's lived experience in sport.

[Presentation](#)

Elena Casero

Programme Manager, EPAS, Council of Europe



Elena Casero is a Senior Programme Manager at the Enlarged Partial Agreement on Sport ([EPAS](#)), an intergovernmental platform of co-operation of the Council of Europe on sports policies. EPAS currently counts 41 member states and up to 30 partner sports organisations.

At EPAS, Ms Casero is responsible for the “[Start to Talk](#)” project on child safeguarding in sport. She also coordinates the Council of Europe’s the Network of Magistrates / Prosecutors Responsible for Sports (the [MARS Network](#)) and the DACCS database on alleged cases of corruption in sport.

She is a qualified lawyer with six-year experience in private practice in Sport and Entertainment, Litigation and Arbitration at the Spanish law firm, Garrigues. She has also served as an assistant lawyer at the European Court of Human Rights.

Ms Casero has written articles on child safeguarding in sport, anti-doping, dispute resolution and commercial rights in the field of sport, and on the case-law of the European Court of Human Rights concerning the rights of persons with migrant and refugee backgrounds and persons with disabilities. She has participated as a speaker in numerous conferences and seminars and has taught Master’s level courses.

Ms Casero holds a Bachelor and Master of Laws and a BSc and Master of Management and Business Administration from the Carlos III University (Madrid, Spain).

Paul Bercea

International child safeguarding trainer and consultant, member of the Council of Europe’s Pool of International Experts on Safe Sport



My experience spreads over twenty years in Child Protection and Safeguarding vulnerable children and young people working for statutory agencies (Lincolnshire Children’s Services), national children’s charities (team manager at NSPCC, National Trainer and consultant at Barnardo’s) and international and regional humanitarian organisations (Europe Safeguarding Adviser at Terre des hommes).

In 2008, I gained my Enabling Others qualification, awarded by Nottingham Trent University as part of completing the Post Qualifying Child Care Award, which inspired me to start delivering training courses combining theory and practice in the field of child safeguarding and child wellbeing. In 2011, the UK Chartered Management Institute (CMI) recognised my knowledge and skills in leading teams and awarded me the CMI Level 5 Certificate in Leadership, Management and Performance. In 2013, I completed a 2-year accreditation Video Interaction Guidance (VIG) and I became the first VIG practitioner in Video Enhanced Reflective Practice (VERP).

Since 2015, I led on eLearning modules on child safeguarding and wellbeing (e.g. UK Houses of Parliament, Terre des hommes Keeping Children Safe in Sports EU funded project) and I designed, planned and delivered trainings and facilitated learning and development events across Europe in countries such as England, Wales, Austria, Germany, Hungary, Romania, Greece, and Switzerland.

Ovidiu Măjină

Senior Project Officer, Children's Rights Division, Council of Europe



With over 15 years' experience in the field of children's rights, Ovidiu Măjină is currently managing co-operation and technical assistance projects for the Children's Rights Division of the Council of Europe in Strasbourg.

His areas of focus and expertise cover prevention and combatting of violence against children (including online abuse) and child-friendly justice.

Francesca Montagna

Programme Manager, Secretariat of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO), Council of Europe



Francesca Montagna is a Programme Manager at the Secretariat of the Istanbul Convention monitoring mechanism, at the Council of Europe. She has worked in this capacity for the last five years and supports the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) in preparing its country evaluations and reports, as well as other outputs such as third-Party interventions submitted to the European Court of Human Rights (case Kurt v. Austria) and GREVIO's Mid-term Horizontal Review of baseline evaluation reports, of which she is a co-drafter. Prior to working for the Secretariat of the Istanbul Convention monitoring mechanisms, she worked for the Secretariats of other Council of Europe monitoring mechanisms such as the Committee for the Prevention of Torture (CPT), the European Commission against Racism and Intolerance (ECRI) and the Committee of Experts on the Evaluation of Anti-Money Laundering Measures and the Financing of Terrorism (MONEYVAL). With a background in law and an LL.M in international business law/comparative law from Queen Mary University, she worked as a trainee lawyer for the international law firm Linklaters in Milan, Italy, prior to joining the Council of Europe.

[Presentation](#)

Sophie Kwasny

Executive Secretary of EPAS, Council of Europe



Sophie Kwasny is the Head of the Sport Division of the Council of Europe (international organisation based in France). She is responsible for the Enlarged Partial Agreement on Sport (EPAS) and for the promotion and implementation of ground-breaking legal instruments upholding the integrity and values of sport. Combating doping and the manipulation of sport competitions, and promoting an integrated safety, security and service approach at sports events are the key aims of the three Council of Europe Sport Conventions. She is a graduate of the Strasbourg Law University and has been working for the

Council of Europe for 25 years on a variety of topics ranging from data protection to prisons' reforms, or from the independence of the judiciary to nationality law. Her sole objective: Championing human rights in and through sport!

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