In Section 1 we looked at the importance of ascertaining:

— Internal approval to develop your athlete-safeguarding policy;
— Your organisation’s current position related to the prevention of harassment and abuse in sport; and
— Commissions which may be able to assist you.

Section 2 takes a step-by-step approach to developing the first elements of an athlete-safeguarding policy. Specifically:

— Outlining the scope of your harassment and abuse policy
— Identifying how harassment and abuse is defined in your policy
### Chapter 1: Outlining the scope of your athlete safeguarding policy

- To whom will your athlete safeguarding policy apply?  
- When does your policy apply?  
- Is your policy targeted at the protection of a specific group?

### Chapter 2: Defining harassment and abuse

- Why is the definition so important?

### Section 2 Review
Chapter 1
Outlining the scope of your athlete safeguarding policy

To whom will your athlete safeguarding policy apply?

Why is this important?

Clearly defining to whom your athlete safeguarding policy applies is important as it outlines who is required to adhere to your organisation’s policy.

When considering to whom your policy applies, you may want to consider who is bound by your organisation’s regulations.

This may include, for example:

— Administrative staff
— Volunteers
— Athletes
— Athlete entourage members
— National Federations

Example Application:
U.S. Centre for SafeSport

With support from the US Olympic and Paralympic Movements, the U.S. Olympic Centre for SafeSport opened in 2017 to improve athlete safety across the US Olympic Committee’s 47-sport National Governing Bodies (NGBs).

Below is an extract from the SafeSport Code for the US Olympic and Paralympic Movement (version dated 2017), which outlines to whom the code applies:

The US Olympic and Paralympic Movement is committed to creating and maintaining a sport community where all persons who participate in sport programmes and activities can work and learn together in an atmosphere free of all forms of emotional, physical and sexual misconduct.

The SafeSport Code applies to ‘Covered Individuals’ defined as:

“Any individual who: (a) currently is, or was at the time of a possible violation of the Code, within the governance or disciplinary jurisdiction of an NGB or who is seeking to be within the governance or disciplinary jurisdiction of an NGB (e.g. through application for membership), (b) is an Athlete or Non-athlete Participant that an NGB or the USOC formally authorises, approves or appoints to a position of authority over Athletes or to have frequent contact with Athletes or (c) an NGB identifies as being within the Office’s jurisdiction.”

In the above example from the U.S. Olympic Centre for SafeSport, it is clear to whom the policy applies to, and therefore who may be held accountable for any contravention which falls within the SafeSport definition of harassment and abuse.
When does your policy apply?

Your organisation may have a:

— General organisational safeguarding policy
— Policy which applies during competitions which are sanctioned by your organisation

### International Federations

It is highly recommended that you consider developing a safeguarding framework which is in place during competitions sanctioned by your organisation, as well as an organisational policy which outlines the minimum requirements which your stakeholders should adhere to related to athlete safeguarding.

### National Olympic Committees

You may want to consider having a policy which applies to any competition-specific NOC delegations, a competition-specific policy, as well as an organisation-wide safeguarding policy which applies to all of your stakeholders/member organisations.

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Example Application:

**International Tennis Federation**

The ITF established a Player Welfare Programme in 2007. Included in this programme is a **Player Welfare Policy**.

It is clearly stated that the ITF Player Welfare Policy outlines:

“regulations that govern respectful behaviour of all credential persons on-site at ITF sanctioned tournaments.”

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As we know, all sporting organisations work using different models of collaboration and partnership with multiple stakeholders. There may therefore be queries related to jurisdiction, regarding when a safeguarding policy of any organisation applies.

Further information related to jurisdiction can be found in Section 4 of this toolkit.

**Is your policy targeted at the protection of a specific group?**

It is important to consider and define if your policy encompasses the safeguarding of all athletes, or whether it is directed at safeguarding certain athlete groups who have been identified as vulnerable to harassment and abuse.

This may include:

— Young athletes
— Athletes with impairments
— Women and girls
— Men and boys

Though safeguarding policies targeted at specific athlete groups are necessary and required, evidence shows that all athletes may be at risk of encountering harassment and abuse in sport.

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The IOC prevention of harassment and abuse policies encompass the protection of all athletes, without restriction.

If your athlete-safeguarding policy is directed more towards youth athletes, it is recommended that you visit the Child Safeguarding chapters in the resources section, as tools and resources developed by organisations exist to assist you.

If your policy is intended to focus on the prevention of violence against women and girls in sport, it is recommended that you visit the UN Women toolkit for sports organisations. This toolkit can be found [here](#).

If your organisation is also involved in the governing/administration of Paralympic sports, we recommend that you consider specifications related to safeguarding athletes with impairments from harassment and abuse.

You can find more information related to this from the International Paralympic Committee, [here](#).
Chapter 1 Contd
Outlining the scope of your athlete safeguarding policy

Prevention of Violence against Woman and Girls in Sport: UN Women

“Violence against women and girls in sporting situations is a major barrier to their participation. The extent and forms of violence in sports that men, women, girls and boys experience differ, but evidence suggests that girls are at greater risk of sexual violence, harassment and exploitation.”

“Whether violence occurs within or outside of sport, the negative effects of violence on individual female athletes are substantial. Violence occurring outside of sport can follow victims and perpetrators while they are in training. Threats or actual incidences of violence, for example, may continue from outside the sport sector to inside the sport sector, sometimes with tragic results for victims and other athletes.”

“Sport leaders, coaches, athletes, and the wider sport community have an opportunity to address violence against women and girls. While many may feel that violence against women and girls is not an issue in their particular organisation, they can take steps to ensure this for the future.”

As part of the important work to prevent violence against women and girls in sport, UN Women has developed a toolkit for community sports organisations. This toolkit may be found in the resources section.

To Do List

- Define to whom your athlete-safeguarding policy applies
- Outline the scope of your policy (if it concerns the safeguarding of all athletes or specific groups)
- Ascertain if you are looking to develop an organisational policy, or whether it is a competition policy which applies only during a specific time frame
Chapter 2
Defining harassment and abuse

The IOC Guidelines recommend that sporting organisations define what constitutes harassment and abuse.

Why is the definition so important?

Establishing a definition for what constitutes harassment and abuse:

— Sets out what behaviours and actions are considered harassment and abuse, and therefore included within the policy;
— Will assist your athletes, coaches, administrators, etc. in learning what may constitute harassment and abuse, and therefore behaviours that are not tolerated by your organisation; and
— Underlines the principles for which a case may be referred to your Disciplinary Committee or other such entity.

Some key points regarding the development of a definition:

— First and foremost, it is important that any applicable law is taken into account, when defining harassment and abuse.
— It is recommended that your definition is aligned with the terms used in the IOC Consensus Statement (2016). The reasoning for this is two-fold:
  1 The IOC Consensus Statement (2016) was developed by a panel of experts in this field. It refers to five main forms of harassment and abuse, and thus does not focus only on certain aspects of harassment and abuse.
  2 Secondly, the importance of consistency, where possible, related to the definition of harassment and abuse, has been well noted in academic literature.
— A study¹ by Kerr et al. 2014, which reviewed prevention of harassment and abuse in sport policies currently in existence, further strongly recommended that harassment and abuse policies include all forms of abuse as noted above, alongside examples which may assist in recognition of these behaviours.

Chapter 2 Contd
Defining harassment and abuse

Please note that there is no set requirement to align with the below definition of harassment and abuse, it is only advised.

**Definition of harassment and abuse**

For the purpose of this toolkit, when considering the terms harassment and abuse, we will use the definitions provided in the IOC Consensus Statement (2016).

Harassment and abuse can be expressed in five forms which may occur in combination or in isolation. These include i) psychological abuse, ii) physical abuse, iii) sexual harassment, iv) sexual abuse, and v) neglect.

These forms of abuse are defined here as:

- **Psychological abuse** — means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation, or any other treatment which may diminish the sense of identity, dignity, and self-worth.

- **Physical abuse** — means any deliberate and unwelcome act – such as for example punching, beating, kicking, biting and burning – that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., age-, or physique-inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices.

- **Sexual harassment** — any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical. Sexual harassment can take the form of sexual abuse.

- **Sexual abuse** — any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.

- **Neglect** — within the meaning of this document means the failure of a coach or another person with a duty of care towards the athlete to provide a minimum level of care to the athlete, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age disability, socio-economic status and athletic ability. It can include a one-off incident or a series of incidents. It may be in person or online. Harassment may be deliberate, unsolicited and coercive.

Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person.

The IOC Consensus Statement 2008, considers that harassment and abuse are on a continuum; and therefore should not be separated.

A conceptual model of harassment and abuse in sport showing cultural context, types of non-accidental violence, mechanisms and impacts, (Mountjoy et al. 2016) is displayed opposite.
Cultural Context

Based on power differentials in:
- Sex
- Gender
- Race
- Ethnicity
- Indigeneity
- (Dis)ability
- Age
- Athletic Ability
- Athletic Longevity
- Faith
- Socio-economic/Financial status
  ...or combinations of these

Types of non-accidental violence

- Psychological
- Physical
- Sexual
- Neglect

Mechanisms:
- Contact
- Non-contact/verbal
- Cyber
- Negligence
- Bullying
- Hazing

Impacts (Indicative)

Athletic Impacts
- Physical (e.g. illness and injuries, performance loss, disordered eating/EDs, PTSD, self-harm, STIs)
- Cognitive (e.g. low self-esteem)
- Emotional (e.g. volatile mood states)
- Behavioural (e.g. drop out, more likely to cheat)
- Mental health (e.g. anxiety, depression, suicide)
- Relationship (e.g. social exclusion/marginality)
- Economic losses

Organisational Impacts
- Reputational damage
- Loss of players and fans
- Loss of sponsorship
- Reduced medal tally
- Reduced public confidence
- Loss of trust
- Asset depreciation

Further details and examples of what can constitute harassment and abuse can be found in the IOC Consensus Statement: Harassment and Abuse in Sport (2016).
Section 2: Positioning

At this point the first sections of your organisation’s policy should be defined! You should have:

- Secured internal approval and structure to develop an athlete-safeguarding policy
- Identified to whom your athlete safeguarding policy applies
- Outlined the scope of your policy
- Determined your organisation’s definition of harassment and abuse, taking into account the key points to be considered
- Ascertained whether you will develop an organisational policy, a competition-specific safeguarding policy, or both (if this applies)
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