In the introduction we considered why it is important for sports organisations to develop policies and procedures to safeguard athletes from harassment and abuse in sport.

In Section 1 we will look at:

— The normative frameworks for athlete safeguarding policies;
— The important role of Sports Organisation Commissions; and
— Other organisations to involve.
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Chapter 1
Benchmarking — Where are you now?

Complete this survey to get an understanding of where your organisation is now.

This is not a test, and there are no bad results. Having a clear idea of exactly where you are at this moment will help you plan your safeguarding policy, and monitor progress. The important thing is that your organisation, has taken the important first step towards improving athlete safeguards in sport by accessing this toolkit.

Chapter 2
Understanding the landscape

For safeguarding policies to be successful, it is crucial that they are:

- Recognised and approved at the top level of your organisation; and
- Communicated and implemented (where applicable) throughout your organisation.

Sporting organisations have many topics for discussion on the agenda. Therefore, when proposing the development of an athlete safeguarding policy, an understanding of the normative framework which applies to the development and the implementation of such policy is necessary.

Two pillars form the normative framework of your prevention of harassment and abuse in sport policy:

- Applicable Laws
- Other applicable rules* 

* Such as, for example, the IOC Code of Ethics or your organisation’s internal rules.
Safeguarding athletes should be ingrained into the psyche and governance of all sports organisations. This toolkit aims to provide solutions and guidance for sporting organisations based on experience and expertise from all over the world. By following the steps in this toolkit, we hope that all sports organisations will implement policies and procedures which are effective, and have a true long-lasting positive impact on athlete wellbeing.

HRH Prince Feisal Al Hussein
IOC PHAS working group Chair, IOC Member, Jordan Olympic Committee President, IOC Women in Sport Commission member
Chapter 2 Contd
Understanding the landscape

Pillar 1: Applicable laws
Compliance with applicable laws must be ensured when developing and implementing a safeguarding policy. Relevant laws may include laws specifically aimed at the prevention of harassment and abuse in sport, but also general principles of law, including criminal laws.

The promotion of harassment and abuse-free sport has additionally been supported through several international efforts. Even if the legal or regulatory products of those efforts are not part of your own legal system, and therefore not included in the legal context in which your organisation operates, it may be helpful to be aware of this non-exhaustive list:

— Article 165 of the Treaty on the Functioning of the European Union (version dated 2012)
— Council of Europe: Article 1. (ii) of the European Sports Charter (version dated 2001)

Pillar 2: Other applicable rules
Any other rules that apply to your organisation need to be taken into account also, for example the IOC Code of Ethics and your organisation’s internal rules.

IOC recognised organisations must respect the IOC Code of Ethics, an integral part of the Olympic Charter, in which the values and principles of Olympism are enshrined.

The rejection of harassment and abuse in sport is stated in the IOC Code of Ethics.

Article 1.4 of the IOC Code of Ethics (version dated 2016) states:

Respect for international conventions on protecting human rights insofar as they apply to the Olympic Games’ activities and which ensure in particular:

— Respect for human dignity;
— rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
— Rejection of all forms of harassment and abuse be it physical, professional or sexual, and any physical or mental injuries.

The prohibition of any practice constituting any form of physical or mental injury is also clearly stated in the International Paralympic Committee (IPC) Code of Ethics, Article 1.7 (version dated 2016).

The IOC Code of Ethics reinforces the requirement for IFs and NOCs, as main constituents of the Olympic Movement, to undertake to disseminate the culture of ethics and integrity within their respective areas of competence and to serve as role models.
To Do List

- Ascertain if your organisation includes the rejection of harassment and abuse in your organisations’ Code of Ethics or Statutes.

At this point, as well as understanding the normative framework for athlete safeguarding policies, it is important to ascertain your organisations position related to the rejection of harassment and abuse within sport. This may be in the form of:

- Rejection of harassment and abuse clearly stated within your organisations code of ethics or similar document
- Rejection of harassment and abuse in your organisations statutes
- A position statement, rejecting harassment and abuse (an example from the International Paralympic Committee may be found here)

It is strongly advised that if rejection of harassment and abuse in sport is not stipulated in your organisations code of ethics or statutes, that you consider adding this. The rejection of harassment and abuse in your Code of Ethics and/or Statutes may not only be considered as good governance, but would also add weight to your athlete safeguarding policy: A contravention to the regulations by any stakeholder bound to them requires investigation and may empower your Disciplinary Commission or similar body to act, to safeguard athletes.
Chapter 3
Who to involve

As mentioned in the IOC Guidelines, it is strongly recommended that athletes be involved in the development of your athlete safeguarding policies. Should your sports organisation have an athletes’ commission, its members should be consulted during this process, as the lead athlete representatives.

Additionally, as athlete safeguarding is a complex and very important area, there are some key groups that you may wish to initially inform that you are looking to develop an athlete safeguarding policy. Collaboration in the development of safeguarding policies may be key to maximising the effectiveness of your policy.

**International Federations:**

1. If applicable, it is recommended that you consider informing the following of your commissions:
   - IF Medical Commission;
   - IF Athletes’ Commission;
   - IF Athletes’ Entourage Commission or similar;
   - IF Women in Sport/Gender Equality Commission or similar;
   - IF Ethics Commission
   - IF Legal Commission and/or Department
2. Your National Federations
3. The International Olympic Committee

**National Olympic Committees:**

1. If applicable, it is recommended that you consider informing the following of your commissions:
   - NOC Medical Commission;
   - NOC Athletes’ Commission;
   - NOC Athletes’ Entourage Commission or similar;
   - NOC Women in Sport Commission or similar;
   - NOC Ethics Commission
   - NOC Legal Commission and/or Department
2. The International Olympic Committee
3. Your Continental Association, as well as ANOC
4. National Federations/Governing Bodies
5. Olympic Solidarity

If you are fully integrated with Paralympic disciplines, it is also recommended that you consider informing the International Paralympic Committee.
Chapter 4
Further research

When looking to develop and implement initiatives that relate to the prevention of harassment and abuse in sport, there may be organisations that you are linked to, through the sports movement, or within your country, that you could collaborate with for specific information and advice, and as part of your policy.

It would now be advisable to look at organisations around you who may be able to assist.

1 When developing a policy which will be applied to a specific country:

Are there organisations that may help you understand local government legislation?
The organisations which may be able to assist you are:
— Local health authorities
— National charities
— Law enforcement agencies

Are there existing integrated national strategies or agendas which include the prevention of harassment and abuse, be it inside or outside sport?
Such strategies may provide an existing framework with which your athlete safeguarding policies may align, or should consider.

In Canada, for example, National Sports Organisations are required to have athlete safeguarding policies and procedures in place in order to be eligible for certain funding.

2 When developing a policy which may be applied to one or more countries or regions:

Are there established non-governmental organisations, inside or outside sport, which are involved in humanitarian efforts, human rights associations and child services?
Ensuring that you have a full understanding of the landscape regarding the prevention of harassment and abuse initiatives around you may help you:
— Align with applicable law
— Associate with organisations which have experience in dealing with harassment and abuse and, if there is an agreement, link this into your policy
— Understand the context of harassment and abuse initiatives in a specific region, sport, etc.
— Gain knowledge, advice and evidence to assist with the implementation of your policy
Section 1: Preparation

Review

At this point, you should be ready to present the foundation for the requirement of an athlete safeguarding policy to your organisation. You should have:

- Evidence as to why PHAS policies are needed in all sports organisations
- An understanding of the national and international normative framework for the development of a PHAS policy within your organisation
- An understanding of the IOC positioning related to the prevention of harassment and abuse, and the responsibilities of all sports organisations related to athlete safeguarding
- Ascertained whether your organisation includes the rejection of harassment and abuse in the Code of Ethics and/or Statutes, and the importance of this
- Communicated to commissions within your organisation for support in developing your organisation’s athlete safeguarding policy
- Understood the wider landscape of athlete safeguarding policies/procedures in place in your country/region/sport
Contact us:
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